



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From Period start date To **31ST August 2022**
Period end date

Charity name: Choices For You

Charity registration number:1192611

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Relief of Unemployment
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	To include activities / games to encourage people to feel empowered to make the right choices. How we deliver? We provide a safe and secure learning environment where beneficiaries can freely express themselves. Our employment course can be delivered • Classroom based • Online • Group • 1:1 Workshop Dates These will be determined with beneficiaries in due course. Additional workshops can then be programmed in as required. 1:1 mentor support is optional Feedback evaluation At the end of each workshop, evaluations by the participants will be completed via feedback forms and submitted to the Choices for You trainer. We can assess each beneficiary learning development throughout the course and will measure outcomes, impact Diamond Programme – Regain Your Value (Soft Skills) Leadership/ Personal Development Training Who do we help? We offer a 6-week 'Soft skills' leadership and personal development employment training programme to beneficiaries from social and economic disadvantage communities to enhance their skills. Our programme is designed for beneficiaries who are identified as unemployed, long term unemployed, those who are NEET, beneficiaries who have been made redundant or unemployed due to the recent

		Covid 19 pandemic. Training programmes can either be accessed online or delivered through face-to-face classroom facilitation. Our programmes are designed to help with the relief of unemployment for the public benefit. What we cover Leadership and Personal Development skills • Develop an understanding of personal leadership and development • Introduction into collective leadership – Group work, why it's important to work with others • Create a structured personal leadership plan – Education, Training, employment • Build self-confidence and become more work ready through the development of key skills including, Positive thinking, planning skills, team building, responding to change • Identify barriers that beneficiaries may face that will prevent them from moving into a positive outcome • To help develop confidence and increase self-esteem by advancing public speaking skills • Enhance communication skills, Interpersonal skills • Encourage decision making • Work / Life Balance • Action plan to help identify employment, training or education goals, aims and objectives How we deliver We provide a safe and secure learning environment where beneficiaries can freely express themselves. Our employment course can be delivered either • Classroom based • Online • Group • 1:1
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	Trustees received the Charity Commission guidance on being a Trustee, what the role entails, and a special online meeting was held to discuss any questions. Agreement to the role was confirmed by all

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	It is the intention of Choices For You to invest back into the community by providing pre- employability/ leadership programmes to support people back into work.

Contribution made by volunteers	Para 1.38	It is the intention of Choices For You to invest back into the community by providing pre- employability/ leadership programmes to support people back into work. Volunteers provide their time and guidance to support people on their pre-employment journey.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society.	Para 1.20	Our main achievements include supporting people during their pre- employment journey. We have supported 25 people into a positive outcome, these include, identifying adult education support and achieving places on college courses to further their skills, which will lead to employment. 1 person – Applied to The Open University 3 people– Applied to college - adult education. 1 person – Found alternative work due to a disability. 8 people – Applied for a role and successfully completed interview which led to work. 2 people – Applied for PIP support and successfully identified their own barriers to employment, and the roles they could / and couldn't do on our course. 1 person – Received homeless support and will continue with their pre-employment course. 3 people – Referred to organisations who need domestic abuse support. 1 person – Apprenticeship 5 people – Progression mentor support

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We have achieved to help people into positive outcomes; however, we need to look at our funding streams to hire more facilitators to lead on our Adapt to Change Programme
Performance of fundraising		We have applied for funding, however it's a competitive area, and time is limited. We will need to rework our financial strategy

activities against objectives set	Para 1.41	and receive training on writing funding bids.
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	31 st August 2022 £6,555
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	At present we do not have funds in reserve, but we will review our status and set a reserve budget
Amount of reserves held	Para 1.22	0
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	It is an uncertain time due to the cost-of-living crisis, and low funds. Limited experience writing funding bids prevents us from competing with more established charities. We are finding people have less time to commit to volunteering due to cost of living, and without the funds to pay, we are limited to helping more people. It is a concern, and one that is addressed; however, I am confident things will improve.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	Charity Incorporated Organisation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are selected, and interviewed by board of trustees, and voted in. Charity Commission documentation of responsibilities of a trustee are given.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Trustees are selected, interviewed by board of trustees, and voted in. Charity commission documentation of responsibilities are given. Choices For You has policies in place for financial controls, Data protection and safeguarding.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	Choices For You has a board of trustees that meet every 6 weeks Other volunteers have participated to work in a practical capacity when required.
Relationship with any related parties	Para 1.51	N/A
Other		

Reference and Administrative details

Charity name	Choices For You
Other name the charity uses	
Registered charity number	1192611
Charity's principal address	85 Great Portland Street, London, W1W 7LT

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Charlene Maines			
2	Adrian Samuel	Chair		
3	Lisa Baldock			
4	Rodger Seamen			
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Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	N/A
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	N/A
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	N/A

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

N/A

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

C.Maines

Full name(s)

Charlene Maines

Position (eg Secretary,
Chair, etc)

Trustee/ Founder

Date

29/08/2023