

ANNUAL REPORT

2021 - 2022



**SEEDS4SUCCESS
MERE YOUTH CENTRE
THE RECREATION GROUND
QUEENS ROAD
MERE
BA12 6EP**

**WWW.SEEDS4SUCCESS.ORG.UK
REGISTERED CHARITY NO.1151541
CIO REGISTRATION NO. 1193737**

FORWARD

This year has seen the country slowly emerge from the global Covid-19 pandemic. Beginning the year at the end of the third national lockdown, there were a range of measures implemented to enable the country, the economy and services to young people to re-open over the year, which ended with all restrictions being removed. There have been challenges, adaptations and causes for optimism. As a charity, with young people very much at the forefront of what we deliver, we have responded to the changing needs of local young people whilst retaining much of our pre-covid delivery as many told us this was their consistent during what has been a chaotic and unpredictable time.

Structurally the charity has undergone some changes, having become registered as a Charitable Incorporated Organisation (CIO), with the same board of trustees, at the end of the previous year, we established a new bank account linked to this body. Having begun the year with all our operations going through the original registered charity (no. 1151541), from 1st October 2021, the new CIO (no.1193737) became our main operating body. The original charity was closed on 31st March 2022 with all assets having been formerly transferred to the new CIO on 1st October 2021. Whilst this has been slightly complicated for reporting and accounting purposes, this has not impacted on the charity's delivery. The outcome is that Seeds4Success has an improved organisational foundation, with trustees, staff and ultimately young people, better supported and the charity is a stronger and more sustainable entity for the future.

For young people this year has continued to be one of disruption and uncertainty, in particular in relation to their education with knock on effects on their personal and social development. There has been pressure to 'catch up' on missed learning, without real consideration of the differing impact that home learning and a year of restrictions has had on young people. We have seen increased numbers of young people with social anxiety, with many young people telling us that they have struggled to return to school since the pandemic. More young people have come to the charity who have 'dropped out' of formal education in the past 12-24 months, citing anxiety, bullying and 'needs not being met' as the main reasons for this. The creation of our 'SKILD' project has been a direct response to these needs and our way of filling a gap in local support services.

There has been much publicity about the plight of families on 'free school meals' during this time and the impact the pandemic has had on them. With new government funding for the Holiday Activity and Food (HAF) programme being available to local authorities, there was an opportunity for us to be part of a solution, enabling us to reach families with younger children and offer support, whilst providing local teenagers with a meaningful leadership experience with financial reward, at a time when part time employment opportunities for young people have diminished further.

Throughout the year there have been some significant consistents; our enthusiastic, committed and reliable team of staff and volunteers who have gone above and beyond to ensure that we have been able to support more young people than ever; the board of trustees and our 'friends of Seeds4Success' who have provided strategic and logistical support and helped fundraise to enable our work to continue; the local community, the towns and villages of South West Wiltshire and their residents, who embrace our charity and promote and support our work. Last but most certainly not least, the young people who help shape this charity, the young leaders and the participants in all we do. They are a truly remarkable group of humans, who give so much back to their peers, the charity and the wider community. They are the motivation and purpose for the charity as well and the reason why is it able to develop, grow an achieve. Thank you all so much.

Jaki Farrell, Charity Director

"I think everything Seeds4Success provide is amazing and it has helped me so much, and in just over one year of being involved I have seen a massive improvement in my health both physical and mental that I don't think would of been possible without Seeds4Success."



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INTRODUCTION

Seeds4Success (S4S) is a youth work charity based in Mere, providing co-ordinated developmental youth work opportunities and targeted 1:1 support to young people across South West Wiltshire. It is the main provider of positive activities for young people in the area. The disruption and challenges of the past 2 years have had an unsettling effect on many, creating even bigger gaps in support services for young people. Seeds4Success has continued to respond to the changing needs of young people, developing new initiatives to meet those needs, whilst sustaining the services and opportunities young people tell us they value and want.

We use 3 key methods of youth work delivery; Open Access, Targeted Support and Social Action, and this blend of support and opportunity creates a wholistic local youth service, embedded in the local community, where young people can engage with as much or as little as they wish, with the knowledge that there is somewhere to go or a youth worker to turn to when they need it. We offer a variety of sessions throughout the week, ranging from open access 'drop-in' sessions, to project specific opportunities; we run daytime learning based provision to enhance the skills and confidence of young people who are Not in Education, Employment or Training (NEET); run evening youth clubs to enable young people with additional needs to access social opportunities; and provide social action programmes where young people can develop a range of practical skills whilst making a positive impact on the local community.

We know that poor transport links and isolation are key factors in the lives of rural young people and if not tackled have a negative impact on their mental health and wellbeing. The rising cost of fuel has a greater impact in rural communities where cars are not a luxury but a necessity to access employment and often further education. Providing transport to enable young people to attend our projects is something we consider to be essential, meaning that replacing our minibus when it became uneconomical to repair this year, was a priority.

95% of the young people we engage with are from low socio-economic backgrounds, have additional needs, are NEET, are participating in anti-social/risky behaviours or are rurally or socially isolated. We liaise closely with local partners, who refer individuals to us, identifying those who would benefit from our services. Often these young people are not accessing any other services or organised activities so we explore ways to enable participation, so they can develop skills and resilience, engage positively in structured activities and increase their confidence and self-worth.

Seeds4Success provides young people with opportunities to meet peers, in a safe, accessible and welcoming environment, as relationships grow, young people discuss issues affecting their lives, enhancing their personal and social development. Many young people chose to embrace multiple opportunities offered through S4S, gaining a variety experiences and qualifications that enhance their employability, foster a positive work ethic, improve their team working and communication skills, whilst improving the environment and raising the profile of teenagers locally, ensuring they are valued and respected members of the South West Wiltshire community.

Our Mission

"Through inclusive engagement of young people in social action and a range of positive activities, our aim is to develop confident, healthy, skilful, valued and empowered members of our local community, providing targeted support to those facing additional barriers"

Our Charitable Aims and Objects:

To act as a resource for young people aged 5 to 25 years living in Wiltshire and the surrounding counties by providing advice and assistance and organising programmes of physical, educational and other activities by means of:

- a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) relieving unemployment;
- d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;
- e) conserving and enhancing their natural environment.

CHAIR'S REPORT

As predicted, this has been a challenging year, but less so than the previous one. The country has started to emerge from the COVID-19 pandemic and adjust to life in a “new normal”. This has largely been welcome but there are still noticeable, and justifiable, anxieties as well a shift in behaviours and expectations. As ever, our amazing staff, volunteers, and supporters have risen to the challenges with great dedication and commitment. Their commitment to Seeds4Success, our work, and the young people has remained absolute, and I cannot thank them enough for this.

The team have been fantastic at adapting to the changing needs of the young people we work with and endeavoured to return to as much pre-pandemic delivery as possible, while keeping some changes that have worked for the better.

Despite this, I am extremely pleased that we have managed to establish S4S as a Charitable Incorporated Organisation (CIO) and transferred all assets to this new legal body formally on 1 October 2021. This structure will better safeguard the charity and open new fundraising opportunities. I would not be surprised if this change has escaped many of you, such has been the smooth handling of this from Jaki and the team, though you may have noticed new bank account details and a new charity number. This change does not affect what we offer or how we work with the young people and our local community.

We have been in exciting discussions with Zeals Parish Council about bringing Zeals Green Pastures under our management. As is often the case, things have taken longer than expected, or ideal but good progress has been made and all parties are looking forward to this new phase for the site and local community. The site has recently seen the construction of a new wooden classroom/ pavilion, and this will open many more possibilities. We are in the process of developing a business plan for the site and there are many exciting things we hope to deliver, so watch this space! In addition to expanding the services we are able to offer, this will provide greater opportunities for us to train and employ young people, a real win-win situation. Taking over the management of the sites will not only provide S4S with a new versatile space to operate from and offer an increased range of services, it will also help safeguard the site for the local community and future generations.

Finally, and most importantly, I want to thank all our amazing staff for continuing to deliver for young people and the local community, often exceeding (already high) expectations, and give my heartfelt gratitude and thanks to the dedicated volunteers who give their time and expertise freely. I must also thank our supporters, advisors, donors, fundraisers, and funders; we could not do any of our work without you – you are at the foundation of our work and allow us to invest in the young people we work with and local community for a brighter future.

Ben Williams, Chair of Trustees

OUR ACTIVITIES & ACHIEVEMENTS

Summary

In a year that has seen Covid restrictions gradually withdrawn, we have responded to the challenges and changing needs of local young people by resuming regular face to face delivery and developing new initiatives and opportunities to support those who are most isolated and in the greatest need of support.

We have **engaged 233 children** and **young people** in a range of **developmental youth work opportunities** through mainly face to face contact; with remote support offered where this has been more appropriate. Our dedicated team of staff and volunteers have delivered **651 sessions** of group **youth work activity** recording a total of **5085 attendances**. **100%** of young people who responded to our participation survey said they **felt welcomed** and **safe** at Seeds4Success sessions as well as **all recording an increase in self confidence**.

Increasing numbers of young people facing barriers to participation has led us to increase our targeted support provision. On top of **179 sessions** of **group work** for individuals facing additional challenges, we have also provided **235 hours** of **1:1, keyword or mentoring support** to **24 individuals**. Through targeted **support**, **10 young people** have been enabled to move into **Education, Employment or Training**.

21 young people have taken on roles of **responsibility** within the charity as either **peer leaders, youth committee members or as part of our new team of young listeners** (some young people have multiple roles) supporting staff with the planning and delivery of junior youth work opportunities, assisting with reviewing and planning youth work delivery and carrying out listening activities. The charity's board continues to have **3 young trustees**, **all** of whom are **successfully engaged** in **higher education**. **19 young people** have achieved a total of **44 awards** or **qualifications** through participation with S4S.

Fundraising activity within the local community has increased this year with some key **'Friends of Seeds4Success'** organising their own activities and events raising a total of **£10,989** towards specific projects with a further **£3,070** being **donated** by **local individuals and groups** to **increase** our **unrestricted reserves**. A **Crowdfunding** campaign secured **£1,725** towards a **replacement minibus**. **Fundraising activity** by **young people** themselves for social action initiatives and the sale of wooden items they made has totalled **£779**. Young people, parents and carers and the local community continue to tell us that they value the work we do, and that we are making a significant difference to the lives of local young people and the wider community.

"Everywhere needs a S4S. The service they provide to the young people is unparalleled the dedication of the staff is incredible. The fact there is no agenda everyone is welcome is fantastic. S4S provides such a safe space for young people and gives them so many opportunities to do things they would otherwise never do." Parent

“At the start of this year I was feeling pretty low and anxious, I wasn’t going to school, I stayed in bed all day and my routine was upside down. I’d even stopped going to Seeds as much as I was, sleeping at the wrong time and had no energy. This was all making me feel anxious.

I knew about LYAS as I had been spoken to about it before and I thought it sounded great but as June got closer, I was still unsure whether I could physically or mentally do it. I made it to some team building activities and missed some of them too. As the commitment to LYAS increased I really pushed myself to go along, and the structure and routine helped me although there was flexibility if I missed a session or was having a bad day. I got really involved in the community project, cutting up logs and I knew the residential was to follow. I was a bit apprehensive about this, but I wanted to try the new activities on offer.

Over the summer I tried to keep some routine and I took part in leisure credits and also helped as a peer leader at the FUEL project.

In September I knew I needed to do something so the option to do functional skills English and maths with Seeds was great. I was also involved in the Tuesday SKILD volunteering group, meaning that I had 2 days where I was out of the house and doing things. My Building Bridges keyworker organised for me to do some work experience at Hindon Shop, which really helped me talk to people and I really enjoy it.

I also had the opportunity to do work experience at Zeals afterschool club which I started in October. It was really nice, and I support the younger children with arts activities and games. I have continued to help as a young leader for the juniors at Seeds too and helped with the FUEL project at Christmas.

I feel like the real me is beginning to come out now and I’m much happier. I do still have anxiety, but it is lower, and I know how to handle it better now. I’ve got better at talking to other people including strangers. Over this year I have developed the following skills: leadership, teamwork, stock taking, planning, research, money handling and I feel I have also become more reliable, responsible and flexible.

I’ve got the opportunity to do an apprenticeship at Zeals Afterschool Club now.

Seeds4Success, and especially Jaki, have been a big light in my life, which I needed from a young age. I was not in the best space with family and friends; it was traumatic, and I found that the only way I could cope was with drug abuse. At the time, I didn't see it as abuse, I just saw it as me having fun like everybody else, but it was a struggle as it didn't feel like I had anyone there for me until I started to carry out some work with Seeds4Success.

From that point, not only were all the staff comfortable with me opening up, but they all showed determination to help me get what I needed and to sort myself out. Also, the other young people and peer leaders showed great interest in helping me.

I can certainly say that without the help I have been given, I would not be the man I am today. I am currently working on building sites and tend to do up to 60 hours a week - I never thought I'd be able to do that!

Jaki and her team have never been ashamed or angry with me, they've only showed how much they care about the young people they're working with, and that's what people need: they need someone who cares without anything to gain. They push me to do more, which nobody else has ever done – people always think I'm not going to do anything, but the charity being there for me has helped me to be in a completely different position.



Open Access Youth Work

Open access youth work is a significant element of our delivery, it is often the first point of contact with a young person, where they can meet their peers in a safe space, be themselves, access a range of activities and games and build positive and meaningful relationships with experienced and trusted youth work staff and volunteers. The relaxed, often 'drop-in' approach to these sessions is what makes them accessible to young people who may not want to be a 'member' of an organised group or who are unable or reluctant to complete registration forms or pay subscriptions. The aim of these sessions is to enable young people to grow and develop socially and personally, gaining new skills and confidence and having the time and space to discuss specific needs and issues with their peers and staff.

These sessions, the most attractive to harder to reach young people, were hardest hit by the restrictions the sector faced as a result of the pandemic, with group sizes being limited and young people needing to 'book spaces', something that contradicts the 'drop-in' nature of some of these opportunities. As restrictions eased, these were the last sessions that were able to resume freely and there were still periods of self-isolation for young people and the staff team, meaning that not all sessions were able to go ahead as planned or with as many young people as hoped.

It has taken a while for numbers to build back up and we have made contact with young people in parks and outdoor spaces when we have had the opportunity, promoting our sessions and beginning to build new relationships with local young people. Having resumed 'face to face' work with young people and, the general sense around 'Zoom fatigue', when sessions did need to be cancelled, we did not offer remote opportunities as young people had been clear that this was not something they wanted to return to, unless we were facing sustained periods of lockdown again.

There has been a steady increase in attendance at open access during the year and the introduction of a couple of new initiatives, the Wilton + drop in for those in school year 9 and above, 'quiet space' homework support sessions and the 'workshop night' have provided a greater range of opportunities for local young people.

- **177 individual young people recording 2913 attendances at 'open access' sessions**
- **405 hours of open access youth work opportunities provided**
- **50% of young people aged 12-18 attending open access sessions benefit from multiple projects and opportunities through S4S.**
- **92% of July year 6 leavers who were engaged in our monthly junior youth club sessions in Mere have participated in open access youth work sessions when moving into year 7**

Health & Wellbeing Project

During the year, as Covid-19 restrictions have been lifted our popular **weekly health and wellbeing sessions** at the **Nadder Centre in Tisbury**, have been able to resume. These sessions provide young people with the opportunity to take part in social sports and games as well as being able to access the fitness suite. Initially we were only able to offer this opportunity to a limited number of young people but as more services opened up during the summer, we were able to reach more young people.



During the year we delivered **41 physical activity sessions** and when the Nadder Centre was closed we ran **4 healthy cooking sessions** from Mere Youth Centre, also offering some team sports on the Multi Use Games Area. These opportunities have benefitted **66 different young people** during the year with **27 young people completing a gym induction** during this time.



1 in 3 young people attending our health and wellbeing sessions **engaged in weekly physical activity sessions** for a sustained period of **at least 3 months**



"I'm home educated and the only thing I miss about school is PE. These sessions have helped me make new friends and it's great to meet up and play sports and use the gym together"

Wilton Youth Clubs

Once we finally emerged from the various lockdowns our youth work in Wilton was able to move into its new home at the Wilton Middle School Education Trust (WMSET) Centre. This is a small space but one where young people are able to play games, meet their friends and chat with youth workers.



Our weekly junior sessions have continued to be popular with new young people engaging in sessions throughout the year. Young people have worked with members of staff to improve the small outside spaces around the WMSET Centre, taken part in some arts projects and engaged with some basic cooking. During the spring and summer months we begin our sessions at the large open space at Castle Meadow enabling lots of time for sports, games and using the outdoor gym, before returning to the centre.

With access to a building in Wilton we wanted to develop a drop-in session where older young people could meet their friends and access youth work support. From the May half term, we began offering sessions on 1st and 3rd Thursday of the month for local young people in school years 9 and above. These sessions have not attracted high numbers but have provided a space where young people can come and discuss issues that are affecting them and gain support with homework.



"I like to come to hang out with my friends – it's a nice atmosphere and we get to spend lots of time outside"

18 open access 'drop-in' sessions delivered supporting 7 young people in school years 9 and above.

- 23 young people aged 10 – 14 engaged in open access sessions in Wilton.
- 2 peer leaders aged 15-17 providing regular support at these sessions committing 170 hours of volunteering time
- 43 sessions junior youth work sessions and 2 activity days at Oxenwood outdoor centre delivered with a total of 585 attendances

Mere Open Access Drop-In

As the Covid restrictions eased we were able to fully resume and increase capacity at our weekly open access 'drop-in' sessions, at Mere Youth Centre, utilising the space outdoors for those who were wanted space or didn't want to wear masks. Where possible, we delivered 2 sessions each Friday evening, one for young people in school years 7-9, with some older young people helping out as peer leaders, and the second later session for those in year 9 and above. If we were short staffed or had other logistical challenges, we ran joint sessions and when Covid rates were high staff worked outdoors, running sports and outreach sessions.



These sessions provide young people a safe space to meet their peers, whilst enabling them to take part in activities they chose such as cooking, arts and crafts, games and sports, playing and listening to music and chatting to peers and youth workers about what's going on in their lives.

- 32 junior and 32 senior 'drop-in' sessions delivered at Mere Youth Centre, with an additional 14 joint sessions provided when it was not possible to split the groups
- A team of 7 peer leaders have ensured there was regular support at the junior drop in sessions, providing a total of 108 volunteer hours in support of these sessions
- 93 different young people aged 11-18 benefitting from access 'drop in' sessions
- 52% of young people attending Friday Night 'Drop-in' sessions in Mere have engaged with other developmental opportunities offered by the charity

Young people tell us that through the 'drop in' sessions they are able to build positive trusting relationships with staff and it is these sessions where they find out about other opportunities offered through the charity and how they learn about the different support they can access if it is needed.



"It's a fun way to meet up with your friends and chill out and enjoy activities like sports and cooking. It's good to be able to use the skate park in the summer too"



Quiet Space – Homework support

We developed this project in response to the need of young people who were concerned about having fallen behind in their studies over the various periods of lockdown. Their main challenges to studying included no quiet space, lack of reliable Wi-Fi, no computer and just feeling overwhelmed with the amount of work they were juggling. We offered sessions in Mere on the 2nd and 4th Thursdays of the month, term time, with transport from Tisbury and villages and with support offered alongside the Wilton + Drop-in session on the 1st and 3rd Thursdays of the month.

- 5 young people benefitting from quiet space sessions with access to computers, Wi-Fi and learning support
- 4 sessions delivered between January and March 2022 with the plan to continue through the summer term

“Going to the quiet study group has really helped me revise for my exams and catch up on homework with the help of Lee. It really helped me focus on my studies and prepare for my exams”

‘Workshop’ Night



Another new session developed following a request from young people for more time dedicated to practical and creative opportunities. These twice a month sessions at Mere Youth Centre are about getting stuck in to whatever practical and creative opportunities we have available. The sessions have involved restoring an old petrol lawn mower, fixing punctures, and maintaining bikes, repairing speakers and the decks in Mere, woodwork and painting silk flags.

- 26 young people, 7 of whom have additional needs, developing practical skills and group working through ‘workshop’ sessions
- 20 sessions of hands on creative and learning activities delivered with a total of 110 attendances



“It’s really good, we’ve learnt to make all sorts of things out of wood”

Monthly Peer Led Juniors

This open access session is one of the main delivery outcomes of our young leaders programme, one of our social action initiatives. Peer leaders, overseen by staff and a regular adult volunteer, plan and deliver a youth club session for children and young people in school years 5,6 and 7, which runs on the second Wednesday of the month at Mere Youth Centre. Once the year 7's have transitioned into our other open access opportunities, we drop the year group to year 4,5 and 6 for the summer term. These sessions have grown in popularity since the targeted FUEL project in the summer of 2021, and we often need a second vehicle to enable all the participants and young leaders from various villages to access Mere.



Juniors have enjoyed a range of fun activities this year including, sports and games, swimming, team building challenges, cooking, arts and crafts, night walks and treasure hunts. They have had the opportunity to mix with other children their age who they may not already know, build new friendships, and get to know and trust the peer leaders.

- 12 monthly peer led junior youth club sessions delivered with 272 attendances across the year
- 53 different children aged 9 – 12 year olds benefitting from a range of fun and developmental opportunities

“I’ve enjoyed coming to youth club as it’s given me time away from my younger siblings, I’ve got to try new things and I’ve made some new friends”

“My daughter gets a sense of space and time to wind down and meet new people coming to juniors, it also gives her a sense of independence and security”

Targeted Projects

Targeted Youth Work Projects are a significant part of Seeds4Success's weekly delivery, and as we emerge from the pandemic, it is this area of our work, that has seen the greatest increase in demand and thus growth, in response to the changing needs of local young people. Covid-19 has affected everyone and the true impact on children and young people will not really be known for some time to come. It is, however, clear that long periods of time in lockdown have impacted young people's social skills, confidence, learning, mental and physical health. Whilst living in a rural community, with access to open space and the countryside had its advantages for many during the various lockdowns, it was also incredibly isolating for those with limited or no internet connection or living in deprived households or those where there was violence or abuse. There has been knock on effects in the community with the limited time jobs for local young people being filled by adults with access to vehicles and, the poor public transport services being reduced further.

We know that rural life can be really tough for young people and, the limited opportunities to meet with friends, engage with out of school leisure opportunities or clubs, access further education or training, find part-time or full-time work to gain income, impact negatively on their ability to develop independence. For young people living in disadvantaged households or who are facing additional barriers, there are significantly greater challenges and therefore the targeted work of Seeds4Success is incredibly important to these individuals, supporting them to access projects and services that meet their needs and develop their emotional well-being and confidence.

We have seen an increase in the numbers of young people who have experienced poor mental health and anxiety, there has been an increase in the number of young people who have not re-engaged in formal learning and gaps in support services appear to be greater. Much responsibility for support to young people falls to schools, but, in an area where young people are educated in the next county, the already large gaps in services which young people can easily fall through, have got bigger, leaving some of the most vulnerable young people with little or no support. Pressure on schools to 'catch up' on missed learning, whilst managing reduced numbers of staff and students due to Covid itself, has meant there has just not been the capacity to respond to each individual young person's differing needs.

Developing new initiatives which provide; supported learning opportunities, where young people can work towards formal qualifications; activity camps with lunch for children and young people eligible for free school meals; and a monthly support group for LGBTQ+ young people has been part of the S4S response. These complement our other targeted work, where we continue to combine 1:1 interventions and group work.

- **117 different young people benefitted from support offered through targeted youth work programmes and 1-to-1 keywork**
- **179 sessions of targeted youth work opportunities delivered**
- **237 hours of 1 to 1, keywork or mentoring support provided to young people**

Building Bridges Programme



Building Bridges is a partnership of organisations, led by Community First, that has come together to deliver the Building Better Opportunities Programme across Swindon and Wiltshire. The project is jointly funded by the European Social Fund and The National Lottery Community Fund. The success of this project has led to double extensions of the programme with funding committed until Early 2023. This will enable \$4\$ to continue to support those local young people aged 15-25 who need some extra support to access Education, Employment or Training (EET). For more information about the programme locally visit <https://buildingbridgessw.org.uk/>

Our small team of key workers have continued to provide **1 to 1 to support** to young people on the programme – this has been via **phone calls** and **online meetings** where necessary and **in person** when possible. Young people have received **support with writing CV's, searching for jobs** as well and **accessing education and training**. As restrictions eased young people grew **more confident**, and the economy opened up, leading to an increase in local employment opportunities which young people were supported to access. **Keyworkers** have also **enabled young people to access organised group work experience and volunteering** as well as **supporting with access to opportunities to improve their mental and physical health**. Some young people have needed **additional support** with other aspects of their lives which impact on their ability to work such as **applying for benefits, accessing drugs and alcohol workers, and finding appropriate accommodation**.

The hospitality sector, one of the main providers of part-time and full-time employment in South West Wiltshire has been hard hit and in many cases young people were on zero or minimal hour contracts for their work and this has impacted their entitlement to furlough pay. Individuals who had only recently secured work, also were 'laid off' with no entitlement to any financial support except universal credit.

24 young people who were 'at risk' of becoming or who were already NEET have engaged with keyworkers during the past year. Of those exiting the programme this year, **82% gained jobs** and **9% have re-engaged** in education.

"My keyworker got me motivated and got me through the programme...they very kindly found me a job and supported me to apply...I'm now getting more confident with my job. Look how far I've come...thank you very much"

- **166 hours of 1-to-1 support provided to young people NEET or at risk of becoming NEET**
- **63% of programme participants accessing group work**

SKILD – Skill Development Programme

We took some elements of our already successful groupwork sessions for Building Bridges participants and added an extra day with more formal learning responding to the increasing demand by young people for access to functional skills qualifications, to create our new project SKILD.

Evolving over the past year our SKILD delivery has provided young people with **one day a week** of **practical volunteering** and **one day a week** to **improve** their **literacy** and **numeracy** during term time.

With a range of young people asking for this session, we wanted to offer something that was not just for young people on the Bridges Programme. Some participants attend twice a week, with others just accessing the day they need to enhance their personal skills.

We are incredibly grateful to the local funders who have supported us to buy laptops to get this project off the ground



We piloted a mini functional skills session in the summer term of 2021 to assess the need locally. We delivered 11 sessions and engaged 5 young people. This also gave us the opportunity to register as an assessment centre with Pearson so we can award qualifications.

- 28 different young people engaged in the SKILD programme
- 36 practical skill development sessions delivered benefitting 20 different young people
- 11 Functional Skills pilot sessions delivered during the summer term of 2021 to assess need
- 21 Functional Skills Maths and 21 Functional Skills English delivered from October 21-March 22 benefitting 14 different young people

“It has helped me to read and write. I also passed my Entry Level 1 Maths exam with 95% which made me feel really good”

The Bridging Project



The main purpose of the Bridging Project is to provide, young people in school years 7-13 who have Special Educational Needs & Disabilities or those who find socialising within their peer group challenging, a safe space to meet peers facing similar challenges. We aim to engage these young people in a range of developmental activities at our weekly sessions. We know that these young people have become significantly more isolated during the pandemic and encouraging them to leave their rooms and re-engage has been a challenge.

"When my son first started, he was very nervous and unsure. But your leaders never gave up on him. Within a few months his confidence and skills have grown massively. He's taking part in challenges that we never thought he would be confident enough to do. We were very nervous about his additional needs, but Your team have put us at ease and have been amazing supportive with helping him join in and feel safe. The support you all offer is truly appreciated. I can't thank you enough"

Young people and staff plan the weekly programme each half term and the sessions have involved practical activities such as bike maintenance, cooking, woodwork, arts and crafts, sports and games as well as trips out. The group also benefitted from 2 outdoor activity sessions at Oxenwood where they took part in rifle shooting, climbing, archery, canoeing, kayaking and paddleboarding.



- **49 sessions of targeted youth club sessions for young people with additional and 2 activity days at Oxenwood outdoor centre delivered with a total of 241 attendances**
- **15 young people with additional needs benefitting from targeted youth work sessions**
- **80% of Bridging Project participants accessed other opportunities offered by Seeds4Success.**

"I like that there are lots of different activities, and we can do whatever we want without being judged by other people about what we say or do"

Bridging Project +



"I've enjoyed meeting new people; it's been fun to go along to and I've felt safe. I've learnt new skills like how to whittle and carve wood"

The Bridging Project + was established following the first Covid lockdown to provide a youth club session for young people aged 15-25. Initially just an online group we delivered face to face sessions on the 2nd and 4th Thursday of the month and kept online sessions on the 1st and 3rd Thursdays of the month for those who were still apprehensive about meeting others. Any 5th Thursday of the month became a 'social' session for these young people where they could organise a trip out or do something a bit different. As the year progressed most young people returned to the face to face sessions and the numbers attending online dwindled so these will cease to run from April 2021.

The fortnightly face to face sessions took place at Fovant Youth Club, which underwent a refurbishment during this time, being transformed from a damp dingy building into a bright clean and warm space. The group helped with some of the practical tasks, specifically around improving the outdoor space. Young people engaged in a range of activities designed to develop skills and confidence including ironing, sewing, cooking, bike maintenance and wiring a plug as well as creative opportunities such as batik and making paper roses.



- 15 young people aged 15-25 with additional needs benefitting from targeted youth work opportunities to develop their independence and social skills
- 16 Face to Face youth work sessions delivered engaging 14 different individuals recording 98 attendances
- 16 remote youth work sessions have engaged 8 different young people recording 98 attendances

Mentoring and One-to-One Support



The mentoring programme matches a young person with an **independent adult** to meet and chat with regularly and to gain positive experiences. Those accessing the service will be at risk of, or are already Not in Education, Employment or Training (NEET). The young person may have physical or mental health issues, few friends or negative social networks, anxiety or are being bullied. They may be struggling to engage or make progress at school or need time away from their normal situation and require transport to get them to a club, class, activity or assessment.

3 new Mentors were recruited and trained during the year. It remains a challenge to find new, and particularly younger mentors, as the commitment is significant. The various procedures and structures developed during the lockdowns were reviewed and refined following feedback from mentors and young people and this process will continue annually.

Mentors have supported young people to improve their confidence, resilience, self-esteem, expectations, life skills, aspirations, and outlook. The types of sessions have varied greatly from chats or messaging on phones or Zoom, to walks in the local area and visits to local venues. These have included Longleat, horse riding, motocross lessons and events, support with attending assessments and meetings, swimming, cooking, bouldering, shopping, lunches, Haynes museum and workshop, agricultural shows, and of course, dog walks. The mentoring programme has been able to provide these activities through Jamie's Fund, and deliver a more positive experience with a greater impact than traditional 'sit down and chat in a room' mentoring.

A huge thank you to our volunteer mentors who continue to give their time and energy freely and to the young people involved in the scheme for engaging so positively with the process.

- **6 volunteer mentors supported 6 young people**
- **The young people benefited from support given via messages, phone calls and face to face sessions.**
- **Young people benefited from over 100 hours of walks and various positive activities**

FUEL

FUEL is Wiltshire Council's response to the Government Department of Education funded Holiday Activity and Food (HAF) programme, which was rolled out nationally in 2021. The aim of the programme was to provide families with children and young people on benefits related free school meals, with health food and enrichment activities during the main school holiday periods. Wiltshire responded by setting up 10 core camps, 2 camps specifically for young people with Special Educational Needs and Disabilities (SEND) and then offering grants to community groups who could provide a programme which filled gaps or complemented their offer. With the nearest core camps in Salisbury and Warminster, it was obvious that we needed to offer a local solution.



We worked in partnership with Mere Primary School and Mere Food Bank to deliver a **summer activity camp** for **children and young people** aged **8-13 years** for **4 hours a day, for 4 days, over 4 weeks in August**. We **provided transport to enable access** to those living outside of Mere and utilised our team of **peer leaders to support** with the **delivery**, providing them with an opportunity to earn 'credits' or 'vouchers' as a reward for their commitment.

The team offered a range of sports, games and arts and crafts activities each day and took the group 'off site' for 2 'outdoor learning' sessions at Fontmell Down and a trip to Moors Valley for a picnic and to enjoy the play trail. We ran a healthy cooking activity each week and used the sports pavilion in Mere and the youth centre as our bases for sessions. Our partnership with the local food bank enabled us to offer healthy snacks during the day to compliment the meals provided and we also offered the option to make wraps and sandwiches for those who did not like the cooked meal on offer. The food bank delivered a food box to any local family that asked for this support. The majority of our participants were eligible for free school meals, looked after or had an EHCP, however we also opened the scheme up to others we knew locally who live in social housing or in large families with lots of children as we were aware they would also benefit from the opportunity.

"X loved today; he said it was absolutely brilliant! He has so loved coming along each day, I was so relieved on his first day, he couldn't stop raving about what a great time he had, and it's not stopped since. He hasn't really picked up his technology either all holiday so far so I'm really appreciative of that"

When the FUEL core camps were advertised for the Christmas holidays we were contacted by a number of the parents asking if we were running as they were not able to get their children to the community camps in Salisbury or Warminster. We had also secured a grant from a local funder towards our scheme so we were able to offer 2 days at Christmas and 4 days over the Easter holidays, on alternate days to when we were running 'Leisure Credits' for our older young people. Again the delivery of these schemes were supported by a team of young leaders who led activities and supported groups of young people.



- 18 sessions holiday activity and food sessions delivered to 47 different 8-13 year olds, recording 327 attendances
- 81% of participants eligible for free school meals, were looked after or had an EHCP
- 11 trained peer leaders supporting with the delivery of the FUEL programme totalling 360 hours
- 79% of FUEL participants of the appropriate age, have attended our monthly junior youth club sessions

"She's absolutely loved coming every day she really enjoys it she will be so sad when it finished, she's already talking about being a young leader"

LGBTQ+ Support Group

Another new project has been the development of a monthly support group for LGBTQ+ individuals, ensuring they could continue to access the wider opportunities delivered by the charity, whilst have a space where they were supported to discuss common issues as a group. Some sessions have been delivered online with face to face sessions taking place at local venues.



- 16 young people engaging with support group sessions
- 8 sessions delivered with 30 attendances

"Breath of fresh air to be chatting to people who face the same issues as I do"

Young people have supported the development and growth of the group, engaged in games, cooking activities and having lots of discussions about issues affecting them. Representatives from Wiltshire Council have also visited the group.

Social Action Programmes

Young People's Social Action has been integral to Seeds4Success since its creation. Empowering young people to be responsible citizens and engaging in community volunteering, underpins the charity's ethos. Through Leisure Credits, young people work with their peers to improve the local environment; young leaders support with the delivery of junior youth work opportunities; youth committee members liaise with decision makers about future plans for the charity and local services for young people; and our new team of young listeners consult with peers to gain their views and identify their needs.

Our social action initiatives were significantly impacted by the Covid restrictions, so it has been good to be able to fully resume these and establish new projects this year. Being able to offer residential opportunities for both LYAS and Leisure Credits was something young people were really pleased about, and a greater variety of reward opportunities was also appreciated. With young leaders engaged with the FUEL project during the main school holidays, our attendances at Leisure Credits work sessions have been a bit inconsistent but new younger members have become involved.

Young people tell us that taking part in social action programmes make a huge difference to them. They gain confidence in interacting with a range of different people as well as developing organisational and co-operation skills, problem solving, leadership, and gaining qualifications, all of which contribute to enhanced employability or enable access to further education.

The impact of youth led social action on the local community is also clear to see. Rights of Way and thus access to the countryside are improved, older community members are supported by young people in the running of community events and there are additional youth work opportunities available as a result of peer leaders taking responsibility for the delivery of junior youth work opportunities. These initiatives raise the profile of young people locally, challenging any negative stereotypes that exist around young people. Positive work ethics are developed, and young people report feeling good about making a difference locally. Engagement in social action promotes a positive work ethic and encourages young people to remain involved in volunteering as they get older. It is young people engaged in this element of the charity's delivery that empowers our future trustees and youth workers, inspiring them to create a sustainable Seeds4Success that continues to thrive and support local young people.

- **57 young people taking part in social action projects during the year**
- **1179.5 hours of voluntary work carried out by young people for the benefit of the wider community**
- **17 young people gaining qualifications or awards through engagement in social action projects**

Leisure Credits Scheme



Work sessions run on **alternate Saturdays throughout the year** as well as most **Tuesdays and Thursdays during school holidays**. Young people **earn 'credits'** based on **how hard the work, how well they work with peers and whether they complete the task**. Young people say how many credits they think they deserve at the end of each sessions and these are then discussed with staff and often peers to agree fair, individual scores.

'Credits' can be used to access **developmental reward opportunities** such as go-karting, skiing lessons, theme park trips, an outdoor activity residential or they can also go towards the cost of driving lessons or a CBT (Compulsory Bike Test). By enabling young people to access these opportunities through earning credits we are **removing financial barriers to participation** for those in low income households, whilst **promoting a positive work ethic**.

'Leisure Credits' is the most well-known and recognised of Seeds4Success's projects, where young people are **enabled** to develop **positive attitudes to work** and gain a range of **practical and teamwork skills**.

We work in partnership with Wiltshire Council Rights of Way Team, The Cranborne Chase AONB, local town and parish councils, footpath groups and community organisations to identify and sometimes carry out tasks.



" I just wanted to say how pleased I am with the hedgehog house your young people made for me. It really is excellent. Its just lovely to think that the hedgehogs do now really have a place to call home"

12 different communities in South West Wiltshire have **benefitted from work carried out by young people** engaged in 'leisure credits' this year.

This year we have carried out footpath clearance and improvement work, repairing steps and stiles as well as resurfacing. We have dug ditches to improve drainage, removed invasive species, assisted with hedge laying, worked on our plot at a local allotment, weeded military badges and chopped logs / cleared felled Ash.

It was also great to return to helping out at a number of community and fundraising events enabling young people to build positive relationships with local adults and raise the profile of Seeds4Success as well as young people generally.



This year we have been able to resume with some of our regular, popular reward opportunities offering trips to theme parks, water parks, go-karting, quad biking and the much loved watersports residential in Pembrokeshire.

“Leisure Credits has really helped me with my problem solving and team work skills. It has helped me work with others that I don’t normally work with or chose to work with. Over the past year I have grown as a young person and all the skills I have accomplished whilst attending leisure credits has helped out a lot. I have made a lot of close friends and feel really welcome. At leisure credits you are encouraged to try your best and praised for everything you do not matter how big or small.....Leisure Credits helps me get out of the house and do something that helps the community which helps me mentally as I know I am doing something that will benefit others”



- 49 days of practical conservation work completed by local young people
- 41 different young people engaged with leisure credits work sessions
- 14 different communities in South West Wiltshire benefitting from work carried out by young people engaged in social action initiatives with S4S

Local Youth Action Scheme



The **Local Youth Action Scheme** (LYAS) was a project **designed** and **developed** by **young leaders** from Seeds4Success who had previous experience of the National Citizen Service (NCS) programme and who wanted to ensure there was a replacement programme offering similar **opportunities** and **outcomes** for their **peers**. Having run a much reduced scheme during summer 2020 due to Covid, we wanted to enable the young people who had missed out on the team building and residential opportunities the previous year to be a part of this team too.

We recruited 8 new team members who were offered all elements of the project: team building, skill development and training, social action and a residential, with 4 young people from the 2020 team engaging in team building opportunities and the residential, with a further 2 accessing accreditation.

The LYAS team this year decided they wanted their social action project to help members of the community with the challenge of fuel poverty. Some of the group, through previous engagement in leisure credits knew that some of the local landowners had Ash trees that had been felled due to 'die back' and that they could turn them into logs to give out to local residents in need.

The group spent most of their social action week cutting logs at 2 local estates, piling them ready for the winter.



With Covid restrictions on residential work still in place and the requirement to record negative tests before, during and after the trip we had to keep numbers low. Some members of the new team were unable to take part in the residential, so we were able to go ahead with all those from the 2020 and 2021 teams who wanted to take part being able to come along.

The group enjoyed time away living together and taking part in a range of outdoor activities including, sea kayaking, hill walking, climbing, abseiling, surfing, coasteering as well as a team building evening at an outdoor escape room.



- 7 young people completed ASDAN Leadership Awards.
- 8 young people gained HSE Emergency First Aid Qualifications.
- 10 young people achieved a level 2 award in Food Safety in Catering

“I really enjoyed being part of LYAS because it meant that I could make some new friends and experience some amazing new things. Before I joined LYAS I was quite lazy and didn’t have much motivation to do things. I also loved the project part of it as it meant we helped out people in the community and it was a really nice feeling knowing we were doing that. During this time, they also supported us through getting qualifications such as emergency first aid at work, ASDAN leadership award and a level 2 in food safety and hygiene. These have helped me for my future because I now have more skills and my CV stands out to potential employers because of my knowledge and what LYAS has taught me”

Young Leaders



Peer and Young Leaders are one of our greatest resources and an important element of Seeds4Success. The young leaders programme is used by many as a stepping stone into employment or further volunteering opportunities and younger members aspire to earn a 'green' hoodie. Membership changes each year as older peer leaders progress into paid employment, and further or higher education so take a step back, however others are always willing to take on the additional responsibility and assist in the delivery of sessions.

Peer leaders are primarily responsible for the **planning and delivery** of the **monthly junior youth club** in **Mere**, however, they also provide **significant peer support** at a range of **other youth work sessions** including Wilton Juniors, the Bridging Project, and Leisure Credits. **Young Leaders** also help with planning of other activities and put their thoughts and ideas forward to the charity director.



- 16 trained peer leaders supporting the delivery of junior youth clubs and the Bridging Project
- 8 young leaders completing safeguarding and boundaries training
- 518.75 hours of volunteering by peer leaders

“Being involved in young leaders has helped me a lot by improving my confidence and leadership skills and has helped me have confidence in my own ability. It has helped me to learn to care for others and thinking about the greater impact of my decisions”

Youth Committee and Young Listeners Project

During the first half of the year a small group of **5 youth committee members** met to discuss future plans for the charity and how to ensure we were meeting the needs of young people as we emerged from the pandemic. **3 members** of the group also took part in a **local youth network** meeting with members of Wiltshire Council to **discuss local priorities for young people**. With new projects running, capacity to facilitate the youth committee was a challenge and we were successful in securing a grant to develop the listening project, so this became our voice and influence priority for the rest of the year.



We recruited a team of **10 young people aged 14-18** to be **trained and employed as young listeners** for a short-term project to help us capture the views and opinions of local young people, in particular those who would not normally have their voices heard. Once the listening has taken place the team will plan some activity workshops to hopefully gather more views and then, facilitate a weekend of review and consultation to assess how that charity is meeting local needs and work alongside board members to review our current theory of change.

- **9 young people completing training and gaining accreditation in both community organising and listening skills**

"I have gained slightly more confidence in talking to strangers and have become more social around people my age and older. I have also learnt how to communicate with others to help improve their community. I have learnt how necessary more social activities and event are to young people encouraging them to have fun and be sociable"

OUR PLANS FOR THE FUTURE

We resumed our pre-Covid delivery, using our three key methods of delivery: Open Access, Targeted Support and Social Action, whilst also developing and implementing new initiatives which reach out to those young people who we know have been disproportionately impacted by the global pandemic and those who are struggling to engage in the opportunities available to them. Our key aims for the year are:

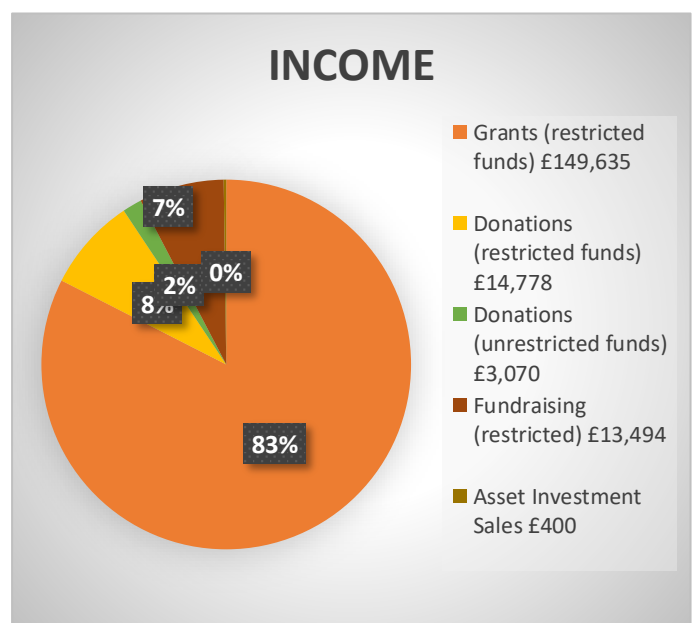
- Enhance our targeted work through a SKILD programme of regular volunteering and work experience for young people who are NEET or at risk of becoming NEET, are home educated, unemployed or have part time jobs and who want to make a difference to their local community.
- Introduce a Personal Growth and Wellbeing programme as part of SKILD, for young people who are NEET or at risk of becoming NEET, are home educated, unemployed or have part time jobs who want to learn more about themselves, their community and the wider world, and to develop skills to help lead happier and healthier lives. This will run alongside Functional Skills to provide Level 1 and 2 qualifications.
- Recruit and train more volunteer mentors, enabling a greater number of young people to benefit from this programme
- To continue to develop the Zeals Green Pastures site into a facility for outdoor learning for local children and young people.
- Support our team of young listeners to consult with local young people and then, working with members of the board and the charity director, review and update our Theory of Change.

We are still keen to redevelop our base at Mere Youth Centre, and to ultimately achieve a more accessible, energy efficient and welcoming space for local young people, however, any progress on this has slowed with the ongoing health crisis. We continue to liaise with Mere Town Council (on behalf of Mere Peace Memorial Trust) to finalise ideas, plans and agree future arrangements regarding the lease of the building and site.

FUNDING

2021/22 has been a bit of a mixed year for funding. With Covid still very much on everyone's mind there have been further grants aimed to support community groups to manage the impact of the pandemic, but there has also been a resumption of daily life and with that there has been an increase in the opportunity for local fundraising.

As we increased our face to face delivery back to pre-pandemic levels, our costs increased significantly with limits on group sizes and transport remaining in place until the summer. These increased costs came on the back of the previous year where running costs had reduced as face to face contact was not possible.



The expenditure on staffing has increased as our youth work delivery has grown. Transport has also been a significant cost for us this year. Having paid to get our minibus through it's MOT, later in the year it had an engine failure, rendering it beyond economical repair and thus we needed to replace it. Building expenses have also increased as energy prices have crept up and the cost of cleaning the youth centre more frequently has had an impact. Carrying forward grants, that had not been fully spent during the previous year of Covid and thus reduced delivery meant we were in a strong financial position for the year. Funders, recognising the impact of the pandemic on delivery, funders have remained flexible which has been a huge help.

As restrictions eased and people were encouraged to leave their homes and socialise once more, some of the local communities events and activities resumed. This enabled young people to support with fetes, whilst also being able to sell the wooden items they had made. Our 'friends of Seeds4Success' took part in their own personal fundraising including a Lands End to John O' Groats bike ride on behalf of 'Jamie's Fund' raising £7,301.34, and a charity film showing at Summerleaze Gallery to raising £3,688 for our SKILD project. The Crowdfunding campaign along with fundraising activities such as a cake sale by a parent and a swap shop organised by the Leisure Credits team contributed £1,725 towards the cost of a replacement minibus. The 'High Sheriff of Wiltshire' also chose Seeds4Success as one of the charity's they wanted to support, donating £1,322 from their personal fundraising.

We received income from 9 different grant making trusts this year with amounts ranging from £1,500 to £30,000, to support our work. We are incredibly fortunate to receive significant local financial support through some family Trusts, as well as donations from 6 town and parish councils and 10 community groups or organisations. An ongoing partnership with Mere and District Link Scheme has enabled support with transport costs

We have received repeat grants from some funders including the Ernest and Marjorie Fudge Trust, The Blagrove Trust, Wiltshire Wildlife Community Energy Fund and Wiltshire Council, through the South West Wiltshire Community Area Board. We are in the final year of multi-year grants from BBC Children in Need and the Adrian Swire Charitable Trust which have made a significant contribution to our targeted programmes in recent years. We were successful with our application for a Covid relief grant offer through UK Youth. This has resulted in a grant of £20,000 a year for 2 years through the Garfield Weston Foundation, a new funder, which has been a huge help with our core costs.

Our work on the Building Bridges Programme has continued to be funded through the European Social Fund and the National Lottery Community Fund, via Community First with £23,032 being awarded during 21/22 and a further extension to the programme means funding for this work has been secured until January 2023. Another partnership initiative with Community First has resulted in us employing a Kickstart role, which is fully funded by the Department of Work and Pensions (DWP) accounting for £3,649 this year

We aspire to hold between 4 and 6 months in unrestricted reserves in our accounts and, at the end of the financial year 21/22 we held £51,021. We have a projected expenditure of £230,860 for the coming year. Our staffing costs continue to rise as we develop new projects, increasing energy and fuel prices means that other essential expenses such as building and transport costs are also escalating.

We know there is increasing financial pressure on all charities as the long term impact of the global pandemic, and other crisis around the world hit hard. Whilst we have been able to secure funding for most of our work in the coming year, the future looks a little more concerning. Capacity within the staff team creates challenges when writing long funding applications and we are reliant on the

generosity of the local community to underpin our work. Our friends and partners remain vital to our sustainability and it is important that we maintain these relationships and continue to raise the profile of the work of Seeds4Success across South West Wiltshire and beyond.

GOVERNANCE & ADMINISTRATION

Seeds4Success, has operated as a registered charity (no. 1151541), governed by our constitution which was adopted in July 2012 which outlines the objectives of the charity and the powers of the trustees. Recognising that this legal structure was no longer the most appropriate given the growth and development of the charity, the trustees establish a new Charitable Incorporated Organisation (CIO), with the same aims and objects, to provide a more sustainable legal structure. This was formally approved by the Charity Commission in March 2021 (reg. no. 1193737), however, Covid related delays at banks meant we were unable to set up an account, linked to this new legal body until September 2021. Both legal bodies have run parallel during this financial year with the main asset transfer taking place at the mid-year point on 1st October 2021. The bank account linked to the original charity was closed in March 2022 and the subsequent formal dissolution of the charity will be completed before the end of March 2023.

The Board of Trustees oversee the management of both legal bodies 1151541 and 1193737 and their assets, supported when required, by advisors from other local bodies. A regular advisor to the board of trustees during the year has been Steve Crawley, Head of Youth Action Wiltshire, and we consistently seek feedback from our young people through our Youth Committee.

As we move away from the pandemic, we have continued to employ remote working and virtual sessions wherever necessary. This has included running a number of our LGBTQ+ and Bridging+ sessions remotely, to fit the needs of the members. We continue to provide laptops for staff who need them to be able to work from home as well as providing reconditioned devices for use by young people, supporting our functional skills and homework support sessions. We continue to use cloud-based system SharePoint to share files between individuals as necessary, as well as our digital recording system Upshot and cloud-based accounting system Xero. These changes have enabled us to minimise our environmental impact and paper consumption.

Seeds4Success has utilised the services of specialists to support specific areas of development, for example MJC Safety Services provide professional advice and support on Health and Safety for the Charity.

Trustees:

Andy Noble (Safeguarding and HR Lead)

Barbara Thomas (Treasurer)

Emily Kelly (Secretary)

Miranda Roberts

Bear Reed

Ben Williams (Chair)

David Corbin

Jon Rich (Lead for Volunteers)

Ross Coad

The board of trustees have met quarterly throughout the year. The charity continues to welcome additional trustees or advisors who are able to bring key skills and take on identified roles. All Trustees complete safeguarding training and have current Disclosure and Barring Service (DBS) clearance.

Staff Team:

Seeds4Success has two full time members of staff Charity Director, Jaki Farrell and Mentoring and support Manager, Lee Cherry. Jaki, a qualified youth worker, is responsible for the day to day running of the charity, the recruitment, supervision and management of staff, overseeing and managing the charity's finances, including fundraising and report writing, the designated safeguarding lead, as well as leading on youth work delivery and 1:1 support to specific young people. Lee, a qualified teacher, oversees the mentoring programme, recruiting, training and supervising the team of volunteer mentors and matching them with young people referred to the programme. He has also led on the development of the functional skills programme ensuring we are able to deliver accredited courses and we fulfil the requirements of the assessment centre.

We have an experienced and committed part-time staff team who support with the delivery of a number of our youth work programmes and support the Charity's work. All staff are DBS cleared and are required to complete an induction including Safeguarding Training, which is subsequently renewed within every 3 years. One member of staff is currently working towards a Level 2 youth work qualification and another member of staff has been trained to use specialist resources to support young people who have very limited literacy skills. All staff are encouraged and supported to access specific training opportunities in addition to inhouse training and staff meetings ensuring their skills and knowledge are current and ensuring good quality delivery of our services.

The main youth work staff team is made up of six individuals with a range of skills and experiences: Gavin Sheen, Josh Howell, Karen Johnson, Ollie Lister, Rob Haynes and Rose Salmi with four of the team being consistent members of staff from when the Charity began employing staff from October 2014. They carry out a variety of roles including key work support to specific individuals and leading or assisting in the delivery of youth work sessions. Their hours equate to just over 2 full-time workers. Along with substantial youth work experience, the team bring their own skills in areas such as conservation, outdoor activities, woodwork, art, cooking, mechanics and sport and two also support with the provision of transport to enable young people to access programmes when required. We employed 2 additional staff members on short term contracts over the summer holidays, David who lead on the delivery of the FUEL programme and Miranda, who assisted with this project.

Supporting the running of the charity is Joanna Lowndes, our part-time Finance and Administration Officer (8 hours a week) who has worked tirelessly to implement our new accounts system Xero, whilst managing the payroll and handling our financial transactions. We have been fortunate to secure a kickstart placement for 6 months from 1st December 2021 to the end of May 2022, and Jordan Davies has been a real asset taking responsibility for a range of administrative tasks including the creation of a membership database and the production of various leaflets and publicity materials.

We have secured a grant from The Blgrave Trust which has enabled us to employ a team of young listeners for a short-term project over the next few months and we are excited to welcome Ashleigh, Chloe, Edie, Kelvin, Kristyna, Libby, Lola, Lucy, Mia and Poppy to our team.

Volunteers:

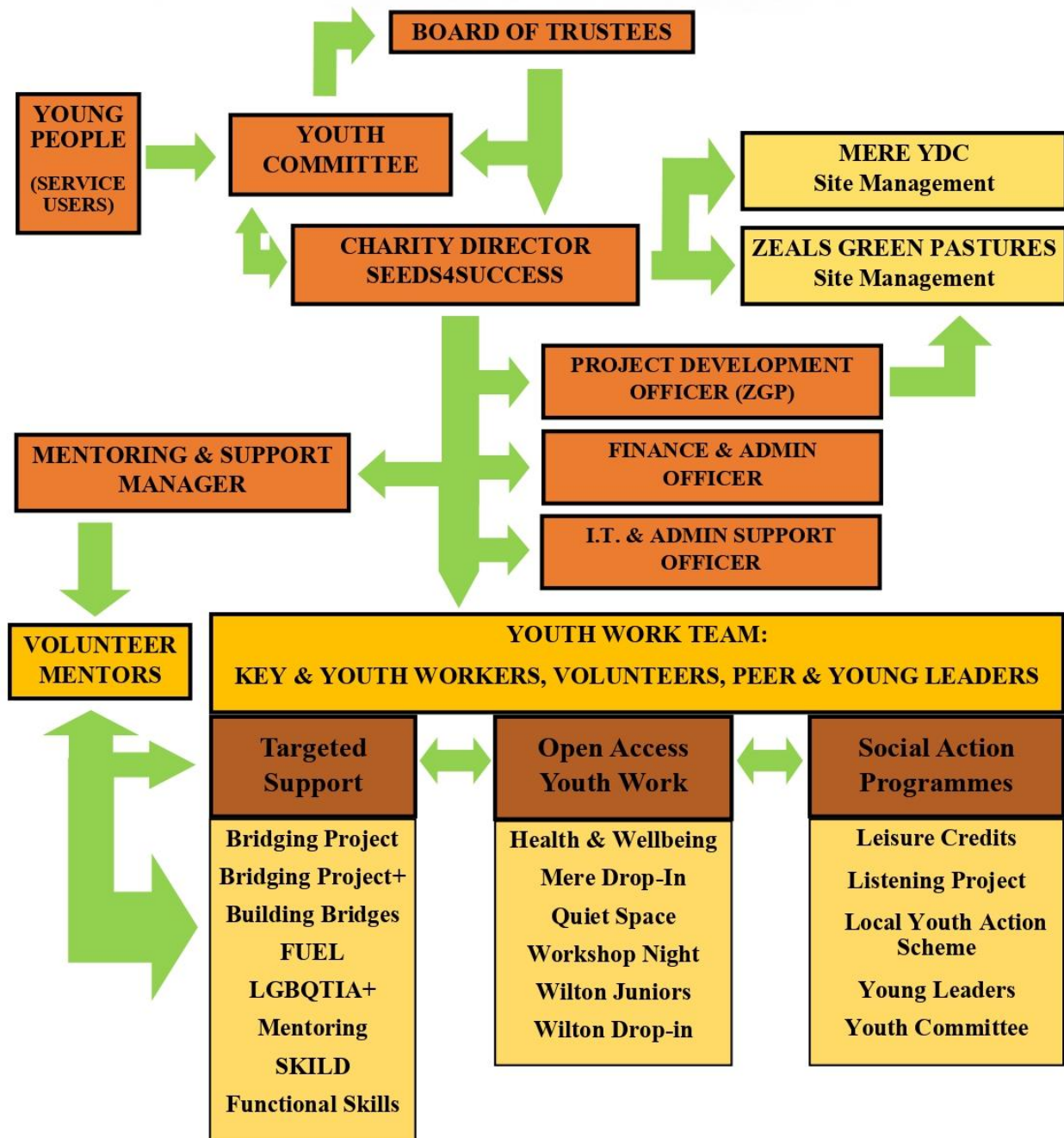
We are lucky to have an amazing team of volunteers who underpin our staff team and make a significant contribution to our work. Chris Brantingham has continued to support the Bridging Project + sessions, bringing lots of creative skills and activities to share with young people. Nigel Lloyd has returned to volunteering at the Bridging Project and it is wonderful to have him and his practical skills back. The Bridging Project also benefitted from the support of Anisa Doubell as a volunteer for a few months early in the year, bringing lots of enthusiasm and creative skills to the team.

Donna Denham has continued to provide regular support at the peer led junior youth club sessions and from September 2021 has also been assisting with the delivery of the Friday Night 'Drop-in' sessions in Mere, bringing a willingness to just get stuck in with everything, building positive relationships with young people. Trish Scott-Bolton is a new volunteer to the team, making a huge impact through providing regular valuable support with the practical SKILD sessions, also taking an active role in fundraising on behalf of the charity.

The pandemic has had an impact on the recruitment and retention of volunteer mentors, with some of those trained not being able to take up mentoring roles due to changing personal circumstances. Huge thanks goes to long serving mentors George Brutton and MaryAnne Mackaness, who have been joined by newly trained members Barbara Robson, Alex Weedon and Lawrence Hall.

We are incredibly grateful for the support provided by other members of the community and parents and carers of our members, who play a significant role in promoting the work of the charity and encouraging financial support through our 'Friends of Seeds4Success'. We welcome all the support we can get and anything that anyone does to help us is very much appreciated. We know that our long term survival is reliant on support from the local community and we value the contribution and support that the local community makes.

ORGANISATIONAL STRUCTURE



ACCOUNTS

Statement of Financial Activities for the year ended 31 March 2022

Balance Brought Forward at 1/4/21	£200,778		
Restricted	£152,827		
Unrestricted	£47,951		
Income:	Unrestricted Funds	Restricted Funds	2021/22
Grants		£149,635	£149,635
Donations	£3,070	£14,778	£17,848
Fundraising		£13,494	£13,494
Asset Investment Sales		£400	£400
Total Income	£3,070	£178,307	£181,377
Expenditure:			2021/22
Salaries & staff costs (Youth Work delivery)		£107,113	£107,113
Salaries & staff costs (Management & Admin)		£17,246	£17,246
Programme		£18,637	£18,637
Transport		£17,160	£17,160
Building		£6,803	£6,803
Management, Admin & Running Costs		£5,072	£5,072
Purchase of new minibus		£16,665	£16,665
Total Expenditure		£188,696	£188,696
Balance Carried Forward to 2022/23	£51,021	£142,438	£193,459

This summary uses information taken from the Annual Accounts for Seeds4Success, combining charity 1151541 and the new CIO 1193737 for the financial year ended 31 March 2022. This information may not contain sufficient detail to enable a full understanding of the financial affairs of Seeds4Success however a copy of the receipts and payments accounts for Seeds4Success for the financial year 1st April 2021 – 31st March 2022 can be requested from chair@seeds4success.org.uk. Thanks go to our external auditor Lilian Russell and to Sonya Booth for their support with our transition to using Xero this year

ACKNOWLEDGEMENTS

The achievements of Seeds4Success in the past year would not have been possible without the support of several local partners, funders and members of the local community.

Our thanks go to the following organisations and groups who have **funded** our **core costs** and our **youth work delivery**:

Adrian Swire Charitable Trust

BBC Children in Need

Bowerchalke Parish Council

Ernest and Marjorie Fudge Trust

Fonthill Park Cricket Club

Fonthill Gifford PCC

Fovant Badges Society

Garfield Weston Foundation

Hindon Parish Council

Hoare Family Trust

Kilminster Parish Council

Mackaness Family & Friends

McInroy & Wood

Mere Carnival

Mere & District Link Scheme

Mere Town Council

Lord Arundell of Wardour Trust

Samuel Coral Charitable Trust

Sedgehill & Semley Parish Council

The Blagrove Trust

The European Social Fund

The National Lottery Community Fund

Tisbury Arts Society

Tisbury Parish Council

Trustees of Lord Arundel of Wardour

Upper Stour PCC

Wilton Middle School Education Trust

Wiltshire Community Foundation

Wiltshire Council

**Wiltshire Wildlife Community
Energy Fund**

**Zeals Parish
Council**

A huge thank you must also go to the **numerous individuals** who have made **personal donations** or have organised and delivered fundraising activities to support our work – these contributions have been significant in enabling the charity to continue its work throughout this year and beyond.

There are some **key partners** in our work, who enable our delivery or provide in kind support to the charity and their contribution is greatly appreciated and valued:

Cranbourne Chase AONB

Fovant Youth Club

Fonthill Abbey Estate

Gillingham School

Mere Food Bank

MJC Safety Services

Summerleaze Gallery

The Nadder Centre

Tisbury Motors

The Real Adventure Company

Wiltshire Community Foundation

Wiltshire Council Rights of Way Team

Wiltshire Outdoor Learning Team

Youth Action Wiltshire

Zeals Garage

Zeals Youth Trust

The final thank you goes to our **amazing** team of **peer leaders** and **youth committee** members who have provided such important support during this challenging year. They have assisted with the delivery of junior youth club sessions, the Bridging Project and LYAS as well as engaging in planning the charity's phased return to face-to-face delivery and acting as advocates for their peers within Local Youth Network meetings. They have helped with the updating of our website, and have acted as positive role models at youth work sessions and within the local community:

Archie

Ash

Ben

Cam

Charlie

Dan

Duncan

Erin

Hailie

Hayley

Libby-Jane

Lola

Lucy

Mia-Louise

Milli

Ruby

Toni-Jane

APPENDICES



Our Theory of Change

Our Impact

Increased no. of vulnerable young people engaged in positive leisure time activities. Improved mental & physical health in local young people. Reduced levels of anti-social behaviour in young people
 Increased number of young people with SEND engaged in personal and social development opportunities
 Reduction in the number of local young people who are not in education employment and training (NEET)
 Enhanced confidence, mental health, skills and future aspirations in disadvantaged young people
 Young people feeling valued and respected having made a positive contribution to their local community
 Increased number of young people engaged in volunteering within the local community
 Young People empowered to take responsibility for the development of S4Sand other local youth services

Our Outcomes

Make new friends
 Improved health & wellbeing
 Enhanced practical skills
 Increased confidence
 Increased self esteem
 Positive leisure time activi-

Increased resilience
 Develop independence
 Bridge social divides
 Identify employment opportunities
 Identify employment opportunities
 Increased employability skills

Being Valued
 Succeed & achieve
 Enhanced community relationships
 Positive ambassadors
 Making a difference
 Ownership of S4S

Our Activities

Physical activities
 Social interaction
 New Experiences
 Learning Opportunities

Support additional needs
 Develop employability skills
 Individual Action Plans

Community volunteering
 Delivering & developing projects
 Training and accreditation

Our Projects

Drop-ins / Youth Clubs
 Healthy Living
 Junior Youth Clubs
 Quiet Space Workshop

Building Bridges LGBTQIA+
 Bridging Project / Bridging Project +
 FUEL Keywork & Mentoring
 SKILD / Functional Skills

Leisure Credits
 Listening Project
 Young Leaders Youth Committee
 Local Youth Action Scheme

Our Approach

Open Access
 Youth Work

Targeted
 Support

Social Action
 Programmes

Our Mission

Through inclusive engagement of young people in social action and a range of positive activities, our aim is to develop confident, healthy, skilful, valued and empowered members of our local community, providing targeted supported to those facing additional barriers

Our Inputs:
 Resilient to change
 Responsive to local need
 Utilising assets within local community

The needs of local young people:
 Isolated Communities & Individuals
 Limited Potential
 Less Independence & opportunities to develop

Our Values:
 Safe
 Consistent
 Reliable
 Accessible



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

SEEDS4SUCCESS

**On accounts for the year
ended**

31 March 2022

**Charity no
(if any)**

1193737

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

L. Russell

Date:

22/12/22

Name:

Lilian Russell

**Relevant professional
qualification(s) or body
(if any):**

Chartered Institute of Management Accountants (A.C.M.A)

Address:

4 New Close

Bourton DORSET

SP8 5DL

Independent Examiner's Report to the Trustees of the Seeds 4 Success (Charity no England 1193737)

I report on the accounts of the Trust for the year ended 31st March 2022, which are set out herewith.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed LR Russell ACMA

Date 22/12/2022

Receipts and payments accounts

CC16a

For the period
from

01/04/2021

To

31/03/2022

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations:	2,291	8,665	-	10,956	-
Individuals and local organisations	2,291	635	-	2,926	-
Sedgehill & Semley Parish Council	-	100	-	100	-
Hindon Parish Council	-	100	-	100	-
Bowerchalke Parish Council	-	180	-	180	-
Lord Arundell of Wardour	-	2,000	-	2,000	-
Mere & District Link Scheme (Transport)	-	1,500	-	1,500	-
McKinroy & Wood	-	750	-	750	-
Contribution from Zeals Afterschool Club for Mere YC & minibus running costs	-	750	-	750	-
Samuel Coral Charity (new minibus)	-	1,500	-	1,500	-
Donation for old minibus	-	400	-	400	-
Tisbury Parish Council	-	750	-	750	-
Grants:	-	66,492	-	66,492	-
Garfield Weston (Core Costs and delivery)	-	20,000	-	20,000	-
Adrain Swire Charitable Trust	-	10,000	-	10,000	-
The Ernest and Marjorie Fudge Trust (Building Costs)	-	2,500	-	2,500	-
Wiltshire Council SWWAB Grant towards new minibus	-	5,000	-	5,000	-
Community First (Kickstart Scheme)	-	3,649	-	3,649	-
Blagrove Trust	-	8,637	-	8,637	-
BBC Children in Need (Work to support young people with additional needs)	-	4,998	-	4,998	-
National Lottery Community Fund & European Social Fund (Building Bridges Programme)	-	11,709	-	11,709	-
Fundraising:	-	12,844	-	12,844	-
Fundraising Activities carried out by young people	-	329	-	329	-
Fundraising by friends and family of Jamie Mackaness in his memory	-	7,101	-	7,101	-
Fundraising by Scott-Bolton friends and family	-	3,688	-	3,688	-
Crowdfunder and other fundraising activities for new minibus	-	1,725	-	1,725	-
Sub total (Gross income for AR)	2,291	88,001	-	90,292	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	2,291	88,001	-	90,292	-
A3 Payments					
Programme Costs	-	8,040	-	8,040	-
Transport to support programme	-	8,064	-	8,064	-
Salaries inc. NI & Pension (Youth work delivery)	-	53,694	-	53,694	-
Staff Costs and expenses (Youth work delivery)	-	1,158	-	1,158	-
Management, Administration & Running Costs	-	2,926	-	2,926	-
Building Running Costs	-	4,012	-	4,012	-
Salaries inc. NI & Pension (Management and Administration)	-	10,989	-	10,989	-
Staff Costs and expenses (Management and Administration)	-	208	-	208	-
Purchase of replacement minibus	-	16,665	-	16,665	-
	-	-	-	-	-
Sub total	-	105,755	-	105,755	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	-	105,755	-	105,755	-
Net of receipts/(payments)	2,291	- 17,754	-	- 15,463	-
A5 Transfers between funds	48,732	160,190	-	208,922	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	51,023	142,436	-	193,459	-

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

	to nearest £	to nearest £	to nearest £
	51,023	142,436	-
	-	-	-
	-	-	-
Total cash funds	51,023	142,436	-
(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

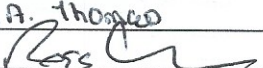
B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
B.A. Thomas 	BARBARA THOMAS (Ross CoA.)	06.01.23 12/1/23



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

SEEDS4SUCCESS

**On accounts for the year
ended**

31 March 2022

**Charity no
(if any)**

1151541

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

L. Russell

Date:

22/12/22

Name:

Lilian Russell

**Relevant professional
qualification(s) or body
(if any):**

Chartered Institute of Management Accountants (A.C.M.A)

Address:

4 New Close

Bourton DORSET

SP8 5DL

Independent Examiner's Report to the Trustees of the Seeds 4 Success (Charity no England 1151541)

I report on the accounts of the Trust for the year ended 31st March 2022, which are set out herewith.

Respective Responsibilities of Trustees and Examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed L Russell ACMA

Date 22/12/2022



CHARITY COMMISSION
FOR ENGLAND AND WALES

Seeds4Success

1151541

Receipts and payments accounts

CC16a

For the period
from

01/04/2021

To

31/03/2022

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations:	780	6,513	-	7,293	36,009
Individuals and local organisations	780	1,070		1,849	
Contribution from Zeals Afterschool Club for Mere YC & minibus running costs		1,156		1,156	
Kilmington Parish Council (OAYW)		50		50	
Mere Parish Council (Leisure Credits)		665		665	
Lord Arundell of Wardour		1,000		1,000	
Mere & District Link Scheme (Transport)		500		500	
High Sheriff Donation		1,322		1,322	
Tisbury Parish Council		750		750	
Grants:		83,143		83,143	102,909
Wiltshire Council SWWAB Grant for open access youth work		10,000		10,000	
Wiltshire Council SWWAB Grant for LGBTQ+ work		2,000		2,000	
Hoare Trustees (Core Costs)		30,000		30,000	
Wilton Middle School Education Trust Grant		10,000		10,000	
National Lottery Community Fund & European Social Fund (Bulding Bridges Programme)		11,323		11,323	
Hoare Trustees (FUEL Programme)		5,000		5,000	
BBC Children in Need (Work to support young people with additional needs)		4,998		4,998	
Wiltshire Council Grant for FUEL Programme		6,798		6,798	
Wiltshire Wildlife Trust Community Energy Grant	-	3,024	-	3,024	-
Fundraising:	-	650	-	650	526
Fundraising Activities carried out by young people	-	450	-	450	-
Fundraising by friends and family of Jamie Mackaness in his memory	-	200	-	200	-
Sub total (Gross income for AR)	780	90,306	-	91,086	139,444
A2 Asset and investment sales, (see table).	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	780	90,306	-	91,086	139,444
A3 Payments					
Charitable Activities:	-	71,954	-	71,954	105,223
Programme Costs		10,598		10,598	
Transport to support programme		9,096		9,096	
Salaries inc. NI & Pension (Youth work delivery)		50,192		50,192	
Staff Costs and expenses (Youth work delivery)		2,069		2,069	
Governance:		10,987		10,987	27,074
Management, Administration & Running Costs	-	2,146	-	2,146	-
Building Running Costs	-	2,791	-	2,791	-
Salaries inc. NI & Pension (Management and Administration)	-	5,998	-	5,998	-
Staff Costs and expenses (Management and Administration)	-	51	-	51	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	82,941	-	82,941	132,297
A4 Asset and investment purchases, (see table)	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	-	82,941	-	82,941	132,297
Net of receipts/(payments)	780	7,365	-	8,145	7,147
A5 Transfers between funds	- 48,732	- 160,190	-	- 208,922	-
A6 Cash funds last year end	47,952	152,825	-	200,777	-
Cash funds this year end	0	0	-	0	-

Section B Statement of assets and liabilities at the end of the period

CC16a Receipts and payments (00)

00/03/2023

Categories

B1 Cash funds

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
Total cash funds	-	-	-
(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
Barbara Thomas Ross	BARBARA THOMAS ROSS COA	06.01.23 12/1/23