



**SEEDS 4 SUCCESS
TRUSTEE'S REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Seeds 4 Success Contents

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Seeds 4 Success

Trustee's Report For The Year Ended 31 March 2025

The trustee presents his report and the financial statements for the year ended 31 March 2025.

Objectives and Activities

Aims and Objectives

Seeds4Success (S4S) is a youth charity based in Mere, serving young people across South West Wiltshire, through a blend of coordinated youth work and targeted one-to-one support. As the leading provider of positive youth activities in the area, S4S also offers tailored support for those facing greater challenges. Rooted in the local community, S4S maintains a strong, visible presence and—while youth-focused—its projects often benefit parents, carers, and the wider community as well.

In response to the significant decline in statutory youth services over the past decade, S4S has expanded its work to meet growing and changing needs. The charity operates through three main delivery methods: open access sessions, targeted support, and social action initiatives. Its weekly programmes run across the locality, with transport provided to ensure rural isolation and limited public transport don't become barriers to participation.

Open access projects offer safe, welcoming spaces where young people can build friendships, try new experiences, and connect with trusted adults. These sessions serve as gateways to further support and opportunities, including referrals to more targeted services. Social action is central to S4S's approach, engaging young people in volunteering projects that benefit both the community and the environment. Through this, participants gain practical skills, a sense of responsibility, and a deeper connection to their local area—often taking an active role in shaping the charity's development.

The demand for more intensive, individualised support has risen sharply in recent years. In response, S4S has grown its targeted provision, working with vulnerable young people—including those with additional needs, from low-income households, or not in education, employment, or training (NEET).

Support also extends to those without key qualifications in Maths or English.

With its broad, responsive range of initiatives, Seeds4Success has become a truly holistic youth service—embedded in, and shaped by, the South West Wiltshire community. Its trusted presence and strong reputation allow the charity to connect with young people who might otherwise go unsupported. Once engaged, many young people access further opportunities to build confidence, improve wellbeing, gain qualifications, and move toward brighter futures.

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, diverse and empowered members of our local community, providing targeted support to those facing additional barriers".

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.

Significant Activities

Report of Charity Director

It is once again time to reflect on another busy and successful year at Seeds4Success — a year that has seen further growth and development for the charity. As the number of children and young people benefitting from our work surpassed 300, our income also exceeded the Charity Commission threshold of £250,000 for payment and receipts accounting, taking us into new and exciting territory.

This is both thrilling and a little nerve-wracking!

There have been some memorable new experiences this year. The Charity Open Day at Fonthill House in April was a highlight — a wonderful opportunity to showcase our work and the fantastic young people who make this charity thrive, as well as raising a substantial amount of funding for Seeds4Success. We have also been able to invest in a new nine-seater vehicle and ride-on lawn mower, create a workshop in a shipping container, and improve access to the pavilion at Zeals Green Pastures. These capital investments have enhanced our offer to young people and increased the efficiency of our operations.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Significant Activities - continued

Much of our work with young people remains true to our roots, albeit with growing numbers. Our tried-and-tested blend of open access youth work, targeted support, and social action programmes continues to make a real impact. It enables those who simply need a safe space to relax with friends to do just that; it ensures those requiring extra support receive time, care, and signposting to other services; and it empowers those eager to make a difference to become leaders, advocates, and community volunteers. Young people consistently tell us how much they enjoy the range of opportunities available, and their engagement and feedback drive us forward.

They remain at the heart of everything we do.

Demand for our targeted projects continues to rise, reflecting the growing number of young people who feel isolated or disconnected from a system not designed for the modern world. The results driven education system often fails to nurture the practical and creative talents of less academic young people, leaving them feeling undervalued. For many, what makes the real difference is someone giving them time, listening to their worries, and helping them find strategies to overcome their challenges. Through this support, they begin to re-engage, achieve, and feel valued once again.

With the rural idyll still dominating the media and the minds of city-based decision-makers, areas like south west Wiltshire are often overlooked when it comes to funding. Ongoing cuts to youth services, mean the limited funds tend to be directed toward more densely populated areas. Yet the real impact of this on rural communities is becoming increasingly evident. Rural poverty is real — and it is here, affecting the children, young people, and families we work with every day. According to the Food Foundation MRP poll (February 2023), 22% of children in south west Wiltshire live in poverty. Being poor in a city is a challenge; in a rural community, it is compounded by isolation — a lack of transport, services, facilities, and support — creating a genuine crisis for many. We remain committed to responding to these growing needs and engaging the most vulnerable and isolated young people through our initiatives.

As each year passes — all too quickly — it is important to reflect on how far we've come and what it has taken to get here. Our progress is thanks to the ongoing commitment of a dedicated and inspirational team of staff and volunteers who go above and beyond to meet the needs and aspirations of local young people. It is sustained by the unwavering support of the local community, whose funding, encouragement, and belief enable Seeds4Success to thrive. It is inspired daily by the energy and enthusiasm of the young people themselves, who embrace every opportunity, recognise the difference it makes, and give their own time to help their community and the charity in return.

For all of this, I am deeply grateful. I am proud to have shared this journey with so many wonderful people and feel truly privileged to serve in this role.

Jaki Farrell, Charity Director

Public Benefit

This has been another successful year for the charity, marked by continued growth, development, and an increasing number of young people accessing our diverse range of youth work opportunities. Many of our tried and tested projects have remained unchanged; however, where necessary, we have made small adaptations to respond to the evolving needs and aspirations of young people. These initiatives have enabled them to gain essential social and practical skills to face challenges and embrace new opportunities.

Over the year, we engaged 348 children and young people in a range of developmental youth work activities, primarily through face-to-face sessions, with remote support offered where this was more accessible for individuals. Our dedicated team of staff and volunteers delivered 477 group sessions, totalling 1,643 hours of youth work and recording 5,633 attendances.

Feedback from our user survey was overwhelmingly positive — 100% of young people reported that they felt welcome at our sessions, and 97% said they felt valued by staff and volunteers. 91% of young people also stated that they had made new friends and 77% felt their self-esteem and confidence had improved.

Recognising that some young people, particularly those facing additional barriers to participation, benefit from more tailored support, we have also delivered 124.5 hours of 1:1 keywork or mentoring support to 16 individuals. Through our targeted programmes, four young people have successfully moved into full-time or significant part-time employment, and three have re-engaged in education or training at school or college. Additionally, 13 individuals who were not previously engaged in formal learning, have consistently participated in structured sessions through our SKILD programme.

33 young people have taken on roles of responsibility within the charity, supporting staff with planning and delivery, acting as peer leaders, or contributing to consultation activities that inform the ongoing development of Seeds4Success and other local services for young people. The charity's Board continues to include two young trustees, both of whom are former beneficiaries.

During the year, 18 young people achieved a total of 33 awards or qualifications through their participation with Seeds4Success.

We are also grateful for the continued support of young people, families, and the wider community in our fundraising efforts. The charity open day at Fonthill House raised £8,973.72, while young people themselves, through sales of wooden items, participation in local events, and sponsorship activities, raised £1,099.64. Growing support from our 'Friends of Seeds4Success' continues to provide vital financial support, contributing £71,293.45 in donations to our unrestricted reserves.

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Seeds 4 Success

Trustee's Report (continued)

For The Year Ended 31 March 2025

Chair's report

As Chair of Trustees, I am delighted to introduce this year's Annual Report, which showcases the extraordinary breadth and depth of Seeds4Success' work across South West Wiltshire. In this report, you'll find a vivid tapestry of stories, statistics, and heartfelt reflections that speak to the power of youth work done right; work that is rooted in compassion, community, and a belief in every young person's potential.

This year, our open access youth work has continued to thrive, offering safe, welcoming spaces for young people to connect, grow, and simply be themselves. Whether it's the vibrant sessions at Wilton Youth Club, the Friday night drop-ins in Mere, or the creative workshop nights, these programmes have become lifelines for many. They are places where friendships are formed, skills are learned, and confidence is built, as well as being the door into our other work. Our targeted projects have responded to growing and complex needs with empathy and innovation. The SKILD programme, in particular, has been a beacon of hope for young people disengaged from formal education. Through hands-on learning, mentoring, and qualifications, SKILD has helped young people rediscover their strengths and take meaningful steps toward employment and independence. The stories of transformation – of young people overcoming anxiety, gaining qualifications, and apprenticeships – are deeply moving and affirm the importance of this work. Social action remains at the heart of our ethos. Through initiatives like Leisure Credits and the Local Youth Action Scheme, young people have given hundreds of hours to their community – clearing footpaths, planting trees, supporting local events, and raising funds. These projects not only benefit the wider community but also instil a sense of pride, purpose, and belonging in the young people themselves, all while building friendships, learning new skills, and staying healthy.

I am especially proud of our initiatives where the young people take a leading role such as peer leaders and youth voice. Young people are not just participants, they are planners, mentors, and advocates. Their involvement in shaping programmes, leading sessions, and contributing to strategic planning ensures that Seeds4Success remains youth-led and responsive to real needs.

Accessibility remains a cornerstone of our commitment to inclusion at Seeds4Success. This year, we were proud to enhance physical access to our facilities by installing a disabled access ramp at Zeals Green Pastures, and the purchase of a new nine-seater people carrier which has significantly improved our transport capacity. Unlike our minibuses, this vehicle can be driven by staff without a D1 licence, allowing greater flexibility and enabling more young people from rural and isolated areas to attend sessions safely and reliably. These developments reflect our ongoing dedication to removing barriers and creating welcoming, accessible spaces for every member of our community.

Behind every statistic is a story; behind every project is a person; and behind every success is a team (of staff, volunteers, funders, and community members) who believe in the power of youth work to improve lives. I thank each and every one of you for your support, your generosity, and your belief in our mission; we could not do it alone – thank you!

As we look ahead, we do so with optimism and ambition. The seeds we've planted are growing strong, and with continued care and collaboration, they will flourish. Together, we are building a community where every young person is seen, supported, and empowered to succeed.

Let's keep growing!

Ben Williams, Chair of Trustees

Achievements and Performance

Main Achievements

Open Access Youth Work

Open access youth work plays a vital role in offering young people safe, welcoming spaces where they can connect with peers, take part in positive activities, and build meaningful relationships with trusted adults. These sessions are often the first point of contact we have with young people, and the informal, drop-in style makes them particularly appealing to those who may not wish to commit to a structured group. With sessions running across the three main towns in South West Wiltshire, and transport provided from surrounding villages, we are able to engage a significant number of local young people.

The core purpose of open access youth work is to support young people's personal and social development. These sessions help them gain confidence, learn new skills, and create time and space to explore their needs and challenges with peers and experienced staff. Our junior youth work provision introduces children to the charity before they transition to secondary school, helping us to establish early relationships and identify those who may benefit from extra support or more targeted services.

All sessions are free of charge, offering opportunities to join in games and activities or simply spend time with friends. Young people consistently tell us how important it is to have a local youth centre a place where they feel safe, supported, and always welcomed with a friendly face.

Quiet Space continued to be offered, but only to those local to Mere, due to transport limitations.

Three young people were given support with their revision for A level Biology examinations.

- 288 individual young people recording 3180 attendances at 'open access' sessions
- 358 hours of open access youth work opportunities provided
- 52% of young people aged 12-18 attending open access sessions benefit from multiple projects and opportunities through S4S

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

- 83% 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

"I enjoy doing health and wellbeing because I get to play sports that I'd probably never do....workshop teaches me woodwork skills... I have made houses, feeders, painting and more."
YP, 13 years old

"We live in a remote village with nothing to do for teens/pre teens S4S gives them a safe place to hang/play with their friends and not cause trouble in the village"
Parent

Health & Wellbeing Project

Our weekly Health and Wellbeing sessions at the Nadder Centre in Tisbury have remained consistently popular, offering young people access to a wide variety of social, sporting, and physical activities. The monthly sports hall programme has included team games such as basketball, netball, football, hockey, dodgeball, and cricket, alongside a mix of racquet sports.

In addition, we have continued to provide monthly coached trampolining sessions and fortnightly art therapy workshops—both of which have proved especially popular. Weekly access to the fitness suite has been a major attraction, while during the summer months we were able to arrange three sessions at the outdoor pool, giving young people the opportunity to develop their swimming skills and confidence.

- 27 young people completing a gym induction
- 34 young people engaged in art therapy sessions
- 27 young people gaining new skills through coached trampolining sessions
- 47 physical activity sessions delivered
- 97 different young people accessing sessions to enhance their physical and emotional wellbeing
- 49 young people benefitting from transport provided by S4S to enable access to our weekly health and wellbeing sessions in Tisbury
- 48% young people attending our health and wellbeing sessions engaged in weekly physical activity sessions for a sustained period of at least 3 months

"I have really enjoyed the Art Sessions on a Monday Night – being able to just paint freely with brushes and my fingers is really relaxing" YP, 13 years old

"This helps me get out of the house, see my friends and doing some sort of physical activity. We do two forty-five minute sessions, which you can choose between either sports, art therapy or gym"
YP, 15 years old

Wilton Youth Club

We continue to deliver weekly junior youth club sessions in Wilton, welcoming young people in school years 6–9. This strategic focus allows us to engage with children while they are still at local primary schools, before many move on to secondary schools outside south west Wiltshire. This year, once again, we have been pleased to welcome a new group of year 6's from Wilton Primary School, with a range of needs and interests and a mix of friendship groups.

Our sessions are based at the WMSET Centre and, although a relatively small venue, we are grateful to have a safe and warm indoor space to meet. During the year, young people have enjoyed cooking, games, music, singing, dancing, creating TikToks, as well as taking part in a variety of practical and creative activities.

When the weather allows, we make good use of Castle Meadow and its recreation facilities, including the outdoor gym. There has been the opportunity to river dip, magnet fish and make rafts from natural resources as well as some woodland walks, a visit to the local fire station, and a swimming session at Tisbury outdoor pool. These sessions provide opportunities for young people to develop new skills, explore different environments, and strengthen friendships, all while having fun.

"Youth club is a place to be free and socialise with lots of other young people and do lots of fun activities. The leaders are kind and encouraging and try to make it the best possible experience. I also enjoy going to the shop!"
YP, 12 years

"It helps me learn new skills. Before I went I didn't know how to cook – now I can"
YP, 11 years

This year we have successfully overcome previous staffing challenges and now benefit from a consistent staff pairing who run our weekly sessions in Wilton. This stability has brought continuity and stronger relationships with the young people. In the Autumn term, as some of our older members transitioned into Year 10, we trialled a later session designed to give them their own space and time to meet. However, attendance at this session was low, and it was not viable to continue. Some older members moved on and a few who attended regularly were happy to re-join the younger group, where they have continued to engage well.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

We have also continued to provide regular transport from Wilton to Tisbury, enabling young people to access our weekly health and wellbeing sessions. This has enhanced the open access youth work offer available to young people living in the Wilton Community Area, ensuring they are included in wider opportunities beyond their immediate locality.

- 49 young people aged 10 – 15 engaged in open access drop-in sessions in Wilton
- 51 youth work sessions delivered with a total of 518 attendances
- 1 peer leader supporting the delivery of sessions contributing 14 hours of volunteer time

Mere Open Access Drop-In

The Friday night 'Drop-in' sessions at Mere Youth Centre remain a popular choice for young people. As each new peer group reaches Year 7, they are eager to get involved, leading to growing attendance—especially in the junior sessions. Where possible, we run two sessions each week: an early session for Years 7–9, supported by older peer leaders, and a later session for those in Year 9 and above. Feedback from young people shows that one of their top priorities is spending time with friends, many of whom live in different villages and towns. To make this possible, we provide transport across the Mere and Tisbury community areas, ensuring rurally isolated young people can access positive, enjoyable activities. During the summer, heavy traffic on the A303 makes providing transport more difficult, so we adapt by running joint sessions for all age groups. This also gives our staff team the chance to walk around Mere and connect with young people who may not attend the youth centre. Longer evenings and better weather allow us to make the most of local outdoor spaces, including the recreation ground, skate park, and multi-use games area.

"Spending time at youth club has helped my mental health a lot. I have made new friends and I love spending time with them. Thank you so much."
taken from User Survey

- 31 junior and 31 senior 'drop-in' sessions delivered at Mere Youth Centre, with an additional 21 joint sessions provided when it was not possible to split the groups
- 6 peer leaders supporting the delivery of the junior drop-in sessions, providing a total of 31.5 volunteer hours in support of these sessions
- 130 different young people aged 11-19 benefitting from access 'drop-in' sessions
- 65% of young people attending Friday night 'Drop-in' sessions in Mere have engaged with other developmental opportunities offered by the charity

Young people consistently tell us how much they value having a safe space where they can meet friends and spend time with trusted adults. For many, this provides a positive alternative to other options on a Friday evening and contributes to their sense of belonging in the community.

The drop-in format allows young people to engage in a way that suits them—whether that's a quick game of pool or darts or checking in with youth workers for support and guidance.

Others benefit from taking part in more structured activities, such as cooking and sharing food, organising their own sports games, or developing creativity through arts, crafts, and music. These opportunities not only help young people to build confidence and practical skills, but also strengthen peer relationships, encourage teamwork, and promote positive wellbeing.

'Workshop' Night

Our 'workshop' sessions take place on the 1st and 3rd Thursdays of each month, giving young people the opportunity to develop a wide range of practical skills. This year, the majority of our sessions have been woodworking and painting focused as we have replaced the sign outside Mere Youth Centre and made a range of items to sell at local community events. Nest boxes, hedgehog houses and bug hotels have been popular but the 'Seeds coloured' block head key chains were collectable items at various fetes over the summer. The group sizes for these sessions tend to be small, with a high number of young people with additional needs enjoying this project. With our support, one group member was successful in gaining funding for a personal project to build nest boxes to put up locally. He has also been supported to develop his woodworking skills to achieve this goal through these sessions. Through their participation, young people are developing valuable skills for independence and employment, while also contributing to the charity's wider work. Their efforts not only support the local community but also raise funds, reinforcing the sense of purpose and achievement gained through these activities.

- 11 young people, 7 of whom have additional needs, developing practical skills and group working through 'workshop' sessions
- 18 sessions of hands on creative and learning activities delivered with a total of 73 attendances

My bird box project by C, aged 14:

"I got the grant in last year and I wanted to build owl boxes, swift boxes and kestrel boxes. I have finished 2 of the owl boxes and the swift box. The owl box I have recently put up at home has recently received a visit from a barn owl after only being up for a week.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

The grant I got from Gillingham School last year was the Fletcher Award and I got £200 from that. I then applied for another grant from the Rose Gale Trust which I got and was an additional £200. The grant money enabled me to get all the materials to build the boxes and also I got a camera which is outside my owl box at home and is how I found out about the Barn Owl using it.

The other barn owl box which was put up at my school back in January time hasn't had any barn owls yet but a buzzard has been using it since I last spoke to the site manager at the school. My plan for the future is to get the kestrel boxes done and then keep monitoring the owl boxes and hopefully we will get an owl chick soon. I had a lot of help from Seeds4Success especially from Rob who helped me to cut in a straight line and assembling the boxes, as well as how to paint a box, which I have gained experience doing and feel like I have got better at all these things since doing the boxes and workshop in general.

I have put one owl box up at Gillingham School and the other one at my house in the farmyard. The swift box will be going up on Fonthill Abbey and the kestrel box at the bottom of my garden and we haven't got a site for the other box yet."

Monthly Peer Led Juniors

Our monthly peer-led junior youth club sessions provide an introduction to Seeds4Success for children in Years 5 and 6. These sessions play an important role in supporting the transition from primary to secondary school, helping children build confidence and connections before entering Year 7 and during their first term.

We are fortunate to have a dedicated team of trained peer leaders, many of whom were once participants in the junior youth club themselves.

Their commitment is invaluable – without them, these sessions simply would not be able to run.

Peer leaders also play a vital role in delivering the FUEL programme. Their involvement in daytime delivery on the second Wednesday in April meant we were unable to run that month's junior club, but their contribution across projects greatly strengthens our offer for young people.

For many local children, this is their first experience of Seeds4Success. It is therefore vital that these sessions are fun, welcoming, and safe. Through them, younger children are able to build positive relationships not only with staff but also with our peer leaders, who provide inspiring role models and with a friendly and fun approach. These sessions are all planned by the peer leaders and have included a range of activities such as sports and games, treasure hunts and night walks, creative activities, team building challenges, festive fun, music, Kahoots and cooking.

- 11 monthly peer led junior youth club sessions delivered with 306 attendances across the year
- 60 different children aged 9 to 12 benefitting from a range of fun and developmental opportunities
- 14 peer leaders providing 85.5 volunteering hours in the direct delivery of junior youth work

"It's been really fun and I've enjoyed going. I got to make some new friends before I went to top school" YP, aged 11

Targeted Projects

Demand for our targeted youth work projects continues to grow, as many young people face complex challenges that affect their social and emotional wellbeing. Unfortunately, the limited availability of services and resources means that too many young people feel isolated, overlooked, and unsupported. The absence of early intervention and preventative provision puts further strain on already stretched intensive services.

A lack of coordinated support means that increasing numbers of young people are falling through the gaps. Formal education is becoming a struggle for some, with more young people disengaging and turning to home education without adequate infrastructure or support. Those with an Education, Health and Care Plan (EHCP) are entitled to funded alternative provision, but even here, needs are often unmet due to a shortage of suitable facilities and resources.

Post-16 education opportunities in south west Wiltshire are also limited. Local apprenticeships remain scarce, and poor transport links restrict access to training and employment in neighbouring areas. Young people who attend college often face long, costly journeys, impacting their free time, wellbeing, and ability to sustain participation. Meanwhile, part-time employment opportunities are few, leaving many young people without their own income, reducing independence, and contributing to low mood, isolation, and helplessness.

While we work hard to respond to these growing needs, our capacity is limited. We receive referrals from schools, the Special Educational Needs and Disabilities (SEND) team, and directly from parents and carers. We are rarely able to extend support beyond our priority geographical area. It is hard to turn away young people we know would benefit, when there is no other provision for them. The legacy of the Covid-19 pandemic continues to shape young people's lives. Months of missed education and prolonged isolation have had long-lasting effects—many are socially anxious, struggle in group settings, and find it difficult to build or maintain friendships. Too often, they lack the resilience and coping skills to manage life's everyday challenges. The provision of targeted youth work opportunities are vital in enabling these individuals to build these skills and successfully navigate their way to adulthood.

The cost-of-living crisis remains a pressing concern, impacting not only families eligible for benefits but also households with two working parents. With support from Wiltshire and Swindon Community Foundation, we were once again, able to distribute funding to families in real need, working closely with the local foodbank, schools and other partners to ensure it reached the right people.

Thanks to the local funding we receive, all our projects are free for young people to access. This is vital—introducing fees would create a barrier for many families already under financial strain. We remain grateful for this support, which ensures young people can continue to benefit from safe spaces, trusted relationships, and opportunities that help build resilience, confidence, and hope for the future.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

- 127 different young people benefitted from support offered through targeted youth work programmes and 1-to-1 keywork
- 657 hours of targeted youth work opportunities delivered through group sessions
- 124.5 hours of 1 to 1, keywork or mentoring support provided to young people

SKILD – Skill Development Programme

The SKILD programme provides young people with opportunities to develop both personal and academic skills in a supportive, practical environment. Provision is delivered through two complementary strands:

- Personal and social development, offered through hands-on, work-based projects such as gardening, woodwork, log cutting, strimming, path maintenance, and cooking.
- Formal learning, with a focus on developing functional Maths and English skills.

The programme was originally established in response to requests from local young people who were not in education, employment or training (NEET), and who needed an alternative route into work and further learning. Since then, SKILD has grown to benefit a much wider group of young people in school years 9 and above, many of whom have disengaged from formal education due to poor mental health, unmet needs, or negative experiences in mainstream settings. Others join us after leaving year 11 or 12 without achieving essential English and Maths qualifications.

SKILD is registered with Wiltshire Council as an Alternative Provision (AP) provider, enabling us to support young people with Education, Health and Care Plans (EHCPs).

For some, we are a short-term placement until a more suitable setting can be secured, while for others SKILD provides a longer-term solution to their education and support needs. We are also a registered Pearson Exam Centre, offering online Level 1 and 2 qualifications in Maths and English, working closely with another local youth project (The Rendezvous in Sherborne), we have also been able to offer entry-level exam opportunities as needed.

- 26 different young people engaged in the SKILD programme
- 65 full day sessions of supported formal and informal learning delivered, totalling 325 hours
- 5 young people gaining formal functional skills qualifications (4 Maths and 3 English)
- 576 attendances at SKILD sessions totalling 2880 learning hours to young people
- 3 skilled and experienced adult volunteers supporting this programme giving 192.5 hours of their time

Over the past year, young people engaged in SKILD have contributed to a variety of community-based projects, including the development and upkeep of our community garden at Zeals Green Pastures, supporting the Logs4Locals project by chopping and bagging wood, creating a flower bed at St Martins Church in Mere, and assisting with local footpath clearance and maintenance. These activities not only benefit the wider community but also help participants develop a sense of responsibility, teamwork, and achievement.

- 79.5 hours of 1-to-1 support provided to 14 young people NEET or at risk of becoming NEET
- 87% of supported individuals accessing group work opportunities
- 3 young people supported to gain work experience opportunities with local employers
- 6 young people supported to gain full or part time employment
- 3 adult volunteers regularly supporting the delivery of this project, sharing practical skills and teaching numeracy
- 2 young people gaining LANTRA Certificate of Competence in Tractor Driving
- 4 young people gaining LANTRA Certificate of Competence in Chainsaw Maintenance, Cross-cutting and basic felling up to 200mm

“I became a home schooled student during year 9/10 of secondary school and was put in touch with Seeds4Success to help support my learning and help me through Maths and English functional skills. I can say truthfully that I enjoyed my time there! Karen and Jaki were an amazing support and I managed to pass my level 2 English with them. Karen was an absolute cheerleader and believed and encouraged me that I could do it even when I did not believe I could myself. I left to attend college but I always knew if I needed anything I could reach out for advice. The help didn't just stop after I left college, they gave me references to help me secure my first job with the hopes of becoming a nurse! I would recommend Seeds to any young people, they truly care.”
YP, aged 17

SKILD case studies:

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

Z and their mum contacted Seeds in February to find out about help with volunteering opportunities. Z lives in a rural village, has been out of school for 3 years due to levels of anxiety, and has autism, ADHD and chronic OCD. Z has been studying at home using websites to help their learning, and parents have been supporting this. However, Z wants to be able to do things outside of the home but not sure what or how, or where to start. Following a meeting in Mere, to talk through the opportunities to take part in Seeds sessions (SKILD, Leisure Credits, Bridging projects), it was decided that the way forward at that time was through one to one work as Z's OCD was preventing them from participating in sessions. A staff member then made home visits to Z every 6 weeks to work on progression. Liaison was also included with Z's Wiltshire Council SEND Adviser to look at plans for the future. The staff member started by looking into volunteering opportunities for Z, taking into account that they would require a lot of support from the employer. A special placement was found in a shop/cafe local to Z. Z now regularly attends volunteering and is developing his skills in working as part of a team, following instructions and dealing with members of the public.

Y came to us as a junior aged 10, from a complex family with older siblings already supported by the charity. Y was an elective mute when they first came to S4S but as they got to know staff here they began to speak more freely. Y was diagnosed with ADHD and autism, leading to an EHCP for education and support but was withdrawn from school during his reception year so there was no formal support in place for him. Initially engaged in the bridging project and Leisure Credits, Y began attending SKILD when it was first set up. Having barely attended school, Y was unable to read, write or be numerate. Working 1:1 with a member of staff, their functional skills began to develop. It became clear that Y had an ability with maths and within 3 years had achieved Functional Skills Entry Level 1, 2 and 3 - equivalent to GCSE grades 1-2.

During this time, through S4S, Y also gained certificates in Chain sawing, Strimming and tractor driving, as well as Leadership, First Aid and food hygiene, and used Leisure Credits to achieve their compulsory bike test (CBT). Y also had a mentor who worked closely with them to help develop social and communication skills. Whilst Y found reading and writing far more of a challenge, they are functionally literate and have developed strategies to support this, often using phone-based technology. At the end of 2024, Y applied for a job with the support of S4S. They subsequently went for interview and was offered the job, above other candidates.

The Bridging Project

The Bridging Project is a weekly youth club session for young people in school years 7-13 who have Special Educational Needs & Disabilities or those who find socialising within their peer group challenging. It provides these young people with a safe space to meet peers with similar experiences. Participants and staff work together to create a planned programme of developmental activities which enhance skills for independence, enable young people to have new experiences as well as developing new friendships. The staff team have been supported by 3 trained peer leaders who build trusting relationships with the project participants, enabling many to confidently transition to other projects with S4S. Our wonderful regular adult volunteer also brings a range of practical skills and experiences to the project.

This year we have welcomed new younger members into the group, whilst others have moved on to Bridging+, or have become peer leaders. Young people have taken part in a wide range of cooking activities, a number of evening walks, some organised and led by one of the group members. There has been a lot of sports and games and bike maintenance sessions, and various woodwork and other practical projects. The group have benefitted from some of the recreational facilities in the local community. They visited Mere Bowls Club where they played games with the members, Hindon Fellowship club for skittles and a social, went swimming at Tisbury outdoor pool and have made good use of the outdoor facilities for sports, bonfires and BBQ at Zeals Green Pastures.

- 49 sessions of targeted youth club sessions for young people aged 11-18 with additional needs delivered with a total of 480 attendances
- 29 young people with additional needs benefitting from targeted youth work sessions
- 66% of Bridging Project participants accessed other opportunities offered by Seeds4Success
- 3 trained peer leaders supporting the project

"Favourite activities at Youthie are cooking and woodwork. Youthie has helped me meet new people and socialise. As I live rurally, it's the main time, except for School, that I get to go out and meet people."
YP aged 14

Bridging Project +

The Bridging Project+ enables us to continue supporting older young people with additional needs, while also providing a much-needed social opportunity. Aimed at 16-25 year olds, the project offers a twice-monthly space where participants can meet peers, strengthen friendships, and build skills for life. For those aged 16-18, there is the flexibility to attend both The Bridging Project and The Bridging Project+, supporting a smooth transition between the two. Where appropriate, they are also encouraged to take on peer leadership roles within the younger sessions.

The programme is planned with the group and focuses on practical and creative activities that promote independence and personal development. Sessions run from Mere Youth Centre, with additional use of Zeals Green Pastures in the summer months.

Throughout the year, sessions have taken place on most 2nd & 4th Thursdays of the month. While group membership has fluctuated, several regular attendees have remained for whom this is an important, and often main, social outlet. In January, we began providing transport from Wilton, which has enabled several new members to join the group. The young people work with staff to design the programme and are keen to include a wide variety of activities.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

These have ranged from cooking to practical, physical, and social experiences such as bike maintenance and riding, swimming, evening walks, and BBQs. With its calm and friendly atmosphere, the group provides a welcoming space where older young people with additional needs can build confidence, develop independence, and make lasting friendships.

""It has helped me be sociable, I don't get judged and I'm accepted as I am"
YP aged 16

"I've been coming to Seeds a long time...I'm now 24. It has helped me build my confidence and I have found many friends. I really enjoy cooking and it's good fun when we cook as a group even though it all comes out different"

- 20 young people aged 16-25 with additional needs benefitting from targeted youth work opportunities to develop their independence and social skills
- 23 Face to Face youth work sessions delivered, with a total of 118 attendances recorded

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.

Our 3 mentors have continued to support young people to improve their confidence, resilience, self-esteem, expectations, life skills, aspirations, and outlook. The types of sessions have varied greatly. There was immediate support offered, via talk or messaging on phones, as well as face to face support sessions. Most sessions were built around planned activities such as walks in the local area or visits to nearby museums and attractions. Support with transport was also given to enable young people to attend assessments, interviews, and meetings. 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. Recruitment of new mentors to support more young people has continued, with training to start in the near future.

- 3 volunteer mentors supported 4 young people
- Young people benefiting from support given via messages, phone calls and face to face sessions
- Young people benefitting from over 45 hours of support and positive activities at local facilities and venues

FUEL

FUEL is Wiltshire Council's response to the Department for Education's Holiday Activity and Food (HAF) programme, launched nationally in 2021. The programme aims to provide children and young people eligible for benefits-related free school meals with access to healthy food and enriching activities during the main school holiday periods. With 22% of children in south west Wiltshire living in food poverty (according to the Food Foundation MRP poll Feb-2023), this scheme is vital for a significant number of families. Up to 10% of programme places can be allocated to children who are Looked After (LAC), have an Education, Health and Care Plan (EHCP), are young carers, refugees or asylum seekers, or are under Child in Need (CiN) plans, if needed.

As a trusted delivery partner since the programme's launch, we have developed an effective and flexible working relationship with Wiltshire Council. This partnership enables us to integrate FUEL activities alongside our other holiday programmes. We also received funding for lunches for our Leisure Credits Programme, ensuring that older FUEL-eligible young people were supported.

The programme's success relies heavily on our team of trained peer leaders, who assist in delivering sessions, leading activities, and supporting younger participants. Their contribution is recognised through credits or vouchers as a reward for their time and commitment. Feedback from families and participants indicates that the scheme is highly valued and appreciated within the community. The combination of engaging activities, nutritious food, and supportive peer mentoring continues to make a positive impact on local children and young people.

"It's been fun. I met my best friend there and it has helped my people skills. It also gave me something to do over the school holidays and the food is always really good"
YP aged 13

We delivered multi-activity camps with healthy food provision for children and young people aged 8-13 years during the three main school holidays:

- Easter: 4 days

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

- Summer: 8 days
- Christmas: 2 days

Additionally, in partnership with the Wiltshire Outdoor Learning Team (WOLT), we offered outdoor activity sessions for 11–16-year-olds at Zeals Green Pastures on Wednesdays during the summer.

Our Leisure Credits Programme also benefitted from funded lunches for FUEL eligible participants for 8 days in summer and 2 days at Christmas.

Transport from various locations across the Mere and Tisbury area was provided to ensure accessibility. All participants received a healthy lunch each day.

Each camp session ran for approximately four hours, featuring a diverse programme including:

- Sports and games
- Arts and crafts
- Healthy cooking and nutrition education

Most sessions were based at Mere Youth Centre, making use of local facilities such as the recreation ground, Multi Use Games Area (MUGA), local park, and surrounding countryside.

We also organised off-site enrichment experiences, including:

- A day at Summerleaze for woodland play, outdoor crafts, den building, and a campfire

"FUEL is amazing it means the children get out doing physical and creative activities that they otherwise wouldn't get to do. Keeping them engaged and active and out rather than being at home bored and on technology.

As a daily during the holidays it is hard for us out due to the cost of things. At FUEL they develop a range of skills and get a hot meal. It really is an amazing that we would be lost without. Thank you for everything that you do."

Parent

- 14 Multi-activity camps for 8-13 year olds and 4 outdoor activity sessions for 12-16 year olds delivered, covering 61 hours of the school holidays
- 82 Leisure Credits spaces (from 8 days in the Summer and 2 days at Christmas) allocated to FUEL eligible young people.
- 53 different children and young people aged 8 – 16 meeting FUEL eligibility criteria engaged in sessions, recording 378 attendances
- 10 trained peer leaders supporting with the delivery of the FUEL programme, gaining valuable work experience and earning vouchers for their commitment

LGBTQIA+ Support Group

The monthly LGBTQIA+ sessions continue to run and support young people in the South West Wiltshire area. Using the sessions to connect and discuss current issues surrounding the community, there is always games, something creative or some food to enjoy as well. The young people use the safe space to talk about any personal challenges with a member of staff or their peers, ensuring their social and emotional wellbeing is supported. We have also delivered some online sessions which continue support the development of a volunteer young leader who is helping with the delivery of this project.

"My time at LGBTQIA+ has been very helpful with my social skills even making a few friends along the way. We usually go in, talk, debate and play board games along with other new fun activities like learning how to recycle old paper into new paper, how to play a game called kitchen monsters that always gives us a laugh and every now and again we cook. This group is always friendly and up for a bit of banter.

LGBTQIA+ is an awesome group for making friends, having fun and in general just wanting somewhere to go in your spare time. It is a safe space for everyone and Rose, the one who is always on their feet, we appreciate everything they do for us... for real, a legend. I've seen them get some of the quietest people into a full blown conversation...always coming up with new fun ideas and genuinely puts everything into the group"

YP

This year, young people attending the sessions have engaged in art activities, including paper making, lino printing, still life and played and learned lots of games including an epic 'introduction to Dungeons and Dragons' night. There has been cooking and baking, catering for all needs and everyone has enjoyed hanging out in the kitchen making tasty treats to share.

We have created a warm and welcoming space, with laughter and fun, where people can just be themselves.

- 10 young people engaging with support group sessions
- 10 face-to-face and 9 online sessions delivered with 52 attendances

"The LGBTQIA+ group has helped me find who I am"

YP aged 17

Support for Local Households in Need:

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

Hardship Grants

This year, we were once again fortunate to receive a grant from the Wiltshire Community Foundation's Energy, Food and Community Support Fund, delivered in partnership with Wiltshire Council as part of the county's allocation from the UK Government's Household Support Fund.

Thanks to this funding, we were able to distribute £9,000 to local households in need.

"Thanks to Jaki and S4S we've had full bellies and a warm home. They have helped myself and my children numerous times in the form of supermarket vouchers and the logs4locals project. Thanks for all you do for the community and all the support you have shown over the years." Parent

49 households benefitting from 'hardship grants' which were either supermarket vouchers to help with food or cash payments to cover household bills or help with wider essentials

Logs4Locals Project

ogs4Locals, a social action project developed by young people, has continued to offer free bags of logs to local residents who are struggling to heat their homes. Initially established by the 2021 LYAS team, the project has since been supported by young people involved with Leisure Credits, SKILD, and subsequent LYAS teams, who have all worked hard to chop locally felled ash and other suitable trees, creating and bagging logs for distribution to those in need. We are very grateful for the continued support from local landowners who have donated felled wood and provided dry storage for the bagged logs.

6 local households benefitting from free logs to help them stay warm over the winter.

Social Action Programmes

Youth social action programmes are at the heart of Seeds4Success' work and have been integral to the charity since its establishment. From the very beginning, young people have been our greatest asset — they helped to shape the organisation in response to local need and continue to play a vital role in its ongoing growth and development. Empowering young people to engage with their communities and take active citizenship roles remains central to our ethos.

Through initiatives such as the Leisure Credits Programme and the Local Youth Action Scheme (LYAS), young people contribute directly to community life. They assist with the running of local events, improve community spaces and rights of way, support environmental projects, and help to raise funds for Seeds4Success and other good causes. Our peer leaders take on additional responsibility by supporting the delivery of junior youth work initiatives and acting as positive role models for younger members.

Many of our young participants are also involved in promoting the charity's work. They assist with the website update and redevelopment, represent their peers at meetings and consultation events, and play an active role in the local youth partnership. Young people regularly attend community area board meetings, contribute to workshops that plan and review our programmes, and help shape the direction of Seeds4Success and services for young people locally.

The impact of these projects can be seen across South West Wiltshire. Rights of way have been cleared and maintained, community spaces enhanced, and local events enriched by the support of friendly, capable young volunteers. Our younger members are inspired by their peer leaders and are eager to become the next generation to earn the distinctive green hoodie. Feedback from community members consistently praises the young people's contribution, while the participants themselves report pride in making a difference and feeling valued for their efforts. Social action benefits both the community and the young people involved. Participants develop practical, interpersonal, and leadership skills that enhance their employability and support their transition to adulthood. In an area where opportunities for young people are limited, those with experience of social action stand out as strong candidates for local roles. These initiatives foster a positive work ethic, deepen understanding of the charity's broader mission, and encourage young people to take ownership of Seeds4Success' continued development. Many go on to aspire to become youth workers or trustees, ensuring that the charity remains youth-led and community focused for years to come.

- 76 young people taking part in social action projects during the year.
- 4368 hours of voluntary work carried out by young people for the benefit of the wider community through social action initiatives
- 10 young people gaining qualifications or awards through engagement in social action projects.
- 144 hours of adult volunteer time given to enable the delivery of social action projects

Leisure Credits Scheme

Leisure Credits is Seeds4Success' flagship social action project — the initiative the charity was originally founded to deliver and the one for which we are best known. Through taking part in a wide range of voluntary tasks within their local communities, young people develop positive attitudes to work while gaining valuable practical and social skills.

We work in partnership with local town and parish councils, the Cranborne Chase National Landscape team, Wiltshire Council's Rights of Way Team, local footpath groups, and a variety of community organisations to identify and complete meaningful projects. Throughout the year, work sessions take place on alternate Saturdays and on most Tuesdays and Thursdays during school holidays.

Young people earn "credits" for the work they do, with scores determined collaboratively based on effort, quality of work, teamwork, and task completion. After each session,

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

participants reflect on their performance and agree final credit scores through discussion with staff.

Credits can be redeemed for developmental reward opportunities, removing financial barriers to participation for young people from low-income households while promoting a strong work ethic.

This year, rewards have included skiing lessons at the Snowdome, bouldering at Frome Boulder Rooms, go-karting, quad biking, visits to water and theme parks, a local camping residential and an outdoor activities residential in Pembrokeshire. Some young people also choose to save their credits to help fund driving lessons or a CBT course.

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

Through their efforts, participants have improved the local environment and access to the countryside by clearing overgrown paths, resurfacing rights of way, planting trees along the Wessex Ridgeway, and maintaining winterbournes in Chilmark, to reduce flood risk. They have also supported ongoing community projects such as the garden at Zeals Green Pastures and the Logs4Locals initiative. Additionally, several young people attended a hurdle-making workshop delivered through the Chalke and Chase Landscape Partnership, learning traditional rural skills.

The Leisure Credits team also provides valuable support at a variety of community events, helping to set up and run stalls, serve refreshments, marshal activities, manage car parking, collect donations, and greet visitors. These opportunities allow young people to develop communication and customer service skills, raise funds for Seeds4Success, and promote the positive contribution of local young people within their communities.

S4S volunteering with Hindon tree planting project

In atrocious weather and glorious sunshine, throughout the last two years, the Seeds for Success group has helped plant hundreds of trees and shrubs to help restore ancient lost hedgerows and tree lines around the village of Hindon.

"S4S were absolutely crucial to our success in planting nearly two thousand trees, so far", says project leader, Dr Tean Mitchell of the Hindon Conservation Association. "I have been so impressed at their determination and hard work, even when the weather was cold, wet and horrible. They stuck at it until it was done."

"The contribution of this impressive group of young people will leave a lasting legacy for generations to come. I hope they get the chance to see the fruits of their labours, when the trees really get going. Working with the staff and youngsters has been such a pleasure."

"We hope to continue working with S4S in the future on this and other projects."

Dr Tean Mitchell, Hindon Conservation Association

- 50 days of practical conservation work or support with community events carried out by local young people.
- 61 different young people engaged with Leisure Credits work sessions contributing 2897 hours of community volunteering
- 11 young people gaining ASDAN Environmental & Conservation Awards

"I enjoy Leisure Credits because I get to go out with my friends and do some physical work to help the community, which I earn credits for. Then I get to spend those credits on trips e.g. going to Alton Towers with my friends who also do Leisure Credits. This has given me the opportunity to do things that I probably could have only done once or not at all."

YP, aged 15

Local Youth Action Scheme

The Local Youth Action Scheme (LYAS) is Seeds4Success's locally adapted version of the National Citizen Service (NCS).

Originally designed and developed by young leaders in

the summer of 2019, the programme was created to make the positive outcomes and experiences of NCS more accessible to their peers. Since its launch, LYAS has continued

to evolve in response to the changing needs of young people, particularly in the years following the Covid-19 pandemic. We have adopted a flexible approach, enabling participants to engage with selected elements of the programme even if they are unable to complete every session. Initially aimed at young people in school years 11 and 12 who had just completed their GCSEs, LYAS is now also offered to those supported through our SKILD programme, where appropriate, and participation is deemed beneficial to their personal development.

The core programme combines team-building activities, skills training, and planning and delivery of a local social action project. Participants who engage fully are rewarded with an adventure residential in Pembrokeshire, designed to build resilience, teamwork, and self-belief through challenging outdoor pursuits.

"It was really good to meet new people and I gained skills and a qualification in first aid. I found the activities hard due to my disability but it was fun and I gave everything a go... "

YP aged 16

This year, the LYAS team chose to support a variety of local causes through their social action work. Recognising that some members had physical disabilities, the group planned a mix of accessible and meaningful projects. They supported Wilton Carnival and Semley Music Festival, prepared refreshments for the Mere Proms, and took on stewarding and litter-picking roles during community events. They also improved shared outdoor spaces at Lynch Close and Bishops Close in Mere— areas of sheltered housing— and took responsibility for planning and running a session at the junior youth club.

These activities provided young people with opportunities to develop leadership, communication, and teamwork skills, while contributing directly to their local community.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

The project's inclusive design allowed every participant to take an active role, fostering a strong sense of belonging and shared achievement. This variety of activities ensured that all participants, including those with additional needs, could contribute meaningfully. The team demonstrated excellent cooperation, adaptability, and commitment in completing every task.

"LYAS was very important to me. It gave me many skills that have aided me into getting a little job. Some of these skills are food and hygiene/first aid/ leadership. I really enjoyed LYAS for many reasons. It gave me something to do after school was finished and gave me something to look forward to. I really enjoyed getting to know some new people who are my age and just gone through the same GCSE experience as I did. A big bonus of LYAS is obviously the reward trip to Wales at the end. This trip felt really rewarding due to doing the work we did."
YP, aged 17

During their residential in Pembrokeshire, the group faced a series of outdoor challenges including canoeing, climbing, abseiling, surfing, and coasteering. Each young person was encouraged and supported by their peers to step out of their comfort zone, overcome personal fears, and build lasting confidence. The week-long experience strengthened group cohesion, deepened friendships, and empowered participants to recognise their own potential.

10 young people gaining awards or qualification through the programme:

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

Peer Leaders

Our Peer and Young Leaders are the greatest adverts for youth work we have. They are a massive source of energy and enthusiasm and contribute significantly to the development and delivery of a range of youth work initiatives within Seeds4Success. In return for their time and commitment in the support of our youth work delivery, young people gain valuable experience and those who are regularly volunteering have the opportunity to help with the FUEL programme where they are able to earn 'credit' or 'vouchers' in recognition of their contribution to that scheme. Membership of our peer leader team changes as young people gain paid employment, move on to further education and life just gets busier for them. There are always other younger members keen to be trained and take on the additional responsibility. Those remaining once they turn 18 are DBS checked and become young leaders with some progressing into paid roles within S4S.

- 17 trained peer leaders supporting the delivery of junior youth clubs, the Bridging Project, FUEL and our LGBTQ+ project.
- 6 young people completing safeguarding and boundaries training to prepare for leadership roles.
- 523 hours of volunteering carried out by peer leaders in support of youth work delivery.

Our Peer Leaders are primarily responsible for planning and delivering the monthly Junior Youth Club in Mere, but many also provide support across other youth work sessions, including the Bridging Project, open access sessions in Wilton and Mere, the LYAS programme, and the LGBTQIA+ group. Young Leaders also play a vital role in these sessions, often acting as additional trained adults when needed.

All Peer Leaders take part in a dedicated training session covering safeguarding and professional boundaries, ensuring they understand the expectations of their role and how to respond appropriately in different situations.

"I have been involved in peer leading for a while now. I have helped most Wednesdays and watched many children move through the stages of the youth club. I really enjoy being a peer leader as it gives us many skills that most jobs won't be able to give us. Peer leading isn't all about looking after the kids. We have to plan the activities and make sure it's okay for all ages that attend. This gives us planning and organization skills. However, things don't always go to plan due to weather and other issues so we also learn how to adapt and problem solve. The main thing I have taken away from peer leading is how to be in charge of a group and how to handle the odd difficult behaviour. Getting involved in peer leading also shows the younger kids there is a lot more to the youth club than just drop in sessions.

Over the last year I have been working closely with one child as his one to one. Doing this has been really lovely. I have created a lovely bond with the individual and it has helped me a lot personally. I have learnt how to read body languages really well and it has given me more responsibility. My favourite part of being a one to one is that I can slowly watch a young child become more confident and see their true selves. It has been a right pleasure helping this child and I am so happy that Jaki was able to give me this responsibility."

YP, aged 17

Youth Voice

Review and Evaluation weekend

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

An annual review, evaluation, and planning event — where young people, staff, and trustees come together to discuss the charity's work, its impact, and opportunities for improvement — is an important part of our calendar. This year, we were once again fortunate to hold the event as a residential experience at Magdalen Farm in Somerset, made possible through their UK Youth-funded "Adventures Away from Home" initiative. The residential setting provided an excellent opportunity for the group to take part in team-building activities and experience life on the farm, while also dedicating focused time to reflect on and plan the future direction of the charity.

18 young people attended our review, evaluation and planning residential, engaging with staff, trustees and peers in discussions about the charity, its impact, and making plans for future delivery.

The group were taken from a mix of towns and villages across south west Wiltshire and within the group there was experience of all our projects. As well as talking through our 'Theory of Change' to ensure all participants understood the wider aims of the charity, this year the group spent time reviewing the individual projects we run. The also group went through the participation survey and were asked to support others within their setting to complete it.

These sessions were an opportunity for them to reflect on why people may or may not access our projects and services as well as thinking about the impact the projects had on themselves and their peers. Participants were also able to feedback to the Charity Director and two of our trustees on any changes or improvements they felt needed to be made to the projects and give idea about how we could make them more accessible or attractive to new young people.

78% of young people engaged in this residential reporting feeling actively and positively involved in the charity's development.

Youth Committee and website review group

We are in the process of developing a new website for the charity. 3 members of the Youth Committee formed a Website Review Group and met 4 times to help plan the first steps in the development and passed on their ideas to the staff involved in the project.

Local Youth Partnership

10 young people engaged in youth partnership forum meetings, advocating for their peers, sharing experiences and discussing ideas and opinions with local adult decision makers.

Wiltshire Council are developing a youth partnership forum for south west Wiltshire and have held 3 meetings this year. We were able to support with 2, taking young people along and supporting their engagement. Sadly the meeting on 30th October clashed with our Thorpe Park reward trip so we were unable to attend that one.

SEEDS4SUCCESS JOURNEYS

YOUNG PEOPLES' JOURNEYS FROM PARENT / CARER VIEW

"Our daughter A has benefitted immeasurably from spending time at Seeds4Success: we have seen her grow in confidence hugely. It has given her the opportunity to form relationships with a wider demographic from our local community and has emboldened her to help at events such as donning a hi-viz at Semley Opera and Tisbury Carnival, interacting with members of the public.

I'm in the privileged position of working in education in this area and I hear A talk fondly of students who are disengaged with education. The fact that she is working on community projects with them is heartwarming for our society, and evidence of the amazing work that Seeds4Success do.

Also as a dog walker, I'm happy to be proof that the groups' work on clearing footpaths is hugely valued in Tisbury! A has talked excitedly about the prospect of becoming a peer leader at Seeds4Success and being a role model to the younger students. It's amazing for us as parents to see her grow in confidence to do this with excitement. Thank you so much to Jaki, Rob and the team for all being so brilliant"

"Our daughter, B, has been attending S4S activities for almost 3 years. She started initially with leisure credits before joining the Monday night Health & Wellbeing sessions. As a young person with SEND who struggled to find her 'fit' and struggled immensely with social activities, these activities changed her world.

In September 2023, her EHCP school placement broke down and she transitioned into S4S SKILD sessions on Tuesdays and Thursdays which she now has named as part of her EOTAS package.

Their understanding of B's learning style and the relationships she has built with support staff have meant for the first time B is learning and achieving. She left school barely able to read and do very basic maths at the age of 14 - with S4S support she passed her English & Maths Functional Skills Entry Level 1 this year and is now on her way to Level 2.

This summer, B was fortunate enough to join the LYAS scheme. Despite huge anxiety around the activities, she thrived and loved every moment. The scheme provided her the opportunity to develop vital life skills that she will value when seeking work opportunities in the near future.

She enjoys all of the social opportunities, loves the residentials she has had the fortunate opportunity to attend and she has formed a close friendship (her first 'real friends') with

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

SEEDS4SUCCESS JOURNEYS - continued

several regular attendees."

YOUNG PEOPLES' JOURNEYS FROM PARENT / CARER VIEW

"I found out about SKILD through a friend and I wasn't in school so thought I would give it a try. I had left school during the previous year due to bullying and hadn't really been out much, so I needed to socialize and do some learning.

After my first year I took part in LYAS which I enjoyed - I gained my Food Safety certificate and then I got a part time job in a pub.

I kept coming to SKILD but also began attending the Health and Wellbeing sessions on a Monday evening and I have really enjoyed the art sessions. I sat some English exams and passed 2 but I can't spell so couldn't pass my writing paper.

I took part in the LYAS scheme for a second summer and this year I got more involved with the social action helping with Wilton carnival, baking scones for the proms in Mere and gardening at some sheltered housing. I gained a leadership certificate and a first aid qualification and I was more confident doing the activities on the residential this year.

After this I began attending the LGBTQIA+ group which has been good fun. I've learnt how to recycle old paper into new paper and experienced dungeons and dragons for the first time.

Since coming to Seeds, I have become more sociable. I actually go out now and I speak to people. I have just started college, something I had never dreamt I would be doing."

"My seed4success journey started in October 2022. After I finished year 11, I left school as I didn't think it was for me, I didn't know what to do and I couldn't face the bus journey to college. I wasn't doing anything at all and I was struggling to leave the house so I was referred to Seeds. When I started I was shy (I'm not so much now) and pretty anxious. I started by doing Bridging Project and Functional Skills which helped me grow in confidence so I could progress to do other projects such as Leisure Credits, Health and Wellbeing, and LYAS.

Also, with help from Seeds4Success, I have been able to find what I want to do in the future, which is farming. They have helped me progress in what I want to do. I have gained qualifications in the safe use of a brushcutter and chainsaw. By using my leisure credits, I was also able to do a training course on how to drive a tractor. They helped me organise some work experience, and have supported me to write my CV. All of this has helped me to get some work in the farming sector. They have also helped me apply for a college course as I felt this would also help me move forward in my career."

Financial Review

Reserves Policy

The Board of Trustees has agreed a reserves policy that requires Unrestricted General Reserves to be maintained within an operating window of three to six months of core operating costs, which is considered appropriate for the charity's needs. At the end of the 2024-25 financial year, the Board assessed the adequacy of overall reserves by including all year-end designations and the general fund. The Board continues to monitor reserve levels regularly and aims to grow free reserves to cover six months of core operating costs, along with an additional designated amount to cover closure and related costs. At the end of the financial year 2024/25, free reserves stood at £74,763, which is at the lower end of our target range. The trustees continue to monitor reserves to ensure financial stability and the ability to respond to future challenges or opportunities.

Transition to SORP Accounting

The financial year 2024/25 has been a significant one for the charity, with turnover exceeding £250,000. This milestone has required a transition from cash based accounting to SORP (Statement of Recommended Practice) accounting, as required by the Charity Commission.

A full set of SORP-compliant accounts will be submitted to the Charity Commission as part of the Trustees' Annual Report. Due to the change in reporting systems, comparative data for certain sections may not be available for the prior year. Going forward, we will continue to use SORP accounting, ensuring consistency and comparability from year to year.

Expenditure

Total expenditure for the FY 2024/25 was £245,578, representing a 23% increase from the previous year. Despite this rise, expenditure remained below the budgeted figure of £291,692. The increase primarily reflects a 19% rise in salary costs, driven by adjustments to keep our lowest paid staff above the Real Living Wage, as well as expanded delivery under the SKILD programme.

Increased working hours and the filling of vacant positions have also contributed to this growth. With inflation and the ongoing high cost of living we have experienced rising costs across most consumables. Increased participation and expanded youth work delivery have further contributed to higher programme, transport, and general administration costs. Looking ahead to 2025/26, our budgeted expenditure forecast is £344,583. This increase reflects continued growth in staff costs (more hours and higher pay rates), alongside rising service and resource costs. This budget also includes capital expenditure for essential facility improvements, including:

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Transition to SORP Accounting - continued

- Toilet upgrades at Mere Youth Centre (YC),
- Refurbishment of the chill-out room, and
- Enhancements to the pavilion and site at Zeals Green Pastures.

These projects are key to supporting the charity's continued growth and long-term sustainability.

Capital Purchases

During the last year, the charity purchased a new nine-seater vehicle. While this will slightly increase vehicle servicing and maintenance costs, it is expected to improve fuel efficiency and reduce staff mileage expenses. The new vehicle also offers greater flexibility as more staff are able to drive it. We also bought a new ride-on lawn mower for use at Zeals Green Pasture, which has brought efficiencies to the maintenance of the grounds there.

Income

Total income for FY 2024/25 was £386,589 (£273,498 unrestricted and £113,091 restricted). Overall this was a 67% increase from the previous year. A significant portion of this increase relates to large unrestricted donations from private individuals and local trusts, which have been allocated to specific projects and costs within our annual budget.

Key income highlights include:

- A £50,000 unrestricted donation from the Semma Fund, designated by trustees to support strategic development:
 - o £30,000 – purchase of the new nine-seater vehicle
 - o £9,000 – conversion of a shipping container at Zeals Green Pastures
 - o £3,000 – refurbishment of the Mere YC chill-out room
 - o £8,000 – accountancy support, website redevelopment, and legal costs for securing a 50-year lease for Mere YC
- A £15,000 grant from the Northwick Trust to fund accessible toilet upgrades at Mere YC

Grant income from government sources totalled £15,078. This includes:

- Grants from the South West Wiltshire Community Area Board,
- Funding for youth work training and assessment, and
- Donations from local town and parish councils.

Income from charitable activities totalled £44,098. This includes:

- Contract income from Wiltshire Council for the delivery of the FUEL programme
- Income from Local Education Authorities and schools for the provision of Alternative Education through the SKILD programme

Our funding this year has been predominantly local, supported by long-term partners such as the Hoare Family Trust, Wilton Middle School Education Trust, and the Adrian Swire Trust. Additional support was received from trusts including the Alice Combes Trust, Britwell Trust, Charles Hayward Foundation, Crescent Trust, Girdlers Trust, Hedley Foundation, Leigh Trust, Mere Forest and Allotment Charities, and Mere Lecture Hall Trust.

We were also delighted to secure a Co-op Community Grant to support our Health and Wellbeing Project. The initial donation has been received toward this fund with further contributions expected later in the year.

The Wiltshire and Swindon Community Foundation continue to play a vital role in supporting our core costs and youth work delivery, providing funding through their Main Grant Programme, Wessex Water Foundation Community Fund, and Office of the Police and Crime Commissioner Community Action Fund. We also received funds from their Energy, Food, and Community Support Fund which included £9,000 for local hardship grants.

Local community groups remain among our greatest supporters. Events organised by Fonthill Park Cricket Club, Chalke Valley Fete, Mere Literary Festival, and Shreen Harmony raised significant unrestricted funds. The Mere & District Link Scheme once again contributed towards transport costs for young people. In April we were privileged to be the beneficiary of a charity open day at Fonthill House. This event, along with a subsequent linked charitable donation raised £9,720.51.

We are also deeply grateful for the continued generosity of local philanthropists and members of our Friends of Seeds4Success network. Many of these supporters make regular or multi-year commitments, often providing unrestricted donations which can be assigned to specific projects within our budget or to core operational costs. This level of sustained giving has greatly strengthened our financial resilience and enabled the Charity Director to personally continue to be engaged in face to face youth work.

Any undesignated income remains within our free reserves, helping us to build resilience against unexpected costs. At the end of the FY 2024/25 our balance of account was £362,341. This included £79,286 of restricted funds, £208,291 in designated funds and £74,763 in free reserves.

Structure, Governance and Management

Governing Document

Seeds4Success was originally established as a registered charity in July 2012 and converted to a Charitable Incorporated Organisation (CIO) in March 2022 (registration no. 1193737). The organisation is governed by its constitution, which outlines the charity's objectives and the powers of its trustees.

The Board of Trustees oversees the management of the CIO and its assets, supported when required by advisors from other local bodies.

Premises and Facilities

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Seeds 4 Success

Trustee's Report (continued)

For The Year Ended 31 March 2025

Governing Document - continued

The charity's main administrative base is the Mere Youth Centre, rented from the Mere Peace Memorial Trust (through its trustees, Mere Town Council) for a peppercorn rent. We are currently in the process of agreeing a new long-term lease for the premises, which will enable us to make significant improvements to the building.

The youth centre's location—on the edge of the Recreation Ground—is ideal, offering extensive outdoor space for activities when weather and daylight permit. Inside, the building includes a main hall (where most youth work activities take place), a kitchen, and three smaller rooms, one of which is a shared office. We hope to redecorate one of the smaller rooms next year to create a 'chill out' space for young people who prefer to be away from a busy environment and noise.

The office space is limited, however, staff with administrative responsibilities are able to work from home where appropriate.

Unfortunately, the building's toilets are not currently fully accessible, but we plan to address this issue once the new lease is finalised.

Funding has already been secured through the Northwick Trust to support this improvement.

Seeds4Success also holds the lease for Zeals Green Pastures, which continues to be maintained and improved as a valuable resource for both the charity and local young people. Here there is a pavilion which is regularly used by Zeals Afterschool Club for a nominal fee, and we hope that with some improvements the space will be more accessible and other groups will also want to utilise and hire the space. This year we had a ramp constructed to the front of the building enabling wheelchair access.

In addition to the pavilion, Zeals Green Pastures has some outdoor facilities that have been used and developed during the year. The community garden, now in its second year has seen a good yield of veg, herbs and flowers. The recreation ground has benefitted from a new mower this year, something we were able to purchase following a successful fundraising event at Fonthill House in April.

We have also, with a donation from the Semma Fund, been able to convert one of the shipping containers into a workshop for use by young people engaged in practical projects with us.

To reach young people across South West Wiltshire and expand our delivery, we also hire spaces at the WMSET Centre in Wilton, the Nadder Centre in Tisbury, and Fovant Youth Club for specific sessions.

Transport and Accessibility

Transport is an essential part of our youth work offer, ensuring young people from across the region can access activities and support.

Seeds4Success owns and maintains two minibuses, which are also available for hire by local community groups and schools for a nominal fee (covering fuel and wear and tear). This service provides affordable access to transport that would otherwise be unavailable to many in the local area.

This year, thanks to a generous donation from the Semma Fund, we were able to purchase a third vehicle. It was agreed that this was going to be a nine-seater, as this could be driven by younger staff without a D1 license, could be used when numbers did not necessitate a minibus and could be used by staff to make work journeys without incurring mileage costs when appropriate.

Systems and Administration

We continue to improve our efficiency and reduce paper use by making effective use of digital systems. SharePoint is used for cloud-based storage and backup, and Upshot, our online data recording system, stores emergency contact information and attendance records for young people.

Financial management is handled through Xero, an online accounting system, and the majority of our transactions are completed using online banking.

Specialist Support

Seeds4Success continues to work with specialist providers to strengthen key operational areas. MJC Safety Services provides professional health and safety advice. IT Champion delivers technical IT support and guidance. Holy Brook Accountants have recently been engaged to assist with financial management and year-end accounts.

Trustee Selection Methods

The board of trustees have met quarterly throughout the year. In line with our constitution, trustees are elected and stand for a term of 3 years. Camilla Nelson was voted on to the board at our last AGM and in January, took on the role of Secretary from Emily, who due to work commitments wanted to stand down from the role but remain as a trustee. 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.

Risk Management

The trustees of Seeds4Success are committed to maintaining a robust risk management to identify, assess, and control risks that could impact the charity's operations, reputation, or ability to deliver services. Risks are considered regularly at board meetings and through operational oversight by senior staff. The charity maintains appropriate policies and procedures, including safeguarding children, safeguarding vulnerable adults, critical incident plan, lone working, and health and safety to ensure compliance and resilience.

Top Risks and controls

1. Service delivery

As a charity we have limited flexibility in available resource to cover for unexpected absences (e.g., illness), or vacancies. To mitigate this, we use flexible staffing models, and leverage volunteer support.

2. Financial Sustainability

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Risk Management - continued

Seeds4Success relies heavily on grant funding and donations. While income increased over the last year, future funding remains uncertain. The charity maintains a reserves policy (3–6 months of operating costs) and is seeking to diversify income through rental income from facilities at Zeals Green Pastures

3. Safeguarding and Youth Wellbeing

Working with vulnerable young people presents safeguarding risks. All staff, volunteers, and Trustees are DBS-checked and trained in safeguarding. Policies are regularly reviewed, and the Charity Director acts as the Designated Safeguarding Lead. Specific cases are raised with the Trustee lead for safeguarding and this is a standing agenda item for every board meeting.

4. Transport and Accessibility

Transport is essential for rural youth engagement. Minibus driver shortages and vehicle maintenance pose risks. We have increased our transport fleet by purchasing a people carrier to reduce dependency on D1-licensed drivers and improve flexibility.

5. Facility Limitations

The current Mere youth centre lacks accessibility (e.g., accessible toilets) and modern infrastructure. The Pavilion at Zeals Green Pastures has some accessibility issues, due to it raised from ground build. Planned capital improvements and lease negotiations for Mere youth center aim to address these issues and ensure inclusive access.

Key Policies

Reserves Policy

The Board of Trustees has agreed a reserves policy that requires Unrestricted General Reserves to be maintained within an operating window of three to six months of core operating costs, which is considered appropriate for the charity's needs. At the end of the 2024–25 financial year, the Board assessed the adequacy of overall reserves by including all year-end designations and the general fund. The Board continues to monitor reserve levels regularly and aims to grow free reserves to cover six months of core operating costs, along with an additional designated amount to cover closure and related costs.

Investment Policy

Taking into account the charity's liquidity needs and the reserves policy, the Board of Trustees has committed to developing an investment policy this year. This policy will ensure that available funds are held in current and interest-bearing accounts, balancing accessibility with financial prudence.

Salary Policy

The Board has established a Remuneration Committee to oversee the charity's pay structure and to review and approve the remuneration of the Directors' Group. All employee salaries, including that of the Charity Director, are reviewed annually as part of the broader budget-setting and rewards process.

The salary policy is designed to be flexible and competitive, helping to attract and retain a skilled workforce. Pay levels are benchmarked against the social sector both annually and at recruitment to ensure fair pay and value for money. The charity is committed to paying the real living wage, recognising its importance for staff wellbeing and retention—especially in light of cost-of-living pressures. The policy also acknowledges the need to compensate staff for antisocial working hours.

Safeguarding

Seeds4Success requires all employees, trustees, and volunteers to adhere to its Safeguarding Children and Young People and Safeguarding Vulnerable Adults policies. These policies include procedures, confidentiality statements, guidelines for photography and social media use, codes of conduct, and whistleblowing protocols.

Safeguarding is considered everyone's responsibility and is embedded in all work with children and young people. Any behaviour that breaches these guidelines may be treated as misconduct or gross misconduct, triggering the charity's Disciplinary Procedure. The charity encourages reporting of concerns and is committed to improving reporting mechanisms, recognising the barriers vulnerable individuals may face. Concerns can be raised through multiple channels, including a whistleblowing procedure.

Environmental Impact

Seeds4Success recognises its responsibility to reduce environmental impact, including carbon emissions, which are influenced by its rural setting. The charity takes steps to use efficient transport methods, plan routes to reduce mileage, and consider fuel sources when replacing vehicles.

Beyond transport, the charity promotes reuse and recycling, and uses timed heating systems to reduce energy consumption. However, it acknowledges that its building in Mere is not well insulated, leading to higher energy use during colder months.

Health and Safety

Seeds4Success is committed to ensuring a safe and healthy working environment for staff, volunteers, service users, and the wider community. This is achieved through safe working practices and regularly updated procedures.

All individuals working with or on behalf of the charity are made aware of their responsibilities under the Health and Safety Policy. This policy forms a key part of the charity's control strategy, supporting actions such as hazard prevention and staff training.

Reference and Administrative Details

**Seeds 4 Success
Trustee's Report (continued)
For The Year Ended 31 March 2025**

Charity Number

1193737

Principal Address

SEEDS4SUCCESS
RECREATION GROUND
QUEENS ROAD MERE
WARMINSTER
BA12 6EP

Independent Examiner

Lilian Russel ACMA
Holy Brook Associates Ltd
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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Other Information

Staffing and Volunteers

Seeds4Success continues to be driven by a dedicated and experienced team, supported by a strong network of volunteers, ensuring the effective delivery of our programmes across South West Wiltshire.

Our full-time staff team comprises two key members: Charity Director, Jaki Farrell, and Mentoring and Support Manager, Lee Cherry. Jaki Farrell, a JNC-qualified youth worker, is responsible for the day-to-day running of the charity. Her duties include the recruitment, supervision and management of staff, oversight of finances and fundraising, reporting to funders, and acting as the Designated Safeguarding Lead. Alongside her management responsibilities, Jaki continues to play a hands-on role in youth work delivery and provides 1:1 support to young people with specific needs.

Lee Cherry, a qualified teacher, leads our mentoring and education provision. He oversees the mentoring programme, including the recruitment, training, and supervision of volunteer mentors and the matching of mentors with young people referred to the service. Lee also leads our Functional Skills Programme, acting as Education Lead and Assessor, ensuring we meet the standards required as a Pearson Assessment Centre and registered provider of alternative education.

Our small but skilled part-time support team ensures the smooth running of day-to-day operations:

- Joanna Lowndes, Finance and Administration Officer (8 hours per week), manages day-to-day financial transactions, payroll, and administrative processes, maintaining our Xero financial system.
- Jordan Davies (7 hours per week) supports IT development, manages our membership database, and designs publicity materials.
- Archie Ross, former member and peer leader, works as Public Relations and Social Media Technician (5 hours per week), managing all social media output and digital publicity.
- Tobias Bell, an apprentice Property and Grounds Maintenance Operative (30 hours per week, including training with Train4All), supports the cleaning, maintenance, and upkeep of our facilities and vehicles at Mere and Zeals.

Our part-time youth work team, collectively equating to 1.89 full-time equivalent (FTE) roles, continues to deliver a diverse range of youth work projects. They play a crucial role in maintaining continuity of services, often stepping up to cover sessions during staff absence or holidays.

Feedback from young people and parents has been overwhelmingly positive, with all respondents reporting that they feel valued and respected by our staff.

During the year, several staffing changes took place:

- Ron Bell, Lead Youth Worker for Wilton, left his post in May. We thank him for his contribution.
 - In July, we appointed two Assistant Youth Workers, Josh Kears and Mia-Louise Hoyle (a former peer leader), to work alongside the Charity Director in Wilton. Mia left for university in September but remains on a zero-hours contract to provide cover during holiday periods.
 - During a period of staff illness, the team worked collaboratively to ensure that services in Wilton continued uninterrupted. Josh Kears fully returned to his role in January.
 - In October, Donna Denham, previously an Assistant Youth Worker in Mere, was promoted to Lead Youth Worker for Wilton while beginning her Level 2 Youth Work qualification. Donna also continues to support the Friday Night Drop-In in Mere alongside the other regular members of our assistant youth work team, Rob Haynes and Josh Howell.
- Ali Cundick, Lead Youth Worker for the Bridging Project and Bridging Project+, successfully completed her Level 2 Youth Work qualification and, through our partnership with Dorset Council, will progress to Level 3 training this year. Ali also led the FUEL Project over the summer and coordinated Workshop Sessions from November. Her commitment to additional holiday programmes such as FUEL and Leisure Credits has been vital to our ability to offer an extensive range of opportunities during school breaks.
- Ashleigh Stolton, a former member and young leader, joined as a casual Assistant Youth Worker supporting the FUEL programme and other holiday activities. Rose Salmi has continued as Lead Youth Worker for our LGBTQ+ Project, also providing sessional cover when needed.

Recognising the growing needs of young people attending our SKILD Programme, we were able, through private donations, to increase Karen Johnson's hours to 22.5 per week from November. This enhancement allows her dedicated time to provide individual keyword support to young people both within and outside of group sessions. Our part-time team brings a wide range of expertise and life experience, including supporting young people with additional needs, LGBTQIA+ inclusion, environmental work, mechanics, sports, arts, and woodwork.

All staff are DBS cleared and complete a full induction, including Safeguarding Training, which is renewed every three years. Staff are encouraged and supported to pursue continuous professional development through both in-house and external training opportunities, ensuring we maintain high standards of service delivery. Our partnership with Dorset Council continues to provide access to JNC-recognised Youth Work training, strengthening the professional capacity of our team.

Volunteers

We are extremely fortunate to have a dedicated and talented team of volunteers whose commitment underpins the work of our charity. Their generosity, time, and energy make an invaluable contribution to everything we do.

Nigel Lloyd – affectionately known as Nige – continues to be a long-serving and much-loved member of the Bridging Project team. With his wealth of practical skills and genuine empathy for young people with additional needs, Nige has been a consistent and reliable presence throughout the year.

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Seeds 4 Success Trustee's Report (continued) For The Year Ended 31 March 2025

Staffing and Volunteers - continued

Trish Scott Bolton has also been an integral part of the team, supporting the delivery of SKILD work experience and volunteering sessions during term time, as well as contributing to the Leisure Credits programme during school holidays. Trish remains the driving force behind the Zeals community garden, generously sharing her gardening expertise to ensure successful growing seasons and inspiring young people with her endless enthusiasm and commitment. She also helps deliver logs through our logs4locals project and has been an outstanding ambassador for Seeds4Success, notably organising a hugely successful postcard painting stall at the Fonthill House open day to raise awareness and funds for our work.

Although a trustee in her own right, Barbara Thomas deserves special recognition for her hands-on volunteer contributions. Barbara has played a vital role in making residential opportunities affordable by volunteering as support staff, driver, and often cook — several times throughout the year.

Phil Cooper, a retired maths teacher, continues to make a remarkable impact through the SKILD project, helping young people strengthen their numeracy skills and achieve formal Functional Skills qualifications. Since joining the team in January, Libby Smith, a speech and language specialist and experienced teacher of pupils with dyslexia, has been transforming the way young people engage with English, supporting them to gain the confidence and skills needed for formal qualifications.

We would also like to extend heartfelt thanks to our small but incredibly committed team of trained volunteer mentors — George Brutton, MaryAnne Mackaness, and Barbara Robson. Mentoring requires dedication and compassion, and we are deeply grateful for the time and care they invest in this vital project.

Finally, we wish to acknowledge our wonderful Friends of Seeds4Success across the local community. Their ongoing generosity — through promoting our work, supporting youth-led fundraising activities, organising their own events, or making personal contributions — strengthens the very foundation of our charity. We take great pride in being an active and valued part of the local community, and the kindness shown to us continues to be both humbling and essential to our long-term sustainability.

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.

A huge thank you must 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. In addition, our thanks go to the following organisations and groups who have funded our core costs and our youth work delivery:

Adrain Swire Charitable Trust
Alice Combes Trust
Bowerchalke Parish Council
Charles Hayward Charitable Foundation
Chilmark Parish Council
Co-op Community Fund
Donhead St Andrew Parish Council
Dorset County Council (NYA training grant)
Duchy of Cornwall
Ebbesbourne Wake Parish Council
Fonthill Book Swap
Fonthill Estate
Fonthill Park Cricket Club
Fonthill Gifford PCC
Girdlers Trust
Hedley Foundation
Henry C Hoare Charitable Trust
Hindon Flower Show
Hindon Parish Council
Kilmington Parish Council
La Moriniere Family Charitable Trust
Magdalen Trust (UK Youth AAFH fund)
Mere & District Link Scheme
Mere Forest & Allotment Charities
Mere Lecture Hall Trust
Mere Literary Festival
Mere Town Council
Morant Charitable Trust
Nick Jenkins Foundation
Semley Summer Music Festival
Sedgehill & Semley Parish Council
Shreen Harmony
St Nicholas PCC, Silton
The Britwell Trust
The Crescent Trust
The Leigh Trust
The Northwick Trust
The Semma Fund

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**Seeds 4 Success
Trustee's Report (continued)
For The Year Ended 31 March 2025**

Staffing and Volunteers - continued

Tisbury Parish Council
Train4All
Wilton Middle School Education Trust
Wiltshire Community Foundation
Wiltshire Council

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

Bellorama
C & G Surfacing Ltd
Cranbourne Chase Natural Landscape
Fonthill Estate
Fonthill Abbey Estate
Fovant Youth Club
Gillingham School
Magdalen Farm
Mere Food Bank
Mere Town Council
MJC Safety Services
Paterson Estates
The Nadder Centre
The Real Adventure Company
The Rendezvous (Sherborne)
Tisbury Swimming Pool
Wilton Middle School Education Trust
Wiltshire Community Foundation
Wiltshire Council Rights of Way Team
Wiltshire Council South West Wilts AB
Wiltshire Outdoor Learning Team
Youth Action Wiltshire
Zeals Garage
Zeals Parish Council
Summerleaze Gallery
Zeals Afterschool Club

The final thank you goes to our amazing team of peer and young leaders and youth committee members who have provided such important support during this year. They have assisted with the delivery of junior youth club sessions, the Bridging Project, FUEL, LYAS and our LGBTQ+ group as well as supporting with the redesign of our website and engaging in consultation and planning on behalf of the charity, advocating for their peers at meetings with adult decision makers. They have helped with fundraising, publicity and have acted as positive role models at youth work sessions and within the local community:

Anna
Daisy
Joanna
Noah
Ash
Hailie
Joseph
Andrew
Hugo
Leon
Bria
Jacob D
Carson
Charlie
Jacob P
Lily
Poppy
Tobias
Tommy
Lola
Spencer
Jack
Mia-Louise

**Seeds 4 Success
Trustee's Report (continued)
For The Year Ended 31 March 2025**

Post Balance Sheet Events

Plans for the Future

We will continue to use our three key methods of youth work delivery: Open access, targeted support and social action, to engage a range of local young people in positive developmental opportunities, ensuring their views and feedback are considered in our delivery and we remain flexible in our approach. Our key aims for the year are:

- To continue progressing or commence the aims below that are carried forward from last year:
- liaising with Mere Town Council (on behalf of Mere Peace Memorial Trust) to agree a new longer-term lease for the premises at Mere Youth Centre, enabling building improvement works to commence, creating accessible toilets initially, and updating the kitchen.
- working with communities where there is less access to Seeds4Success services, exploring opportunities for providing transport links or specific projects that reach those young people, in particular those who are hard to reach, who have not previously accessed our youth work opportunities.
- working closely with our growing network of local 'friends' to secure financial resources for the charity's core costs and specific youth work projects, developing mixed model of funding that creates sustainability and growth where needed.
- encouraging and enabling staff to access youth work training opportunities to enhance their professional growth and, where possible, take on additional hours and responsibilities within the staff team.
- maximising opportunities for youth voice to be promoted within Seeds4Success, through the new website development, the re-established youth committee and our young leaders programme, and, in the wider community through continued support to the development of the local youth network for South West Wiltshire in partnership with the local area board.
- engaging the development of the Wiltshire Youth Partnership, alongside other key voluntary and statutory sector partners, aiming to create a strategic landscape for youth work across the county.
- working in collaboration with Zeals Almshouses and the Duchy of Cornwall to establish "Seedlings", affordable supported housing for young people in Mere/Zeals.
- To expand our health and wellbeing offer through the provision of healthy food cooking workshops and counselling support at our Monday evening sessions and if resources permit our SKILD sessions too.
- To continue making improvements to the site at Zeals Green Pastures, by replacing the kitchen in the pavilion and adding decking with disabled access to the field side, with outdoor seating, raised flower beds and creating a more inviting space to increase usage by the wider community and thus hopefully generating more rental income to help cover the increasing running costs.
- To explore the potential of creating a small outdoor activities hub, offering archery and mountain biking, from Zeals Green Pastures. Through training young people to gain the appropriate NGB qualifications to lead sessions, this will enhance our activity programme offer for a number of projects as well as hopefully enabling groups visiting the site to purchase an activity session, creating employment opportunities for young people and generating income for the charity.
- To carry out an energy efficiency survey on both our leased sites at Mere YC and Zeals GP and explore the cost benefits of investing in energy saving items to bring about a reduction in running costs, increasing sustainability and reducing our environmental impact.
- To recruit and train more volunteer mentors, enabling a greater number of young people to benefit from this programme.

The trustee's report was approved by the board of trustees and signed on its behalf by:



Ben Williams

Date 28.10.2025

Seeds 4 Success
Independent Examiner's Report to the Trustees of Seeds 4 Success
For The Year Ended 31 March 2025

I report to the trustee on my examination of the accounts of Seeds 4 Success (the Trust) for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the charity trustee 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

Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Chartered Institute of Management Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

Lilian Russel ACMA

Date

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Seeds 4 Success
Statement of Financial Activities
For The Year Ended 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	4	227,549	113,092	340,641	231,746
Charitable activities:	5				
Charitable Activities		44,098	-	44,098	-
Investments	6	1,851	-	1,851	356
		<u>273,498</u>	<u>113,092</u>	<u>386,590</u>	<u>232,102</u>
EXPENDITURE ON:					
Raising funds	9	(254)	-	(254)	(20,249)
Charitable activities:	9				
Charitable Activities		(146,801)	(98,525)	(245,326)	(178,746)
		<u>(147,055)</u>	<u>(98,525)</u>	<u>(245,580)</u>	<u>(198,995)</u>
NET INCOME		<u>126,443</u>	<u>14,567</u>	<u>141,010</u>	<u>33,107</u>
NET MOVEMENT IN FUNDS		<u>126,443</u>	<u>14,567</u>	<u>141,010</u>	<u>33,107</u>
RECONCILIATION OF FUNDS:					
Total funds brought forward		156,611	64,718	221,329	188,223
TOTAL FUNDS CARRIED FORWARD	19	<u>283,054</u>	<u>79,285</u>	<u>362,339</u>	<u>221,330</u>

The notes on pages 28 to 37 form part of these financial statements.

Seeds 4 Success
Comparative Statement of Financial Activities
For The Year Ended 31 March 2025

				2024
		Unrestricted funds	Restricted funds	Total funds
	Notes	£	£	£
INCOME AND ENDOWMENTS FROM:				
Donations and legacies	4	231,746	-	231,746
Charitable activities:	5			
Investments	6	356	-	356
		<u>232,102</u>	<u>-</u>	<u>232,102</u>
EXPENDITURE ON:				
Raising funds	9	(20,249)	-	(20,249)
Charitable activities:	9			
Charitable Activities		(178,746)	-	(178,746)
		<u>(198,995)</u>	<u>-</u>	<u>(198,995)</u>
NET INCOME		<u>33,107</u>	<u>-</u>	<u>33,107</u>
NET MOVEMENT IN FUNDS		<u>33,107</u>	<u>-</u>	<u>33,107</u>
RECONCILIATION OF FUNDS:				
Total funds brought forward		123,505	64,718	188,223
TOTAL FUNDS CARRIED FORWARD	19	<u>156,612</u>	<u>64,718</u>	<u>221,330</u>

Because this is the first year of accruals accounting the funds split in the prior year does not reflect the old receipts and payments accounts

The notes on pages 28 to 37 form part of these financial statements.

Seeds 4 Success
Statement of Financial Position
As At 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	15	38,215	-	38,215	-
		38,215	-	38,215	-
CURRENT ASSETS					
Debtors	16	14,493	-	14,493	-
Cash at bank and in hand		283,643	79,285	314,626	222,096
		298,136	79,285	329,119	222,096
Creditors: Amounts Falling Due Within One Year	17	(53,297)	-	(4,995)	(766)
NET CURRENT ASSETS (LIABILITIES)		244,839	79,285	324,124	221,330
TOTAL ASSETS LESS CURRENT LIABILITIES		283,054	79,285	362,339	221,330
NET ASSETS		283,054	79,285	362,339	221,330
FUNDS OF THE CHARITY					
Restricted Funds				79,285	64,718
Unrestricted Funds				283,054	156,612
TOTAL FUNDS	19			362,339	221,330

On behalf of the board

Date

The notes on pages 28 to 37 form part of these financial statements.

Seeds 4 Success

Notes to the Financial Statements

For The Year Ended 31 March 2025

1. General Information

Seeds 4 Success is a charitable incorporated organisation registered with the Charity Commission, registered charity number 1193737. The principal address is SEEDS4SUCCESS, RECREATION GROUND , QUEENS ROAD MERE , WARMINSTER, BA12 6EP.

2. Statement of Compliance

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities Act 2011.

3. Accounting Policies

3.1. Basis of Preparation of Financial Statements

The financial statements have been prepared under the historical cost convention.

The charity is a Public Benefit Entity as defined by FRS 102.

3.2. Going Concern Disclosure

The trustees have not identified any material uncertainties related to events or conditions that may cast significant doubt about the charity's ability to continue as a going concern.

3.3. Incoming Resources

Recognition of income These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

Offsetting There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Grants and donations Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Legacies Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Government grants The charity has received government grants in the reporting period

Tax reclaims on donations and gifts Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Contractual income and performance related grants This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Support costs The charity has incurred expenditure on support costs.

Volunteer help The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Income from interest, royalties and dividends This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Income from membership subscriptions Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.

Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.

Settlement of insurance claims Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.

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Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

3.3. Incoming Resources - continued

Investment gains and losses This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

3.4. Donated Goods and Services

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.

Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

3.5. Resources Expended

Liability recognition Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

Governance and support costs Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Grants with performance conditions Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.

Grants payable without performance conditions Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.

Redundancy cost The charity made no redundancy payments during the reporting period.

Deferred income No material item of deferred income has been included in the accounts.

Creditors The charity has creditors which are measured at settlement amounts less any trade discounts

Provisions for liabilities A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date

Basic financial instruments The charity accounts for basic financial instruments on initial recognition as per paragraph 11.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.

Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

3.6. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Leasehold	15 or 25 years (or the length of lease if shorter)
Motor Vehicles	5 years
Fixtures & Fittings	5 years
Computer Equipment	3 years

3.7. Investments

Investments Fixed asset investments in quoted shares, traded bonds and similar investments are valued at initially at cost and subsequently at fair value (their market value) at the year end. The same treatment is applied to unlisted investments unless fair value cannot be measured reliably in which case it is measured at cost less impairment.

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current asset investments

Taking into account the charity's liquidity needs and the reserves policy, the Board of Trustees has committed to developing an investment policy this year. This policy will ensure that available funds are held in current and interest-bearing accounts, balancing accessibility with financial prudence.

3.8. Stocks and Work in Progress

Stocks and work in progress are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

Cost is determined using the first-in, first-out method. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

Work in progress is reflected in the accounts on a contract by contract basis by recording turnover and related costs as contract activity progresses.

At the end of each reporting period stocks are assessed for impairment. If an item of stock is impaired, the identified stock is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the statement of financial activities. Where a reversal of the impairment is required the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the statement of financial activities.

3.9. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3.10. Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

4. Income from Donations and Legacies

	Unrestricted	Restricted	2025
	funds	funds	Total
	£	£	£
Donations and gifts	25,275	1,200	26,475
Gift aid	3,790	-	3,790
Grants	198,484	111,892	310,376
	<u>227,549</u>	<u>113,092</u>	<u>340,641</u>

Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

	Unrestricted funds	Restricted funds	2024 Total funds
	£	£	£
Donations and gifts	231,746	-	231,746
Gift aid	-	-	-
Grants	-	-	-
	<u>231,746</u>	<u>-</u>	<u>231,746</u>

5. Income from Charitable Activities

	2025 Unrestricted funds	2024 Unrestricted funds
	£	£
Charitable Activities	44,098	-

6. Investment Income

	2025 Unrestricted funds	2024 Unrestricted funds
	£	£
Interest on short-term deposits	1,851	356

7. Government Grants

Government grants recognised in the accounts were as follows:

	2025 £	2024 £
Wiltshire Council	-	9,928
Tisbury Parish Council	1,500	1,500
Mere town council	665	665
Chilmark Parish Council	200	250
Sedgehill and Semley PC	200	100
Hindon PC	100	100
Fonthill Gifford PC	-	100
Dorest County Council	1,000	500
Klmington PC	75	50
Wiltshire Council 2	723	7,920
WiltshireCouncil 3	-	15,995
Wiltshire Council	723	-
Bowerchalke Parish Council	250	-
Donhead St Andrew Parish Council	50	-
Ebbesbourne Wake Parish Council	200	-
SWWAB Grants	10,116	-
	<u>15,802</u>	<u>37,108</u>

Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

8. Net Income/(Expenditure)

The net income is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation of tangible fixed assets - owned	7,548	6,480

9. Analysis of Expenditure

				2025
	Activities undertaken directly	Grant funding of activities (see note 10)	Support costs (see note 11)	Total
	£	£	£	£
Raising funds	254	-	-	254
Charitable Activities	235,511	9,000	815	245,326
	<u>235,765</u>	<u>9,000</u>	<u>815</u>	<u>245,580</u>

				2024
	Activities undertaken directly	Grant funding of activities (see note 10)		Total
	£	£		£
Raising funds	20,249	-		20,249
Charitable Activities	173,496	5,250		178,746
	<u>193,745</u>	<u>5,250</u>		<u>198,995</u>

10. Grants Payable

	2025	2024
	Grants to Individuals	Grants to Individuals
	£	£
Charitable Activities	9,000	5,250

11. Support Costs

	2025
	Charitable Activities
	£
Governance costs	815

12. Independent Examiner's Remuneration

The independent examiner offers her services pro-bono

Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

13. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	141,203	105,884
Social security costs	2,454	4,838
Other pension costs	4,106	3,065
	<u>147,763</u>	<u>113,787</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

14. Average Number of Employees

Average number of employees during the year was: 13 (2024: 13)

15. Tangible Assets

	Plant & Machinery	Fixtures & Fittings	Total
	£	£	£
Cost			
As at 1 April 2024	-	-	-
Additions	35,376	10,387	45,763
As at 31 March 2025	<u>35,376</u>	<u>10,387</u>	<u>45,763</u>
Depreciation			
As at 1 April 2024	-	-	-
Provided during the period	7,075	473	7,548
As at 31 March 2025	<u>7,075</u>	<u>473</u>	<u>7,548</u>
Net Book Value			
As at 31 March 2025	<u>28,301</u>	<u>9,914</u>	<u>38,215</u>
As at 1 April 2024	<u>-</u>	<u>-</u>	<u>-</u>

16. Debtors

	2025	2024
	£	£
Due within one year		
Trade debtors	3,276	-
Other debtors	11,217	-
	<u>14,493</u>	<u>-</u>

17. Creditors: Amounts Falling Due Within One Year

	2025	2024
	£	£
Trade creditors	2,892	(1)
Accruals and deferred income	2,103	767
	<u>4,995</u>	<u>766</u>

Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

18. Pension Commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £4,106 (2024: £3,065).

At the statement of financial position date contributions of £NIL were due to the fund and are included in creditors.

19. Movement in Funds

	As at 1 April 2024	Income	Expenditure	As at 31 March 2025
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	57,970	12,718	4,075	74,763
Designated:				
Youth work	83,900	149,089	(109,649)	123,340
Management, Administration and Buildings	14,128	111,691	(83,859)	41,960
Toilet refresh	759	-	-	759
Transport allocation	(146)	-	4,163	4,017
Capital Asset designated fund	-	-	38,215	38,215
	98,641	260,780	(151,130)	208,291
Total unrestricted funds	156,611	273,498	(147,055)	283,054

Restricted funds

Hoare	2,843	15,000	(8,892)	8,951
WMSET	2,273	10,000	(7,793)	4,480
Donations from Tuck Shop	112	-	(112)	-
Mere Town Council - Building & Lesiure Credits (in TC/PC)	-	665	(665)	-
Jamies Fund (inc donations, fundraising)	29,207	-	(4,155)	25,052
Sedgehill & Semley PC - Lesiure Credits (in TC/PC)	-	200	(200)	-
WSCF (Household support fund)	69	13,000	(13,069)	-
Hedley Foundation	-	2,335	(2,335)	-
Alice Combes Trust	-	250	(250)	-
Dorset County Council (NVQ Assessing)	231	1,000	(439)	792
Wiltshire & Swindon Community Foundation (Core Costs)	-	5,200	(5,200)	-
Groundwork/Tesco grant	3	-	(3)	-
WSCF - PCC Grant	-	3,108	(1,302)	1,806
Co-op Community Fund (In C & S) for YL's	1,607	-	(812)	795
The Leigh Trust (in Priv Don) SKILD	5,000	5,000	(5,000)	5,000
Anton Jurgens Charitable Trust (in Priv Don) SKILD	2,864	-	(2,864)	-
Wiltshire Council - SEND Grant	1,495	-	(1,397)	98
Zeals Afterschool Club	-	6,496	(5,228)	1,268
Mere & District Link Scheme (Transport)	-	1,000	(1,000)	-
Wiltshire Council (Chalke & Chase Programme contribution towards Lesiure Credits's tools & PPE	-	722	(722)	-
Adrian Swire Charitable Trust	-	18,000	(18,000)	-
Mere Forest & Allotment Charities	-	1,000	(1,000)	-
Northwick Trust	-	15,000	-	15,000
Mere Lecture Hall Trust	-	500	(500)	-

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Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

Wiltshire Community Foundation Wessex Water Fund	-	3,000	(241)	2,759
Co-op Community Fund (In C & S) for HWB	-	500	-	500
Lord Arundell	1,602	-	(1,602)	-
SWWAB Grants	14,152	10,116	(14,268)	10,000
Duchy of Cornwall (Private Donations - Mere)	1,000	1,000	(1,000)	1,000
National Garden Scheme	2,260	-	(476)	1,784
Total restricted funds	64,718	113,092	(98,525)	79,285

Total funds	221,329	386,590	(245,580)	362,339
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	As at 1 April 2023	Income	Expenditure	As at 31 March 2024
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	24,864	232,102	(198,995)	57,971
Designated:				
Youth work	83,900	-	-	83,900
Management, Administration and Buildings	14,128	-	-	14,128
Toilet refresh	759	-	-	759
Transport allocation	(146)	-	-	(146)
	98,641	-	-	98,641
Total unrestricted funds	123,505	232,102	(198,995)	156,612

Restricted funds				
Hoare	2,843	-	-	2,843
WMSET	2,273	-	-	2,273
Donations from Tuck Shop	112	-	-	112
Jamies Fund (inc donations, fundraising)	29,207	-	-	29,207
WSCF (Household support fund)	69	-	-	69
Dorset County Council (NVQ Assessing)	231	-	-	231
Groundwork/Tesco grant	3	-	-	3
Co-op Community Fund (In C & S) for YL's	1,607	-	-	1,607
The Leigh Trust (in Priv Don) SKILD	5,000	-	-	5,000
Anton Jurgens Charitable Trust (in Priv Don) SKILD	2,864	-	-	2,864
Wiltshire Council - SEND Grant	1,495	-	-	1,495
Lord Arundell	1,602	-	-	1,602
SWWAB Grants	14,152	-	-	14,152

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Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

Duchy of Cornwall (Private Donations - Mere)	1,000	-	-	1,000
National Garden Scheme	2,260	-	-	2,260
Total restricted funds	64,718	-	-	64,718
Total funds	188,223	232,102	(198,995)	221,330

Note that no comparator figures are given for the prior year as this is the first year of accruals accounting

Hoare Restricted to running cost of Zeals Green Pastures.
WMSET Restricted Wilton Middle School - running costs of youth work in Wilton
Donations from Tuck Shop Restricted to Wilton
Mere Town Council - Building & Lesiure Credits (in TC/PC) Annual Restricted Donation - specified for Lesiure Credits's
Jamies Fund (inc donations, fundraising) Restricted - legacy funding raised for mentoring programme in memory of Jamie Mackenness
Sedgehill & Semley PC - Lesiure Credits (in TC/PC) Annual Restricted Donation - specified for Lesiure Credits's
WSCF (Household support fund) Restricted for transport costs (£4000) and hardship grants (£9000)
Hedley Foundation Restricted to leisure credits residential
SWWAB Grants Restricted to £5K leisure credits, £5K open access youth work, and balance for health and wellbeing
Alice Combes Trust Restricted to art therapy sessions (health and wellbeing)
Dorset County Council (NVQ Assessing) Restricted Donation - invoiced
Wiltshire & Swindon Community Foundation (Core Costs) Restricted to cover core costs
Groundwork/Tesco grant v small underspend from restricted grant from rounding difference- report already submitted
WSCF - PCC Grant Restricted to transport costs: £1,708 for health and wellbeing and £1,400 for Mere Drop in
dd Restricted to benefit Mere
National Garden Scheme Restricted to community garden at Zeals Green Pastures
Co-op Community Fund (In C & S) for YL's Restricted to young leaders
The Leigh Trust (in Priv Don) SKILD Restricted to SKILD
Anton Jurgens Charitable Trust (in Priv Don) SKILD Restricted SKILD
Wiltshire Council - SEND Grant Restricted to resources and materials for Bridging Project and Bridging project plus
Zeals Afterschool Club Restricted to running cost of Zeals Green Pastures and related minibus costs
Mere & District Link Scheme (Transport) Restricted to use on transport
Wiltshire Council (Chalke & Chase Programme contribution towards Lesiure Credits's tools & PPE Restricted to leisure credits costs
Adrian Swire Charitable Trust Restricted to mentoring and skills
Mere Forest & Allotment Charities Restricted to Mere
Northwick Trust Restricted to capital works to improve toilets at Mere.
Mere Lecture Hall Trust Restricted to Mere
Wiltshire Community Foundation Wessex Water Fund Restricted to programme costs for health and wellbeing project
Co-op Community Fund (In C & S) for HWB Restricted to programme costs for health and wellbeing project
Lord Arundell Restricted to support to young people living in either Tisbury, The Donheads and Semley relating to the SKILD programme
Youth work A fund designated by trustees for direct provision of youth work
Management, Administration and Buildings A fund designated by trustees for support activities
Toilet refresh A fund designated by trustees for refresh of the toilet block
Transport allocation A designated fund used to track transport recharges
Capital Asset designated fund Unrestricted but designated- fund showing the transfer of items from restricted expenditure to capital on the balance sheet
Other funds General funds

20. Transactions with Trustees

During the year the expenses reimbursed to the trustees or paid directly to third parties were as follows:

2025	2024
£	£

Seeds 4 Success
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

21. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

Seeds 4 Success
Independent Examiner's Report to the Trustees of Seeds 4 Success
For The Year Ended 31 March 2025

I report to the trustee on my examination of the accounts of Seeds 4 Success (the Trust) for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the charity trustee 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

Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Chartered Institute of Management Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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

L. Russell.

Lilian Russel ACMA

Date 28/10/2025.

Seeds 4 Success
Independent Examiner's Report to the Trustees of Seeds 4 Success
For The Year Ended 31 March 2025

I report to the trustee on my examination of the accounts of Seeds 4 Success (the Trust) for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the charity trustee 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

Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Chartered Institute of Management Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Lilian Russel ACMA

Date 28/10/2025.

Seeds 4 Success
Statement of Financial Position
As At 31 March 2025

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	Notes	£	£	£	£
FIXED ASSETS					
Tangible Assets	15	38,215	-	38,215	-
		38,215	-	38,215	-
CURRENT ASSETS					
Debtors	16	14,493	-	14,493	-
Cash at bank and in hand		283,643	79,285	314,626	222,096
		298,136	79,285	329,119	222,096
Creditors: Amounts Falling Due Within One Year	17	(53,297)	-	(4,995)	(766)
NET CURRENT ASSETS (LIABILITIES)		244,839	79,285	324,124	221,330
TOTAL ASSETS LESS CURRENT LIABILITIES		283,054	79,285	362,339	221,330
NET ASSETS		283,054	79,285	362,339	221,330
FUNDS OF THE CHARITY					
Restricted Funds				79,285	64,718
Unrestricted Funds				283,054	156,612
TOTAL FUNDS	19			362,339	221,330

On behalf of the board

B.A. Thomas

Date 4.12.25.

The notes on pages 28 to 37 form part of these financial statements.