



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From: Period start date 01.04 2024
To: Period end date 31.03.2025

Charity name: Sapphire Partnership

Charity registration number: 1198889

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>To promote social inclusion for the public benefit among people with additional needs (<i>*see definition below</i>) between the age of 18 to 40 who are socially excluded from society or parts of society as a result of their additional needs by:</p> <ul style="list-style-type: none">• Encouraging independence and building social skills and self-development• Facilitating a safe forum for family members of young adults with additional needs to use their personal experiences to share and offer opportunities to learn and develop.• Promoting a holistic approach to support young adults with additional needs and their families <p>*Definition: "Additional Needs" relates to any young adult with developmental, physical, learning, behavioural or sensory challenges who can have their needs easily met as they work towards their independence.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>The service on offer at Sapphire Partnership provides support to young adults aged 18-40 with neuro diverse needs and disabilities within the Greater Manchester area, giving priority to those living in the Bolton borough. Sapphire provides an 'adult' environment for young people who really want to</p>

		<p>develop or increase their confidence and ability to live independently. We enable them to take responsibility for their own lives, recognise the choices they can make, support the decisions they choose, build resilience, incorporate healthy lifestyle choices, and increase their emotional intelligence by introducing mindfulness strategies.</p> <p>By providing an environment where they feel a sense of belonging and by creating an atmosphere where they can talk and feel they are listened to reduces some of the anxiety and isolation they feel. By applying a consistent approach, we provide routine and clear structure to the day. Attending Sapphire provides them with routine, familiarity, security, and friendships. We provide the following activities to facilitate a range of interventions:-</p> <ul style="list-style-type: none"> - Taster sessions in various life skills activities e.g., cooking, cleaning, washing and the importance of personal hygiene. - We also include basic budgeting skills when accessing Community based activities such as a shopping to buy food, clothes, paying bills, accessing local dentist, doctors, social and leisure facilities. - Creative and experiential activity sessions provide a platform to develop teamwork, problem solving, decision making, confidence and communication skills. - Discreet time to ensure the individuals using the service can reflect on their personal progress or identify future needs and support them to be more reflective on their personal journey. - Participating in events that support their understanding of fundraising, enabling them to plan, make decisions and develop organisational skills. - Taking part in community-based activities including volunteering, to foster their independence and value the contribution they can make to local communities and the wider society. - Taking part in a range of visits to experience various environments, cultures and meet new people, thereby increase the development of their life skills, personal initiative, and confidence. - Opportunity to take part in residential experiences that create a sense of belonging and develop personal and social skills in unique and unfamiliar settings that promote citizenship
--	--	--

		- We also promote the opportunity for parents to come together to support each other
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have regard to the Charity Commission guidance and are clear that Sapphire Partnership is beneficial to a sufficiently wide section of the public and is not run for any particular personal benefit or gain. The trustees confirm they refer to the direction contained in the general guidance on Public Benefit when reviewing the charity's aims and objectives. They are mindful of the core purposes of the charity, which is reflected in all of the decision-making processes, policies, practices, and procedures undertaken by Sapphire Partnership. These processes are reviewed annually.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Not applicable Sapphire Partnership does not make any grants
Policy on social investment including program related investment	Para 1.38	Not applicable Sapphire Partnership does not make any social investments
Contribution made by volunteers	Para 1.38	Sapphire Partnership recognises that volunteers can play a vital role within our organisation and that their contribution supports the delivery of the services. They are encouraged to share their views and they have the opportunity to voice their opinions on their experience of volunteering with us. We recognise and value their feedback and ensure that their contributions are fed into the continued development of the organisation. We have ensured that there are good working relationships between paid staff and all volunteers, and that the volunteers are well supported. They receive a full induction and undertake minimum essential core training as part of the job role. More specific development training opportunities are identified through supervision and as part of the performance management framework All volunteers are bound by the same requirements for Data privacy and confidentiality as the paid staff at Sapphire Partnership.

		Volunteers have a named supervisor as a point of contact who provides the on-the-job training and support. We have provided a clear pathway for volunteers to move into paid employment when they feel ready to make that progression.
Other		Not applicable

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>During the third year of operating as a as a CIO we have had a number of successes:</p> <ul style="list-style-type: none"> • We have strengthened the governance arrangements by securing the support of someone who has many years of HR experience including Policy development . • We have ensured that the charity is visible in various forums as this is essential to the growth and development of the organisation. • We have more influence in different forums primarily through the relationship we have developed with CVS. This relationship has enabled us to be part of the Voluntary sector leader's forum linked into the wider leadership team within the council where we have a voice at a strategic level to improve the outcomes for young adults with neurodiverse needs and disabilities. • Established regular meetings with the Chief Executive of Bolton Council. These sessions are proving to be useful in changing some of the organisational blockages that the young adults, their families and Sapphire face with services delivered by the council. • We have had a number of charitable donations which has created a greater community feel for the charity. • We have increased staffing levels as the number of young adults who attend has grown. • We have continued to enhance our monitoring and evaluation systems to better assess the effectiveness of our programmes to increase our

		<p>chances of accessing appropriate funding streams</p> <ul style="list-style-type: none"> • We have had continued good relationships with Bolton College and the University of Greater Manchester offering placement opportunities for students who are looking to progress in their chosen careers. • Provided Staff training days to enhance personal development and create an environment that looks at service improvement. • Developed excellent relationships with Seddons and AXA who have provided additionality through their Social Value contributions to community groups. • Continued to build up the number of young adults who benefit from attending the service. • Developed a programme of varied experiences that encourages and enables the young adults to express themselves in a positive way by testing out their life skills and learn from that experience. • Raised the profile of Sapphire to achieve our purpose. • Brought in additional funds via the charity to provide enrichment opportunities. • Increased the team of dedicated staff and volunteers. • We have created other opportunities through effective partnership working such as: <ul style="list-style-type: none"> - Additional training around personal safety with Endeavour - Invitation to be a guest speaker on their Youth and community course at the University of Greater Manchester - Invitation to be part of a Bolton College employer event to help to shape the curriculum for the Health and Social Care Courses. - CEO appointed as CVS Vice Chair of the Bolton Forum - Developed links with Proper Good to develop a Social Enterprise - Contribution into GM Social Value with Bolton University and Bolton Council - Provided input into GM Live Well event with key partners - Took part in Social Care event to promote the offer we deliver - Understanding money matters with Santander
--	--	---

		<ul style="list-style-type: none"> - Developing Volunteering opportunities with Claremont, The Children's Society and Recycle IT - Bolton Youth Market stall where we sold cards made from our social enterprise - Voice and Influence Group used to improve effective communication throughout the sector. - Strategic input into the Bolton vision. - Part of a VCSE focus group with LGA corporate peer challenge team - CVS strategy stakeholders' workshop. - Contributed to the development of a curriculum for Health and Social Care at Bolton College.
--	--	--

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	<p>The main achievements for this year are:</p> <p>We ran a campaign titled 'Give More in 2024' that encouraged people to donate their time as opposed to money. At a time when people are facing financial pressures we believed that giving time was a valuable commodity that would enrich the lives of the young adults. It provided an opportunity to support a positive change and challenge a perception that is often held by society with this vulnerable group.</p> <p>Our continued efforts to maintain and develop partnerships and collaboration at the fore front of our development supports the strategic developments and operational arm of the charity. We seek out those organisations with common aims or shared vision and identify opportunities that foster innovative ways to address some of the complex challenges we face, more effectively. These relationships can reduce costs, avoid duplication, and improve outcomes for the young adults we support. As a small charity it is important for us to collaborate to identify ways where we can create a long-term sustainable future in times where society faces social, emotional and economic challenges</p> <p>Sapphire remains dedicated to improving the lives of young adults with neurodiverse needs and disabilities.</p> <p>From an internal perspective, we continue to provide a safe yet challenging environment where they can take part in a</p>
-------------------------------------	-----------	---

	<p>range of activities and life experiences that promote self-esteem and confidence.</p> <p>Our programme of opportunities provides a platform where the young adults can find their place in society by gaining a greater understanding of themselves, the people closest to them, the community they are a part of and the role they can take in the wider society.</p> <p>As they increase their capacity to recognise the benefits of gaining meaningful life skills they can begin to see wider opportunities that are available to them which creates the level of independence we want them to achieve e.g. volunteering</p> <p>We remain focused on extending the programme by engaging with new and existing partners so we can introduce a range of new initiatives that enhance the opportunities we offer.</p> <p>From an external perspective we continue to develop the collaborative relationship we have with key partners .</p> <p>We continue to enhance our monitoring and evaluation systems to better assess the effectiveness of our programmes we increase our chances of accessing these funding streams.</p> <p>31 young adults took part in the programme through the year 5 are due to start 14 young adults have made progress on improving their communication 15 have shown significant movement towards their independence 7 have visibly demonstrated more confidence. 2 young adults have moved into supported living 1 young adult has a long-term volunteering role 2 staff have full time permanent contracts 6 staff have part time permanent contracts with Sapphire Partnership 1 member of staff has a casual contract 2 volunteers have joined the team 3 students have been on placement from Bolton College. 1 learner on a work experience from a local secondary school 1 student from the University of Greater Manchester 25 organisation donated time in the Give More in 2024 campaign</p>
--	---

		100+ hours of time delivered in the campaign
Performance of fundraising activities against objectives set	Para 1.41	<p>We continually seek to secure additional funds via bidding for external grants, and we have increased the external income for the charity.</p> <p>We have received donations from local charities and businesses.</p> <p>We remain focused on the involvement of the young adults to identify fundraising ideas so they can contribute to the overall effectiveness of the charity and develop a range of skills associated with these activities.</p>
Investment performance against objectives	Para 1.41	Sapphire Partnership does not make any investments.
Other		Not applicable

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>The trustees are presented with the financial position at every meeting and the chair of trustees has overall oversight of the budget. They meet regularly with the CEO to provide strategic direction, scrutiny, and quality assurance for the budget and spend against budget.</p> <p>Sapphire Partnership is continuing to show growth and has remained affordable for the young adults to be able to attend a provision that is continuing to develop the independent life skills needed to make the transition into adulthood.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	<p>We have a healthy reserve pot of funding which is slowly building up. There is enough reserve funds to cover a 2-month core expenditure cost.</p> <p>Our target is to increase this to be in a position to mitigate a 3-month potential financial risk period.</p> <p>We have a reserves policy in place.</p>
Amount of reserves held	Para 1.22	Total reserves in the bank account stands at £51,996

		N.B. This figure includes the donations from easy fundraising and Just giving
Reasons for holding zero reserves	Para 1.22	Not Applicable
Details of fund materially in deficit	Para 1.24	Not Applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Not Applicable

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Income from daily costs to the individual which is usually funded through their Personal Budget or Direct payment agreed through a social care assessment. Donations and Fundraising Grants awarded
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not Applicable
A description of the principal risks facing the charity	Para 1.46	The charity has developed a robust risk register of potential challenges that could negatively impact on the charity. It addresses what we have already in place to mitigate the risks and identifies opportunities to control the risks. There are clear roles of responsibility, and the register is discussed and monitored by the board of trustees at every board meeting.
Other		Not applicable

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Constitution
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of	Para 1.25	We have used our social media platforms to promote the opportunity to be part of the Sapphire Partnership Board of Trustees and invited individuals who associate with

any person or body entitled to appoint one or more trustees		our vision to apply. individuals are invited in to visit and to meet the young adults and staff before they make a formal application Applications are presented to the board for consideration and agreed or rejected based on the suitability of their contribution to the aims and objectives of the charity. An enhanced DBS check is carried out.
---	--	---

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>We use the information provided by the Charities Commission in the welcome pack for trustees as the basis of an induction pack that explains the Terms of Reference for the role.</p> <p>All trustees are required to have read the Sapphire Partnership Policies and procedures. These are reviewed annually and ratified at quarterly trustee meetings. We are members of the local VCSE organisation who provide relevant training opportunities and regular bulletin updates from the Charities Commission</p>
The charity's organisational structure and any wider network with which the charity works	Para 1.51	<p>The structure in place reflects the size of the charity.</p> <p>The CEO is responsible for the day-to-day leadership and management of the charity. The main responsibilities of this post are to work closely with the Board of Trustees and the leadership team to develop and strengthen the strategic development of the charity as outlined in the business plan. It also requires the individual to establish and maintain appropriate partnerships with other relevant agencies within the statutory, voluntary, and business sectors, to ensure a co-ordinated holistic approach to the delivery of services delivered at Sapphire Partnership.</p> <p>The 2 posts reporting to the CEO are the Admin and Finance Officer and the Programme Manager.</p> <p>Support Mentors, specialists, and Volunteers report to the Programme Manager.</p> <p>All posts are aligned to a Performance Management framework which also takes account of the wellbeing of the staff.</p> <p>Pay awards have been linked to the Living Wage and cost of living...</p> <p>As a CIO, this process is open to scrutiny and accountability by the effective oversight of the Board of Trustees through regular meetings and onsite visits.</p>

Relationship with any related parties	Para 1.51	Not applicable
Other		Not applicable

Reference and Administrative details

Charity name	Sapphire Partnership
Other name the charity uses	
Registered charity number	1198889
Charity's principal address	St George's House, 2, St George's Road Bolton BL1 2DD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Paul Hodgkinson	Chair	Whole year	
2	Lynda Williams	Vice Chair	Whole year	
3	Gareth Oliver		Whole Year	
4	Lynsay Gemmell		Whole Year	
5	Stewart Hindley		Whole Year	
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

Director name		
Sapphire partnership does not have any Directors		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
Sapphire Partnership does not have any property		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	Not applicable
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	Not applicable
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	Not applicable

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Not applicable		

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

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Not applicable


Other optional information

This financial year covers the Period start date of 01.04 2024 to Period end date 31.03.2025 as agreed with the Charity Commission.

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Paul Hodgkinson	
Position (eg Secretary, Chair, etc)	Chair	
Date	9/7/2025	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Sapphire Partnership

1198889

Receipts and payments accounts

CC16a

For the period
from

01.04.24

To

31.03.25

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Daily service charge	186,080.67	90.86	-	186,171.53	144,621.00
Donations/Fundraising	6,756.09		-	6,756.09	4,264.00
Grants	2,000.00	700.00	-	2,700.00	22,667.00
Unapplied Cash Payment			-	-	117.00
Uncategorised Income	18.04		-	18.04	14.00
	-	-	-	-	-
Sub total (Gross income for AR)	194,854.80	790.86	-	195,645.66	171,449.00
A2 Asset and investment sales, (see table).					
n/a				-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	194,854.80	790.86	-	195,645.66	171,449.00
A3 Payments					
Accountancy Fees	1,176.68		-	1,176.68	1,098.00
Activity Specialists	-	3,946.56	-	3,946.56	6,764.00
Community Activities	4,170.30	716.14	-	4,886.44	119.00
Enrichment Activities	103.44	8,595.43	-	8,698.87	4,485.00
Equipment Expensed	829.99	1,602.34	-	2,432.33	3,132.00
Hygiene/personal care	131.65		-	131.65	4.00
HMRC	754.36		-	754.36	-
Insurance	689.27		-	689.27	722.00
Kitchen Supplies	68.15		-	68.15	65.00
Marketing	1,322.22	122.50	-	1,444.72	1,567.00
Office Furniture & Chairs				-	
Payroll	119,366.48		-	119,366.48	104,686.00
Pension Contributions	1,098.22		-	1,098.22	-
Postage	-		-	-	-
Printing	729.36		-	729.36	571.00
Rent & Service Charge	22,717.22		-	22,717.22	17,728.00
Repairs & Maintenance	972.63		-	972.63	53.00
Resources	896.54	958.84	-	1,855.38	1,064.00
Salaries & Wages	4,169.14	197.78		4,366.92	
Software & IT	1,020.17		-	1,020.17	1,637.00
Staff Training	629.54	96.99		726.53	906.00
Stationery	166.65		-	166.65	176.00
Sundry expenses	304.88			304.88	-
Telephone, Mobile & Internet	911.18		-	911.18	919.00
Therapy Dog	1,449.59			1,449.59	
Travel & subsistence	836.65	2,487.50	-	3,324.15	2,314.00
Volunteer Expenses	-	100.06		100.06	83.00
Sub total	164,514.31	18,824.14	-	183,338.45	148,093.00
A4 Asset and investment purchases. (see table)					
n/a	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	164,514.31	18,824.14	-	183,338.45	148,093.00
Net of receipts/(payments)	30,340.49	- 18,033.28	-	12,307.21	23,356.00
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	42,809.00	29,307.00	-	72,116.00	48,759.00
CCXX R1 accounts (SS)	73,149.49	11,273.72	-	84,423.21	150,224.00
Cash funds this year end					

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Bank Account 1 (Reserves & Fundraising)	51,995.62		-
	Bank Account 2	21,005.33	11,273.72	-
	Petty Cash	148.48		-
	Total cash funds (agree balances with receipts and payments account(s))	73,149.43	11,273.72	-

OK

OK

OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	n/a	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets	n/a		-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Laptop x5		2,499.00	2,255.00
	Dining room table & chairs		2,157.00	1,849.00
	Fridge x2		200.00	181.00
	Freezer		130.00	118.00
	Oven		258.00	174.00
	Hoover		89.00	89.00
	Office Furniture & Chairs (x2)		892.00	892.00
	Airfryer		60.00	60.00
	Microwave		160.00	160.00
	Storage Cupboard		130.00	130.00
	Television x2		600.00	570.00
	Game console		299.00	269.00
	Washing Machine		165.00	142.00
	Dryer		187.00	110.00
	Sofa		1,969.00	1,870.00
	Wheelchair		332.00	299.00

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	HMRC		1657.63	20.04.25
	Nest Pensions		174.50	07.04.25
	Independent Examination Fee		550.00	14.07.25

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

CCXX R2 accounts (SS)

Signature

 2

Print Name

Paul Hodgkinson

Date of approval

15/07/2025

Independent examiner's report to the trustees of Sapphire Partnership ('the Charity')

I report to the Trustees on my examination of the accounts of the Charity for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity trustees of the Charity 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 Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention 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 Charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

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.

Teresa Fennell

Teresa Fennell, ACMA

It Doesn't Have to Cost the Earth Ltd

47 St Dunstons Close, Worcester, WR5 2AJ

Date: 21st July 2025