



**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Trustees' Annual Report for the period

Period start date 20th November 2023 to Period end date 31st December 2024

Charity name: Thrive Education Inclusion Services

Charity registration number: 1205812

Section 1. Objections and Activities		
	SORP Reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>For the public benefit, the advancement of education of children and young people in such ways as the trustees think fit, including by:</p> <p>Providing mentoring and coaching to aid in developing their mental, physical, and moral capabilities.</p> <p>Improving school attendance.</p> <p>Providing support for students who are struggling to engage in education.</p> <p>Supporting parents to engage more with their children's educational needs and acting as a mediator between children and their parents to support re-engagement in education.</p> <p>For the public benefit to promote and protect the good health of children and young people by providing the Cool Kids Anxiety Program which is a 10-session programme on how to manage anxiety more effectively.</p>
Summary of the main activities in relation to those purposes for the public	Para 1.17 and 1.19	<p>We provide free support services to children and families in Tonbridge Kent:</p>

benefit, in particular, the activities, projects or services identified in the accounts.

121 Mentoring

The aim of this service is to provide emotional support, set meaningful goals, and guide children and young people towards realising their full potential, while helping them view themselves in a more positive light. Children and young people referred to this service may need support in learning practical strategies and skills to self-regulate their emotions, behaviours, and reactions, as well as to better understand the cycle of thoughts, feelings, and behaviours.

Our mentors focus on nurturing the exploration of new interests and talents, encouraging personal growth and self-confidence. By offering tailored support, we aim to empower children and young people to build resilience, improve emotional well-being, and develop the skills they need to succeed in all areas of their lives.

Anxiety Management Programme

Our 10-session Anxiety Management Programme is designed for children and young people between the ages of 7 and 17, with a focus on addressing the individual needs of each participant. The aim of the service is to equip children and young people with practical skills and techniques to help manage their anxiety, while also fostering independence and building confidence.

The programme is based on the Cognitive Behavioural Therapy (CBT) model and incorporates the Cool Kids Programme, which breaks anxiety down into three key components:

1. **Body/Physical** – Understanding the physical symptoms of anxiety.
2. **Thoughts/Cognitions** – Identifying and challenging anxious thoughts.
3. **Actions/Behaviour** – Learning how to manage and change behaviours triggered by anxiety.

		<p>In addition to supporting the children and young people, the programme also provides guidance for parents, helping them develop effective strategies to react to their child's anxiety. It encourages parents to support their child's independence and resilience, ultimately empowering both the child and their family to better manage anxiety in everyday life.</p> <p>Parent support</p> <p>Families, parents and carers can feel isolated, frustrated, and unsure about the best ways to support their child or young person who is facing social, emotional (including anxiety) or other difficulties.</p> <p>We offer one-to-one support for parents or carers, either in person or over the phone.</p> <p>Our goal is to provide parents and carers with the opportunity to:</p> <ul style="list-style-type: none"> • Seek emotional support and guidance in a safe and understanding environment. • Share their experiences with others who may be facing similar challenges. • Receive advice on strategies that can be helpful in supporting their child's emotional and mental health. <p>By offering this service, we aim to empower parents and carers, helping them feel more confident and equipped to support their children through difficult times.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit		<p>The trustees confirm that they have taken in to account the guidance issued by the Charity Commission on public benefit when reviewing the charity's objectives and operations. They remain committed to ensuring that all activities align with the charity's mission and contribute meaningfully to the communities and individuals it serves. By adhering to these guidelines, the trustees uphold</p>

		transparency, accountability, and the highest standards of governance in delivering public benefit.
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Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	<p>The Charity's Grant and Fundraising Policy helps direct and guide the trustees and the service provider through the fundraising process. Thrive EIS commits to a legal, open, honest and respectful handling of all monies received from the public, funding organisations and our supporters, ensuring that donations and funding is used for the benefit of the local community.</p> <p>We will be honest about how donations and successful grant applications are used to fulfil our charities mission, open about the methods we use to raise funds and who we work with, respectful to the wishes, preferences, personal information and circumstances of the people we interact with and we will take all steps necessary to comply with the law and sector fundraising practice standards.</p>
Contribution made by volunteers	Para 1.38	<p>Our dedicated volunteers and supporters have played a crucial role in our first operating year, making it possible for us to grow. They have provided vital support services and extended support to numerous local families, children and young people. Their commitment, compassion, and hard work have been the foundation of our efforts, ensuring that those in need receive the assistance and care they deserve. As we continue to grow, we remain deeply grateful for their invaluable contributions and unwavering dedication to our cause.</p>

Achievements and Performance

	SORP reference	
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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

The charity has provided vital mentoring support and anxiety management for local children and young people, helping them develop essential skills in emotional regulation and coping strategies. In addition, offering emotional guidance to parents while helping them explore new strategies to support their children effectively.

Since May 2024, we have provided over 250 hours of support to children, young people and parents in Tonbridge.

Our support extends to assisting parents in completing EHCP and SEN assessment applications, ensuring they can access the necessary resources while also helping them navigate complex terminology and analyse key areas relevant to these applications. Remarkably, we have exceeded our initial targets, supporting 120% more families than projected in our first-year strategic plan (1–3 years), highlighting the significant impact of our work in the community. Our commitment to reflective practice allows us to continuously evaluate and improve our support services based on both verbal and written feedback. We are proud to have received 100% positive feedback, demonstrating the meaningful impact and need of our support services in our community.

We have developed strong and positive working relationships with local organisations, support services and schools allowing us to collaborate effectively in reaching children, young people, and parents. These partnerships have enhanced our ability to provide comprehensive support, ensuring that families receive the resources and assistance they need. By working together, we can extend our impact and create a more supportive community for those who could benefit from our services.

Additional information (optional)

You may choose to include further statements where relevant about:

<p>Achievements against objectives set</p>	<p>Para 1.41</p>	<ol style="list-style-type: none"> 1. We have developed 24 comprehensive policies and procedures, including safeguarding, safer recruitment, risk assessment, and data protection. These policies form the foundation of our commitment to ensuring the safety and well-being of children, young people, parents, and staff. They also enable us to provide the highest level of support while ensuring the charity is professionally managed and operates efficiently. By adhering to these structured guidelines, we maintain a safe, ethical, and effective environment for all those we support. 2. Obtaining, albeit temporary, local premises has been a significant achievement, allowing us to deliver our support in a safe, neutral space that is beneficial to children and families. This space provides a welcoming environment where children and families can receive support in a non-judgemental environment. One of the key additions is our dedicated parents' room, designed as a relaxing space where parents can seek support and find respite. 3. Along with our craft area, we have also developed a sensory room aimed at supporting emotional regulation, promoting relaxation, and enhancing focus. This space plays a key role in helping individuals manage stress and anxiety while fostering the development of motor skills. In addition, our games, arts, and craft area serves as a creative space, supporting program activities and providing an opportunity to nurture hobbies, build problem-solving skills, and improve mental health, teamwork, and communication skills. These areas are central to us in creating a welcoming supportive and calming environment for the families we support. 4. With the help of donations, we have been able to generate a stock of art/craft
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		supplies and sensory toys for the children and young people to use (calming boxes, happiness jars etc.), which they can take home at the end of a session or on finishing their work. This enables them to continue to nurture their hobbies and interests at home, whilst cementing their newly learnt strategies.
Performance of fundraising activities against objectives set	Para 1.41	<p>During our first year, we successfully surpassed our fundraising objectives, thanks to the generous support from a range of local organisations and individuals. The West Kent Provincial Fund provided funding for a printer, enabling us to produce important resources for the children, as well as sensory items and toys for our sensory room. We also secured a grant from the Kent Community Foundation to support the delivery of our children's support programme. The Tonbridge Lions funded craft and art supplies, along with sensory toys for our sensory room. The ASDA Foundation contributed to the development of our parents' room, providing a space for much-needed support. Additionally, Stones of Tonbridge generously donated arts and crafts supplies for the children, while Sensory Toys UK provided anxiety toys to help manage emotional challenges. We also received personal donations from community members, including paints, pens, pencils, books, laptops, mindfulness colouring materials, and various toys.</p> <p>Due to only being registered for 14 months we do not yet meet the criteria for many funding sources. As we establish ourselves further, build a longer financial track record, and continue to build our reputation as a free service provider to children and families in Tonbridge, we look forward to expanding our support and making an even greater impact.</p>

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	
Amount of reserves held	Para 1.22	
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

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

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	Charitable Incorporated Organisation
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>When appointing our founding trustees, careful consideration was given to the skills, knowledge, and experience necessary for the effective administration of the CIO, and a trustee skills audit was used to guide the selection process. The founding trustees, appointed in November 2024, were given lifetime appointments. During the first year of operation, no new trustees have been appointed.</p> <p>When the time comes to appoint a new trustee, they will be appointed through a resolution passed at a properly convened meeting of the charity trustees. To ensure the selection aligns with the needs of the organization, we will utilise a Trustee Skills Audit to assess the skills, knowledge, and experience required for effective governance.</p> <p>In addition to our trustee board, we have a Council of References, which provides professional and independent expertise. This council plays a vital role in informing and strengthening our mission to support children, young people, and families, ensuring our work is guided by valuable experience and knowledge.</p>

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	All trustees were inducted into their roles and provided with a copy of our governing document, policies, and
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		procedures. This ensures that each trustee is fully informed about the charity's operations, responsibilities, and the standards we uphold in our work. All trustees give their time freely and without remuneration. They are required to sign a declaration of eligibility and disclose any relevant conflicts of interest at the beginning of each trustee meeting to ensure transparency and maintain the integrity of the decision-making process.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity maintains close contact and works in partnership with a range of organisations in Kent that are involved in supporting our work with children, young people, and parents. These partnerships include schools, Early Help services, Tonbridge Lions, the Asda Foundation, West Kent Provisional Trust, local businesses, and families. Together, we collaborate to ensure a strong support network for those we support, creating a united approach to improving the lives of children, young people, and their families.

Reference and Administrative details

Charity name	Thrive Education Inclusion Services
Other name the charity uses	Emotional Well-Being and Inclusion Support for Children and young people in Tonbridge
Registered charity number	1205812
Charity's principal address	1st Floor Douglas House 4 Quarry Hill Road Tonbridge TN9 2RH

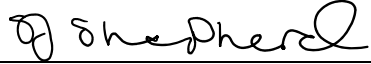
Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Susan Shepherd	Chair	November 2024 to date	
2	Angie Sykes		November 2024 to date	
3	Wendy Drage		November 2024 to date	
4				

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)	Susan Shepherd
Position (eg Secretary, Chair, etc)	Chair
Date	14/3/2025



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Thrive Education Inclusion Services

No (if any)
1205812

CC16a

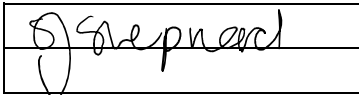
Receipts and payments accounts

For the period from	Period start date 20/11/2023	To	Period end date 31/12/2024
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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					
Kent Community Foundation	-	1,980	-	1,980	-
Provincial Grand Lodge Tonridge	-	362	-	362	-
Tonridge Lions	-	100	-	100	-
ASDA	-	400	-	400	-
Donations	415	-	-	415	-
Donations	-	400	-	400	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	415	3,242	-	3,657	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	415	3,242	-	3,657	-
A3 Payments					
Furniture	-	80	-	80	-
Mobile	35	-	-	35	-
Travel	33	-	-	33	-
Wages	-	1,614	-	1,614	-
Service Provision Resources	-	150	-	150	-
General Resources (Art/craft Materials/Sensorv Items)	-	218	-	218	-
Sundries	12	-	-	12	-
Computer Equipment /Printer	-	194	-	194	-
Electricals	10	99	-	109	-
Office	-	32	-	32	-
Insurance	-	287	-	287	-
Professional Fees	180	-	-	180	-
	-	-	-	-	-
Sub total	270	2,675	-	2,945	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	270	2,675	-	2,945	-
Net of receipts/(payments)	145	567	-	712	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	145	567	-	712	-

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	Lloyds Bank	145	567	-
		-	-	-
		-	-	-
	Total cash funds	145	567	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		Susan Shepherd	14/03/2025	