

- > *Education*
- > *Empowerment*
- > *Equality*
- > *Participation*



# *About Us. . . .*



***A Youth & Community Service***

*Registered Charity in England & Wales No. 1205860*

*May 2025*

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## Introduction

*Positive Pathways* began as a proposal on paper that is vastly different to how the project operates today. The concept has always been around enabling people who are disadvantaged to gain the skills and knowledge needed to move on in life.

The project began life as 'Employment' Service. The idea was to support people into work or a Positive Pathway. We quickly learnt that many of the volunteers we work with had more complex needs than just needing a job.

## Charitable Objectives

*Positive Pathways* officially began life as a community organisation on the 1<sup>st</sup> January 2023. The organisation became an official charity, registered with the Charity Commission of England & Wales on 23<sup>rd</sup> November 2023.

Our official formal Charitable Objectives as stated in our constitution and on the Charity Commissions website, <https://register-of-charities.charitycommission.gov.uk/en/charity-search/-/charity-details/5228267/charity-overview>, is as follows;

1. To further or benefit the residents of the midlands without distinction of sex, sexual orientation, race or of political, religious or other opinions by associating together the said residents and the local authorities, voluntary and other organisations in a common effort to advance education and to provide facilities in the interests of social welfare for recreation and leisure time occupation with the objective of improving the conditions of life for the residents.
2. To act as a resource for young people up to the age of 8 to 25 living in the midlands by providing advice and assistance and organising programmes of physical, educational and other activities as a 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 their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.
3. To further such exclusively charitable purposes for the public benefit according to the law of England and Wales as the charity trustees shall in their absolute discretion determine.

However, this does not paint the complete picture. See below. . . .

## Volunteers

The people we work with are referred to as 'Volunteers'.

This is because the people referred to us are under no obligation to work with us, it is their choice. It is a completely voluntary relationship with the organisation.



## Volunteers

Many volunteers were far from work ready due to complexed issues impacting on their lives. These issues could be defined as barriers to employment, however not just employment but to a better quality of life overall.

With this in mind many of the issues identified as barriers actually needed to be addressed in some way before the volunteer could move to a position where their life could begin to change in a positive way.

Although the concept has never changed, the delivery method and model have, and it still is a fluid model, as we consult with the people we work with, and we begin to understand the complex needs of the people we work.

## Staffing

One Level 7 Youth & Community Worker and one Level 7 nationally qualified Health & Wellbeing Facilitator who take care of the day to day interests of the charity.

## Staffing

Positive Pathways employs one Level 7 nationally qualified Youth & Community Worker, one Level 7 nationally qualified Health & Wellbeing Facilitator. These two staff members plan and develop the face to face work in partnership with the Volunteers. They are contracted for between 4 and 37 hours per week.

## Trustees

Three Trustees take care of the 'Back Room' work.

1. Looks after our values.
2. Looks after Volunteer interests.
3. Looks after the finances.

## Trustees

The staff are supported by three voluntary Trustees who look after the legalities of being a charity. One of these Trustees is a participant, who enables us to keep focused on the voice of the people we work with. Another is also Level 7 nationally qualified Youth & Community worker who supports us to keep focused on the values of the organisation. The third and final Trustees could be referred to as the 'Treasurer' because they take care of our finances and actually work very closely with our employed Accountant Company on a monthly basis.

## Referrals

To enable the referral process, we set up regular meeting times within local community provisions such as Community Centres, Job Centres and Community Cafes.

These sessions enable potential volunteers to engage with us, for local agencies to refer to us and for us to be able to accept self-referrals.

These published contact times became known as '*Employability Support*' sessions in Job Centre+ locations and '*Friendly Spaces*' in community locations. The later enabling group work to take place. One to One and online work is also offered for people who had more complex needs.

Our role is primarily to take referrals, build a professional relationship of trust and understand the needs of the volunteers and ultimately support the process of meeting those needs.

As an organisation it is good for us to understand our limitations. We are aware that we are rarely experts in many of the issues we have encountered however, the staff have a good network of local contacts with other agencies who can offer any specialised support that may be needed. In these situations, we often become the advocate for the volunteer. Our support often manifests itself as accompanying the volunteer to meetings and through the helping agencies process.





## Values & Models of Practice

*Positive Pathways* encompasses the values Youth & Community Work, uses a Social Education Pedagogy and Solution Focused Therapy in the delivery of the organisations provision.

## Purpose of Youth Work & Community Work

Youth & Community Work is a distinct educational process adapted across a variety of settings to support a people's personal, social, emotional and educational development. It begins with the development of a unique, challenging and developmental relationship with people, which is utilised to:

- Explore their values, beliefs, ideas and issues.
- Enable them to develop their voice, influence and place in society.
- Facilitate learning practical and life skills that will help them to realise their full potential.

The Y&CW relationship is underpinned by Y&CW values and principles. The values provide an ethical foundation that informs the way Y&CW make decisions about their work.

These values underpin the key principles of Y&CW practice, which are:

### Active participation and empowerment of participants

Y&CW should be informed by the lived experiences of each participant, starting from where the person is in relation to their own feelings, values, views and principles. It recognises the strengths and abilities of the person, encouraging them to actively participate and take ownership, to be critical and creative in their responses to their experiences, needs and the world around them.

### Voluntary engagement by participants

Participants can choose to be involved, to relax, to meet friends, to form new relationships to have fun and to find support. Y&CW recognises each person as a partner in their learning process, which enables them to fulfil their potential. It requires a trusting relationship between them and Y&CW workers, built on mutual respect.

### Non-formal education and informal learning

Y&CW takes place across a range of settings; it is a rights-based informal education process which also take an asset-based empowerment approach that values the strengths of participants, as well as addressing the problems they face. It enables the acquisition of new skills, creates the spaces and opportunities for people to develop a broad set of social skills and encourages people's autonomous agency and political voice, recognising participants as decision makers and leaders.

### Equality, equity, diversity and inclusion

Y&CW treats people with respect, valuing differences and promoting the acceptance and understanding of others. It is underpinned by the principles of social justice, equality and rights and embraces and celebrates diversity and interdependence. It recognises the value of the collective identities and inclusivity, fostering positive collective action, a sense of belonging and a sense of community by challenging oppressive and discriminatory behaviours.

Youth & Community Work Values - are underpinned by a clear set of values. These include:

[www.nya.org.uk](http://www.nya.org.uk) & Positive Pathways

- People voluntarily participating.
- Utilising people's view of the world
- Treating people with respect
- Seeking to develop people's skills and attitudes rather than remedy 'problem behaviours'
- Helping people develop stronger relationships and collective identities.
- Respecting and valuing differences
- Promoting the voice of participants

## ***Social Education Pedagogy***

"Social Pedagogy offers a values-led approach to relationship-centred practice that aims to holistically support people's well-being, learning and social inclusion. At the heart of Social Pedagogy lies a belief that each person deserves to be treated with human dignity and possesses unique inner resources and potential, which we can help them unfold. To do so requires meaningful and authentic relationships that enable us to recognise a person's potential, their qualities, strengths and interests, and to create learning situations in which people can experience their resourcefulness and develop new abilities."

[www.thempira.org.uk](http://www.thempira.org.uk)

## ***Solution Focused Therapy***

Solution-focused therapy can be a short-term therapy which focuses on agreeing goals and working out how to achieve them. It is about the future rather than the past and promotes positive change by encouraging people to focus on what they can do, rather than what they cannot do.

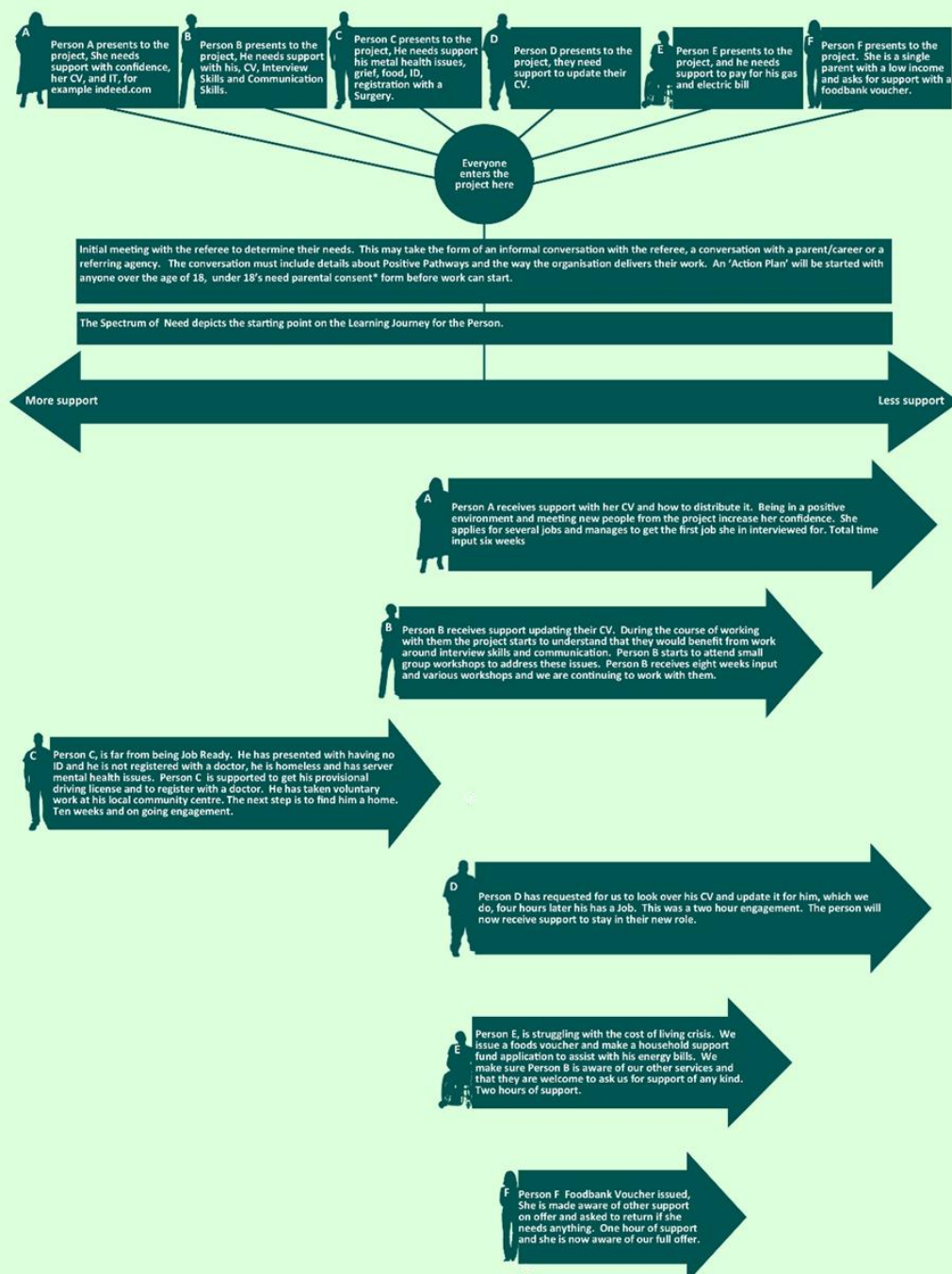


## Model of Practice

As the project developed it was clear that a unique model of practice and delivery was being created

### Positive Pathways - Model of Practice

People Self Refer or Agencies Refer or People Become Volunteers or People Join a Group, etcetera



People participating in the project have a starting point along the spectrum of support and although the figure above shows the journey moving forward, occasionally people have to face new circumstances that may knock them back. However with the correct support in place, the journey can move forward again.

There is a combination of Long Term Support, Short Term Support, Emergency Support and Light Touch.

Of course there is also an opportunity to say I do not require any support thank you, in which case we will respect that choice.

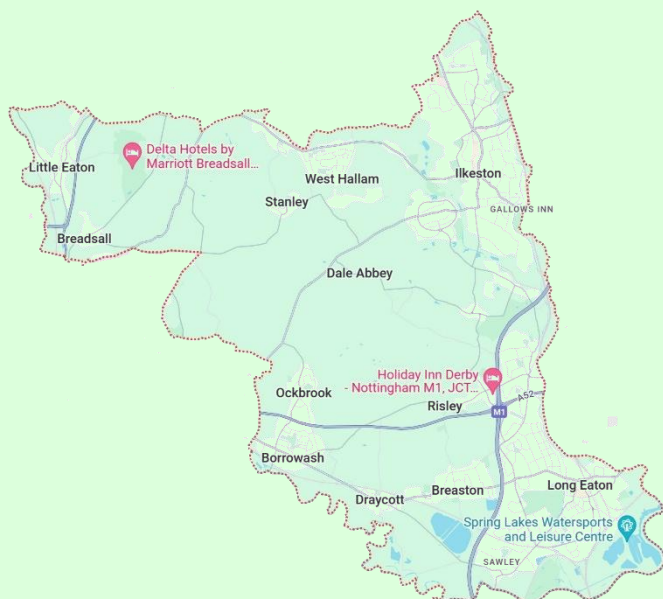
\*Parental consent means the person or corporation who has legal responsibility or the child.

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## Location & Provision

Positive Pathways currently operates in six areas, each with a variety of provision.



### Erewash

A borough in South Derbyshire that borders North West Leicestershire. Our work takes place in the Market Town of Long Eaton.

We run three sessions in Long Eaton, and I would say that this is our 'Flagship' area, and the current projects are working so well we are looking to roll out the same sessions in Loughborough.



The work is based out of Long Eaton Job Centre+ where we run a session called 'Employability Support'.

Employability support gives each referral a 30 minute session with one (of two) of our Staff. This takes place on Thursday mornings from 10 am until 12 noon and gives an opportunity to eight referrals to take part in what is being build as a 'CV Health Check'. This gives *Positive Pathways* the opportunity to work on a CV with the volunteer and look at any other needs presented by the volunteer by completing, if needed, an 'Action Plan'.

We often see between four to eight people during this session. These sessions are open to everyone and all ages.



It also gives us an opportunity to invite the volunteer along to out Thursday afternoon called, 'A Friendly Space', which began life as a warm space,

This session runs from 1 pm until 3 pm at St John's Church Hall in Long Eaton and enables our volunteers to finish their CV's or have a chat and a cuppa. The session is informal and

often brings together volunteers with similar issues. People often talk about their mental health issues as well as other concerns impacting on their lives.

We often have the opportunity to deliver on of our Employment Workshops that we have developed.

This session often engages with between 2 to 8 people from across the borough, but mainly Long Eaton.

Our third session has been developed after close consultation with the Job Centre+ and has led to a provision primarily to meet the needs of unemployed 18 year olds. The age range is flexible and is actually for young people aged 16 to 25.

This project is called 'First Steps!'. It operates on a Wednesday from 10.30 am through to 3.30 pm. The target is to engage with 6 to 12 young people. The sessions are once a week for 12 to 14 weeks. They take place at St John's Church Hall and a free lunch, and refreshments are provided by WOW which is a lunch club that also meets at the church.

The session revolves around the ASDAN Award in

### **Careers and Experiencing Work Short Course.**

The course covers seven modules.

- Self-development
- Career exploration
- Career management
- Considering higher education
- Considering apprenticeships
- Preparing for the workplace
- Being at work

However, it also includes plenty of Team Building, Confidence and Self Esteem building exercises, as well as planning small projects and issue based discussions for example around equality and diversity. This approach, couple with our values, gives the young people a good head start for enter the world of work.

The qualification is accredited by ASDAN and is nationally recognised. It can be added to their curriculum vitae and *Positive Pathways* can also be used for a reference by the young people.

The first twelve week course is currently running with eight young people We are approximately half way through the first course and two of the young people have already been successful in gaining employment with a third one gaining at interview for a potential placement in a garage converting cars for people with disabilities.

The young people currently engaging are age between 17 to 21. The majority of them are coping with social anxiety and depression.

### ***The Future for Erewash***

Continue with all three sessions. The provision as it is now, seems to be working.

'Employability Support'	Thursday 10 am to 12 noon at Job Centre+ (with published dates each term)
'Friendly Place'	Thursday 1 pm to 3 pm at St John's Church (with published dates each term)
'First Steps!'	Wednesday 10.30 am to 3.30 pm at St John's Church. The group will soon be coming to an end, and it is our wish to run with a new group approximately each term, so three a year in total.

We are at capacity in Long Eaton, but there could possibly be a lot more we could achieve if we had more time to dedicate to research and reconnaissance especially around work with young people.



Other possible qualifications that could earn include.

- Volunteering Short Course
- Activities Short Course
- Gardening Short Course
- Peer Tutoring Short Course
- Expressive Arts Short Course
- Food Hygiene Level 1



## Charnwood

The Borough of Charnwood borders South Notts and North West Leicestershire.

We work mainly in Loughborough but attract people from across the north of Charnwood.

We are lucky to have a share base in Loughborough at Sofa. Sofa is a charity that recycles furniture and white goods.

We store our equipment and property at Sofa as well as being able to use a room as a Learning Centre on the ground floor and a large activity area on the top floor.

### EMPLOYABILITY SUPPORT

Book a 30 minute session through your support worker for a 'CV Health Check' or any other employability support you may need.

**A Positive Pathways Project**

A Registered Charity in England and Wales No. 1205860

We're a

After a short hiatus from Loughborough Job Centre+ we have reengaged and are offering Employability Support in the same way we do for Long Eaton Job Centre+. We are only able to offer four thirty minute appointments as opposed to eight,

but it is a start to rebuilding the provision in Loughborough. This session takes place on Friday mornings from 10 am until 12 noon. Currently each week all four slots are filled, and we are encouraging the volunteers to attend our Friendly Space at Sofa on Monday mornings.

### A FRIENDLY SPACE

STAY WARM

A WARM WELCOME

ADVICE & GUIDANCE

A HOT DRINK

HAVE SOME TOAST

**A Positive Pathways Project**

A Registered Charity in England and Wales No. 1205860

We're a

The Friendly Space at Sofa is attracting between three and eight people a week. It still uses our Employability Workshops as and when there are needed. The sessions at Sofa are able to take advantage all of our resources that are based there and the current sessions often offer team building challenges, debates and sometimes just talking therapy.

## The Future for Charnwood

Continue with both sessions. The provision as it is now,

‘Employability Support’

Friday 10 am to 12 noon at Job Centre+ (with published dates each term)

‘Friendly Place’

Monday 10 am to 12 noon at the Learning Centre, Sofa (with published dates each term)

- With having the resource at Sofa one of the first sessions we would like to start is the Charnwood Version of 'First Steps!'. At least two twelve week course for this year. This would take the Tuesday slot in the Learning Centre and would offer the same opportunities as the Long Eaton session.
- National Archery Week is taking place in May, and we are going to offer four sessions of Archery during that week for people to come along and take part in a 'Try It' Session. After this promotional week we will be offering a regular monthly possibly bimonthly session for a small fee to keep the session sustainable.
- We currently have several volunteers, and we would like to increase our numbers and opportunities for people to volunteer with us not only to help us but to help out at Sofa and to be able to offer people an ASDAN Volunteer Award and Reference. These sessions will soon be happening on a Monday afternoon with the people we are already engaged with, and we will be looking for referrals from the Job Centre's for people need work experience and a confidence boost.
- *Positive Pathways* have inherited around fifteen used bicycles that need a little TLC. The Project 'Recycle a Bicycle', will be aimed and unemployed people who need transport to get to a job. Again, we will take referrals from the Job Centres and people with a genuine need will be able to fix a bicycle and it will then become theirs. We are currently working out how we can deliver this project. We are awaiting news of a small grant for tools. We have approached four local cycle shops for donations and advice.
- We are currently in talks with 'The Conservation Volunteers' and the setting up of a Green Gym™. We have applied for an allotment and this project will be three fold and include the work at the allotment, countryside walks and hikes and Forest School style activities.
- Weekend and School Holiday, 'Adult & Child Activities'. This again is about using the resources we have such as equipment, space and skills. The long term idea is to offer all that we can for young people and their adult. This will include sport, arts, Lego, games, cooking and various other learning activities.







### North West Leicestershire

North West Leicestershire borders the Boroughs of Charnwood and Erewash

We currently work with four one to one's in North West Leicestershire and some of them do access the Friendly Space in Loughborough.

### The Future for North West Leicestershire

Coalville Job Centre+ is currently under refurbishment. The goal will be to offer Employability Support in the same way we do in Charnwood and Erewash.



### West Lancashire

West Lancashire is a local government district with borough status in Lancashire.

We currently manage a Youth Group in Parbold called 'Swallows & Amazons'



The group draws from across the Borough and has regular attendance figures of 45 + Young people. The Sessions take place on a Tuesday evening at Parbold Village Hall and is run by twelve volunteers.

The group provides many of site activities and opportunities for local young people.

### The Future for West Lancashire

There are no current plans to extend the work in West Lancashire.





### Broxtowe District

Broxtowe is a borough next to Erewash and we have worked with eight refugees from this area who have used our Friendly Place service for CV's.

### The Future for Broxtowe

There are no current plans to extend the work in Broxtowe.



### Rushcliffe District

Rushcliffe District is on the Leicestershire Boarder, and we work with one person from Sutton Bonington. The Volunteer from Sutton Bonington is keen to become a Trustee of the Charity

### The Future for Rushcliffe

There are no current plans to extend the work in Rushcliffe.



## South Derbyshire

Is based on the North West Leicestershire & Erewash border where we work with a young person from Swadlincote, who is struggling with homelessness.

## The Future for South Derbyshire

There are no current plans to extend the work in South Derbyshire.



## Worldwide

*Positive Pathways* is currently the caretakers of a international award scheme for Young People Aged 6 to 25 called "*The Adventure Service Challenge Scheme*".



The Scheme has been available since the 1960's and has grown to become as relevant to young people today as ever.

	10 Hour Awards	LIFT OFF! Alternative Provision Years 7 to 10	LIFT OFF! Alternative Provision Years 11	Cub Level	Junior Level 1	Junior Level 2	Senior Level 1	Senior Level 2	Gold Level
Age Group	All	11 to 15	15 to 16	5th Birthday to 8th Birthday	Age 7 Years 6 Months to 11th Birthday		10 Years to 16th Birthday		14 to 18th Birthday +
Adventure	Try New Adventures	Forest School Local Attractions	Forest School Local Attractions	Safety Walk	The Living World	Safety First Observation	Roadcraft Campcraft Hiking	Highway Code Expedition Exploring	Mini Adventure Big Adventure
Service	Help Other People	Community Project The Services First Aid	Community Project First Aid	Help Out Emergency	Service Local People Emergencies	Our Country First Aid Service	First Aid Service	First Aid Service	Volunteering Award
Challenge	Try New Activities Shield	Leisure Pursuit Healthy Lifestyle Shield	Post 16 Options Leisure Pursuit Healthy Lifestyle Shield	Hobby Activity Cooking Shield	Crafts Health Cooking Shield	Collection Model Making Shield	Cookery Interest Shield	Leisure Pursuit Activity Choice Shield	Shield New Activity Presentation

This Matrix shows how the scheme works, the age ranges and the content of each level

## The Future for The Adventure Service Challenge Scheme

The Scheme is currently on the 'back burner' and is in need of a relaunched with a new website and new handbook.

It currently has 26 units across the world with the majority of the units operating in the UK

## Volunteer Comments

### C aged 19 (she/her) Part of our 'First Steps!' Programme

"Hi, my name is C. I have been going to *Positive Pathways* for about 1 month but before I started, (*First Steps!*). I had them help me shorten down my CV which helped a lot, and I started to put it on my Indeed and the CV really helped as I was getting more messages from companies asking for interviews and asking my interest etc.

When I started the group I was a bit nervous joining but longer I was there the more I was getting to know everyone else. We did different activities to help with our communication and help us to get along with each other.

I did enjoy going to the group because I could talk to them about how my searching for jobs was going on and everything else. Just wanted to say thanks to *Positive Pathways* for making this group to help people who are struggling to find jobs and the group did help me get a job." (*sic*)

### M aged 17 (he/him) Part of our 'First Steps!' Programme

"*Positive Pathways* has helped me build confidence in applying for jobs and helped me articulate job application questions better and more clearly. Other than that, it's helped me develop as a person and get on with the new friends I have made in the course. Finally, *Positive Pathways* has been a big part in me hopefully securing an apprenticeship and has been a big part of my life the last few weeks and made my Wednesdays something to look forward to." (*sic*)

### M-T aged 18 (she/her) Part of our 'First Steps!' Programme

"It's, (*Positive Pathways*) helped me come out of my shell more and be more productive in some aspects, also made me feel more confident in myself and push myself to things I normally wouldn't do. Made me more aware of my surroundings and learning to communicate with people face to face and also helped my social anxiety." (*sic*)

### M aged 19 (they/them) Part of our 'First Steps!' Programme

"*Positive Pathways* has helped me with my communication and problem solving skills. It has also helped me feel more confident both working in groups and overall. With this I am more confident speaking out and asking for help when needed, it has become easier for me to engage in conversation with others and offer my opinion in group settings.

This course, (*First Steps!*) has also given me a better understanding of the process of applying for jobs and being employed as well as understanding what I want in regards to my future. It has also provided a sense of routine as without the course the only routine I would have is going to job centre once a fortnight." (*sic*)

### **S aged 64 (he/him) Part of our 'Friendly Spaces' Programme**

"Having arrived in England after working abroad for 14 years it was very daunting to say the least. I was introduced to *Positive Pathways* at the Jobcentre in Loughborough. *PP* helped me set up my Universal Credit Journal. Also introduced me to some of the Jobcentre workforce.

I found it very confusing at the time, but they helped me with everything and built my confidence up so after a short time I was able to understand what was expected of me. They also encouraged me to meet other people in the same position as myself. *PP* would pick me up and take me to places I had to be as I did not have transport.

*Positive Pathways* also helped me with my CV and other documents that would help me in my job search. They would always answer my phone calls if I needed any advice or help with certain matters. They are always there to help, and I will always be very grateful for all their help." (sic)

### **A aged 36 (he/him) Part of our 'Friendly Spaces' Programme**

"*Positive Pathways* has been instrumental in my personal growth, helping me settle into Leicestershire more than direct support groups have done. Volunteering on behalf of Groundworks in Coalville was a turning point, making me realise the need to look beyond physical labour when working in retail. This realisation led me to explore other voluntary opportunities, including the 2024 Bring the Paint festival, which introduced me to the creative arts scene in Leicester. I also found my theatrical passion as I revisited my theatre volunteering back in Oxford by volunteering as an usher at The Mountsorrel Memorial Centre. This experience has set a new standard of customer service for me, far from the cut-throat world of retail.

Positive Pathways has been instrumental in my journey, leading me to unexpected places and experiences. For instance, I had not planned to revisit Archery, having only tried it at an activity's hotel as a teenager. But thanks to Positive Pathways, I have found a new form of exercise that I enjoy more than my daily gym workouts." (sic)

### **L aged 19 (she/her) Part of our 'First Steps!' Programme**

"*Positive Pathways* is making me more confident and more extroverted in life and has given me more communication skills. . . It has gave me the confidence to talk to people I don't know and work with them and not be shy and introverted. It's also however helping me with working towards a job and helping me with other skills that I didn't know I needed.

*Positive Pathways* also brought me and an old childhood friend (together), also someone who goes to Positive Pathways, closer as we don't speak much and never hang out and it's sorta awkward but we seem to be getting better it's helped me speak to them and speak to other people I'm not comfortable around or awkward with" (sic)

### **M aged 36 (he/him)**

"Positive Pathways has given me the skills to apply for jobs, do CV's, cover letters and most aspects of job searching that I need. It as also taught me new skills such as Archery and meeting new people.

It's also improved my confidence in applying for jobs, talking and meeting new people." (sic)



## Partners & Supporters

Positive Pathways has been very kindly sponsored, supported, partnered and funded by. . .



 <p>HOPE Long Eaton <i>Healing needs through God's love</i></p>		 <p>ico. Information Commissioner's Office</p>		 <p>IYW Institute for Youth Work</p>		 <p>job centre plus Long Eaton</p>			
 <p>job centre plus Coalville</p>		 <p>job centre plus Loughborough</p>		 <p>John Storer Charwood</p>		 <p>Labour Erewash Constituency Labour Party</p>			
 <p>Leicester College</p>		 <p>Leicestershire County Council</p>				 <p>Long Eaton &amp; Sawley foodbank</p>		 <p>Loughborough Area foodbank</p>	
 <p>Loughborough United Reformed Church</p>		 <p>mrc Resources for communities COMMUNITY ACTION</p>				 <p>We're a Mental Health Friendly Place START A CONVERSATION</p>			
 <p>NTU Nottingham Trent University Youth Professional Practitioner Network</p>				 <p>North West Leicestershire District Council Community Mental Health Grant</p>				 <p>Reaching People Commitment to Lasting Change</p>	
 <p>Real Purpose</p>				 <p>SEGRO</p>					
 <p>STEPNELL COMPLETE CONSTRUCTION PARTNER</p>						 <p>Suppliers of Furniture SFA and Appliances</p>			
 <p>SPECIALIST YOUTH WORK ASPIRE CREATE ACHIEVE</p>				 <p>St John's Parish Church and Hall</p>					
 <p>Trinity METHODIST CHURCH</p>				 <p>your store Shop. Save. Connect.</p>					

Our first 'Financial Report' as seen below runs through the time period of November 2023 to December 2024, (a fourteen month period), on the advice given by the Charity Commission. With November 2023 being the date, we were officially designated a Charity.

[illegible]