

FARSET YOUTH AND COMMUNITY DEVELOPMENT LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2023

The trustees present their annual report and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note to the financial statements and comply with the charity's (governing document), the Companies Act 2006 and "Accounting and reporting by Charities: Statement of Recommended Practice applicable to charities preparing their account in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Since the company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of the medium and large companies under the Companies Act 2006 (Strategic Report and Directors Report) Regulations 2013 has been omitted.

Objectives and activities

Policies and objectives

The objectives of the company have been to continue to promote the benefit of the inhabitants of primarily North and West Belfast and elsewhere and in particular to advance education by providing life skills training and personal development programmes for young people and adults to promote the development of individual capabilities, competences, skills, self esteem and understanding so as to prepare them for employment and life challenges.

Other Outcomes

The project engages with all statutory partners in our areas of need, from PSNI, Housing Executive, Belfast City Council Departments and other government bodies. We currently sit on the Greater Shankill Community Safety Partnership, E3 Interagency Group, BCC Tension Monitoring which would include all statutory partners in the Greater Shankill area.

The project is working pro-actively with the PSNI to reduce community tensions in the Greater Shankill Area, in this project year the Respect outreach team has been on the streets at nights and weekends working with the PSNI to reduce the risk of community tensions around parades and organised fights at interface communities. The project focused its work in the Twaddell/Oldpark/Woodvale and Springfield Road areas of North and West Belfast over this period and worked with a range of stakeholders including the PSNI, Orange Order, Parades Commission, NIO, Churches and Community to deliver on the ground conflict resolution during the times of unrest in the Greater Shankill area.

Activities for achieving objectives

- The CRIP Intensive Training Programme
- The Employment Intensive Training Programme
- Community Relations Programme.
- Adult Listening/Coaching Life Workshops.
- Parenting Workshops.

Young people attending the CRIP Programme or the Employment Programme were given the opportunity to participate in one to one mentoring follow up programs, also facilitated by the Staff & Trainers.

The company had 3 main projects during the year as follows:

Community Outreach

Farset continues to provide support and advice to local community groups throughout the Greater Shankill area, including the Farset Hostel and has 2 employees.

Respect Project

The Respect Project - Re-Engaging and Supporting People to Enable Community Transformation. The Project is managed by Farset Youth and Community Development Limited, with the main office located in Springfield Road, Belfast.

It employs 4 workers, three full time and one part time, and is based in part on extensive research into the lives of people in North and West Belfast. Research was carried out by the Institute for Conflict Research, commissioned by the Belfast City Council. The aim of the project, to reveal and release the potential of individuals, families and key stakeholders to develop a culture of trust and respect, increase individual responsibility and community ownership, and raise aspirations and achievement. RESEPECT uses a proven transformational method which integrates personal and community development through the delivery of intensive training, coaching and community-based activity.

They have been working with Transient youth, Suicide programs and engaging young adults' programs as well as interface meeting and ongoing meetings/discussions with the PSNI. At present all their outcomes have been completed.

The Project Manager and Community Enrolment Officer have completed a Level 3 Education and Training course delivered by Axiom Dynamics and The Project Manager did a further L4 Education and Training course in February 2019 again delivered by the same company.

The project delivered a Listening Skills Training to 10 adults from the Greater Shankill Area who are interested in volunteering. Listening skills is one of the most important skills for a community volunteer to have, especially when working with people who present in crisis. It delivered a 1-day intensive listening skills training to participants and offered up telephone support for when they start volunteering within their various community organisations. All participants reported back through evaluation and follow up calls that they had gained new listening skills that they could use as a volunteer to help people who are in crisis.

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Project delivery so far:-

- 1 x life coach training x 4 adults x 2 setup meetings x 2 day's training and aftercare telephone support.
- 1 x personal development training x 15 adults x 1 setup meetings x 3 day's intensive training and follow up telephone support.
- 1 x listening skills training x 7 adults x 2 setup meetings x 1 days intensive training and follow up telephone support.
- 1 x listening skills training x 10 adults x 2 setup meetings x 1 day intensive training and follow-up support

Outcome:

- Reduction in the gap in employment rate – between those residents in NRAs and rest of NI
- Reduction in % of population economically inactive
- Increase in the % of the working age population qualified to level 2+

The project has delivered two non-specific employment training to 21 and 10 young people from the Greater Shankill Area. All participants who are not currently in employment or training participated in a 7 week non-job specific training. During the programme participants worked on their self-confidence/self-esteem, examined behaviors and self-defeating conversations, which can be barriers to employment, set and completed personal/employment goals over the period of the programme. Post evaluations showed participants had raised confidence and self-esteem and are now job ready.

All young people completed the 7-week intensive non-job specific training has given them a good foundation and placed them in the right mindset to be able to take up employment opportunities.

- 4 enrolments meeting with 13 participants x 1 day personal development intensive x 7-week follow-up with their coaches
- 4 enrolment meetings with 21 participants x 1 day personal development intensive x 7-week follow-up with their coaches
- 4 enrolment meetings with 10 participants x 1 day personal development intensive x 7 week follow-up with their coaches.

Outcome:

- Reduction in overall recorded crime rate
- Reduction in violent crime rate
- Reduction in burglary crime rate
- Reduction in theft crime rate
- Increased community pride
- Reduction in antisocial behaviour

The project delivered an online community safety training to 11 residents of the Greater Shankill Area. This focused on Phishing (email scams), Smishing (sms scams) and vishing (telephone scams). There has been an increase in these type of scams since the covid-19 pandemic, these are sophisticated scams that result in innocent people losing their hard-earned cash, pensions and savings. Residents were given information on how to spot these scams, how to check to see if something is a social engineering attack and examples of previous and current scams circulating around the UK and Ireland at the minute.

The project meets the PSNI Neighbourhood teams from North Belfast to address emerging community safety issues. These meetings are invaluable as they can stop emerging community safety issues from spiraling out of control and with early interventions address community safety issues effectively in partnership with the PSNI. This project year the Respect team has worked with the PSNI to address community safety issues on a daily basis, ranging from anti-social behaviour to interface violence, bonfires, parades, crime prevention, incidents of crime, criminal damage, arson, housing (problem tenants) and suicide and self-harm incidents. Resulting in a minimum of 5 calls a week from the PSNI for support by the project.

The project is a steering group member of the Greater Shankill Suicide and Self-harm Community Response Plan and continues to meet with the group. These meetings are attended by the community, working in partnership with all statutory bodies to address issues relating to suicide and provide first responder response to an attempted suicide and sadly providing support to families when someone takes their life. As this support is very confidential in its nature, however the project has supported 8 individuals who have been in crisis with Suicidal and Self-harm thoughts and signposted them to services and support.

Project delivery so far:-

- 1 x bonfire community safety initiative x 10 adults
- 1 x problem residents community safety initiative x 8 adults
- 1 x Suicide and Self-Harm community safety initiative x 20 adults
- 1 x online safety community safety initiative x 11 adults

Outcome:

- Reduction in overall recorded crime rate
- Reduction in violent crime rate
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10 young people from the Greater Shankill area have participated and completed a 6 week Consequences youth diversionary programme. The purpose of the project is to reduce antisocial behaviour (including interface incidents), whilst promoting lawfulness in the Greater Shankill Area. It engaged some of the most vulnerable young people in danger of becoming involved or at risk of being targeted by paramilitary activity or criminality.

Creating a safe space in which ten young people could see new opportunities, participating in a youth diversity and community safety programme which was delivered in partnership with the PSNI. The project promoted tolerance and respect for the community, whilst building effective relationships with vulnerable and at-risk young people and the PSNI, whilst reducing antisocial behaviour and interface conflict/violence.

Since and during the programme, no young person who attended the programme engaged in antisocial/criminal behaviour or interface incidents, with positive reports from both the PSNI and the young people's parents around their behaviour.

Project delivery so far:-

1 x CRIP youth diversion programme x 4 setup meetings x 7-week intensive youth diversion programme x 10 young people

1 x Consequences diversion programme x 4 setup meetings x 6 week intensive youth diversion programme x 10 young people

Outcome:

- Increase in percentage of pupils residents in NRAs achieving Level 4 Key Stage 2 Maths
- Increase in percentage of pupils achieving Level 4 Key Stage 2 English
- Increase in percentage of pupils achieving 5 GCSE A*-C, or equivalent, (inc English and Maths) Reduction in percentage of school leavers with no GCSEs

The project delivered parenting skills training to 12 parents from the Greater Shankill Area in this reporting period. Parenting training focuses on the parent's use of language and coaching skills which will enable parents to coach their children more effectively in their education. After the training parents reported back that they now have new coaching and listening skills which will enable them to support their children through their education.

Project delivery so far:-

1 x parenting training x 2 setup meetings x 1-day parenting intensive training x 12 parents

1 x parenting training x 2 setup meetings x 1-day parenting intensive training x 12 parents.

Community Think Tanks

Funded mainly by Community Relations Council, this project continued with its successful Think Tanks and publication of pamphlets.

Funding from the Department of Foreign Affairs, Anglo- Irish Division, has also been received to fund a pamphlet. During the Financial Year 2021/2022 the following publication were released:

(128) *The realities of conflict: An exploration by ex-prisoners for the benefit of young people.*

(129) *Reflections on Centenaries & Anniversaries (3) A Land Fit for Heroes?*

(130) *Reflections on Centenaries & Anniversaries (4) Northern Ireland 1921: a state born in violence*

(131) *Reflections on Centenaries & Anniversaries (5) James Craig's efforts to secure and embed Partition*

(132) *Reflections on Centenaries & Anniversaries (6) A Carnival of Reaction? Labour's response to Partition*

(133) *Reflections on Centenaries & Anniversaries (7) 'Common Sense' (1978) Revisited*

(134) *This is it! A community play (by Andy Tyrrie, Sammy Duddy and Michael Hall) exploring Loyalism*

(135) *Reflections on Centenaries & Anniversaries (8) Republicanism 1962-1972, the Legacy.*

The last one listed has still to be printed.

There will a further eight pamphlets over the coming year and will appear under the theme: Reflection on Anniversaries & Centenaries.

Farset Inishowen

The Inishowen project was closed in August 2011 but the company remained intact as of 31 March 2014. The director decided to close the company completely during April 2014/March 2015 period. Forms were signed by Directors May 2015 and officially sent to companies' house May 2015 via Miscampbell & Co Auditors.

Strategies for achieving objectives

To advance peace and good community relations through the establishment and management of education and personal development programmes, devising and printing of literature, attending conflict interfaces and engaging with young people involved to help resolve present conflict interfaces and engaging with young people involved, to help resolve present conflict issues arising from the legacy of the Troubles in NI in an effort to promote knowledge and understanding of the nature and causes of conflict and a means of managing them for the purposes of peaceful resolution.

To promote religious or racial harmony, equality and diversity, lessen conflict and eliminate discrimination the establishment and management of exchange programmes between people from different communities, cultures and countries.

To promote and improve the efficiency and effectiveness of charities, voluntary organisation, community groups and not-for-profit organisation by the provision of advice, training, guidance and support in relation to book keeping.

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The Respect Project targets hard-to-reach young people, parents and adults working with young people in disadvantaged communities. The Project is funded from April 2015 till April 2022 by the Department of Communities, Belfast Regeneration Office (North). The Project had submitted an application to Department of Social Development for a further year which will run from April 2023 – March 2024, due to budget restraints the department will only be funding groups on a year by year basis.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

Factors relevant to achieve objectives

The Project has contributed to reducing, sectarianism, anti-social and high-risk behaviors of young people; provide young people with decision making skills, employability skills and the information and mechanisms to empower them to take responsibility for their own life and make life choices; and programs for parents and those working with young people to promote good parenting and listening skills. The Respect Project does not duplicate existing provision but provides a steppingstone from which participants can move on.

At its most powerful, the Respect Project has changed the lives of young people who were (or were likely to) engaging in criminal behaviors or behaviors that put themselves and others at risk; and those who had 'given up' on training or employment opportunities. Young people worked towards goals and have increased respect for their own community. Through education and training young people are moving on from what can be a downward spiral of generational unemployment and poverty.

In delivering personal development programs to adults/parents increases community capacity and gives participants new skill sets to draw upon when supporting their own children and other young people within the community. With adults/parents using the project methodology to enable them to address issues that affect young people, listen to their needs and put in place mechanisms of support in place so young people can fulfill their potential in life.

By harnessing the talents of young people by engaging them in Youth Leadership programs, the Project has been able to give young people the skill and abilities which would enable them to become peer leaders within their community. These young people who participated and completed the Youth Leadership Programme this project year have all worked towards and achieved qualifications in youth work, they have also been volunteering at local youth clubs, giving up their spare time to work as peer leaders and provide young people with positive role models of which young people in the Greater Shankill can aspire too.

The Respect Project has completed all its outputs/targets set by Department of Communities for the project year April 2022-2023.

The Projects has benefited the community of need by providing innovative personal development programs which not only challenge negative behaviors/conditioning of the past but also delivers sustained life coaching to enable change and transformation in individual's lives. By using this method of transformational personal development trainings and life coaching, the Project has been able to support young people and adults from the Greater Shankill Area to transform their lives beyond their perceived expectations prior to participating in the project.

Principle funding

FYCD receives management fees and operational costs from RESPECT and management fees from Farset Development Limited.

RESPECT received funding from the Department of Communities for the period September 2012 to March 2023.

Community Think Tanks is has previously received grants from Community Relations Council, Belfast City Council for various pamphlets.

Financial review

Going Concern

After making appropriate enquires, the trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Principal funding

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Risk Management

The exposure of the company to risk is not material for the assessment of the financial position and profit and loss of the company.

Plans for future periods

Future Developments

The amount of funding received during the year continued to decrease; however, the directors are researching new sources of funding. The Respect project had success with a further years funding taking them to the end of March 2024, and Think Tanks published a some new pamphlets during the year, but pamphlet this year were funded by community groups directly to publishers and Mr Hall.

Springfield Dam - The Belfast City Council have now taken over the Consultation of this project and Mr Andrews, RESPECT, has been attending meetings when he has been notified.

Belfast City Council held consultations in IF center on the Springfield road and separately within the protestant and catholic community with residents. Recently a consultation was held in the Highfield Community Centre with protestant residents and the first cross community consultations at Farset. This meeting included consultations, stakeholders, both community, voluntary and private sectors. This project is now up and running and called the Forth Meadow Community Greenway in conjunction with Springfield Dam.

Key improvements

Improved access to and around the site

- entrance points around the park, including a signature pedestrian access point to the north of the site
- car parking, including accessible parking spaces
- a pedestrian bridge crossing the dam will help to integrate the site by providing access to the new pathway and recreational facilities along the east bank

Recreational facilities

- viewing platforms along the east bank of the dam
- a circular pathway will provide quiet and scenic places for walking, jogging and exercising
- a modular classroom will provide a year-round meeting place for schools and community groups
- dedicated outdoor event space will enable fairs and community events to take place

Environmental enhancements

- floating islands and wildflower planting will provide additional habitat for birds and wildlife
- the existing ecological richness of the area will be enhanced through additional planting throughout the site

Overall site enhancements

- by reconnecting the dam and park we will create a new signature civic space with improved access, recreational facilities, and environmental enhancements.
- a viewing area will provide a place to take in the vista while information panels will outline the history of the dam.
- lighting and fencing throughout the park will ensure an attractive and uniform look throughout the site.

Funding

The project is part of the first phase of the project.

We delivered the project thanks to funding from the , managed by the Special EU Programmes Body (SEUPB). Match funding was provided by the Department for Communities

Forth Meadow Community Greenway – OPENED DECEMBER 2020

Forth Meadow Community Greenway is a new £5.1 million EU PEACE IV-funded project to connect existing open spaces in north and west Belfast along a 12 km route from Clarendon Playing Fields to the new Transport Hub in the city centre.

The capital works will create paths and cycle ways along the route, with additional planting, new pathway surfaces, new street furniture, signage, wayfinding and public art. There will also be enhancements to sites along the route including Springfield Dam, which has now been completed.

In parallel with the capital project, they are developing an exciting community activity and events programme at key sections along the greenway to help bring communities together and promote use of the shared space.

Greenway sections

There are five distinct sections to the capital works.

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Section 2 – shared space between Forth River and Springfield Road

A new shared space including walking and cycling paths will be created on the land between the lower Forth River and Springfield Road. New paths will also connect the space to Paisley Park and Woodvale Park. If planning approval can be secured, work is expected to get underway in August 2021 and it will be completed by summer 2022.

Section 3 - Springfield Road and Falls Park

This section includes the £1.2 million redevelopment at [Springfield Dam](#) which received additional funding from Department for Communities. The route connects Springfield Road with the Whiterock Community Corridor and Falls Park. As well as pathways, wayfinding signage and street furniture, work will see enhancements to existing junctions to improve crossings for pedestrians and cyclists. If planning approval can be secured, work is expected to get underway in August 2021 and it will be completed by winter 2021 - 2022.

Section 4 – Bog Meadows

Bog Meadows Nature Reserve is owned and maintained by the Ulster Wildlife Trust. Pathways within and connecting to the nature reserve will be enhanced and widened, with additional planting and lighting added. The route will connect to Broadway, where a new, welcoming entrance will be added. If planning approval can be secured, work is expected to get underway in early 2022 and it will be completed by autumn 2022.

Section 5 – Westlink to city centre

This section, starting at Broadway Roundabout and ending at the new Transport Hub, will see new wayfinding signage installed and improvements to the existing path. If planning approval can be secured, work is expected to get underway in early 2022 and it will be completed by autumn 2022.

Own Door Project - Directors had a meeting with a former head of social services trust. This project is an idea based on current working models in St Peters, Lisburn and New Earswick, York.

The project is about community and the elderly and deals with isolation and loneliness that older people who once lived full lives and still have potential within the community feel. The idea was to create a retirement village of sorts or perhaps a fold but with each resident having their own front door but still have the security of knowing that they can use the facilities within the centre as a communal gathering place if they needed to.

With a growing elderly population and the need for more suitable housing outside of residential homes they are looking at the prospect of building 12-16 self contained houses in a complex for the elderly with their own front door with a second bedroom for overnight family or friends to stay, not long term. For them to have independent control over their lives and set their own meal times, bed times, leisure times but within the vicinity of GP surgeries, chemists, schools where there are thriving communities and not dumped into a home to be looked after by care workers and be put on a schedule. This project would be assessable to people who can afford it as well as income from the social security sector.

The Directors were particularly interested to explore how Farset Developments resources and skills might support such a project.

Unfortunately, the advent of Covid 19 has created a number of major problems which require their full attention to ensure everyone comes safely through the present challenges. They would aim to return to the "Own Door" accommodation project when possible.

Structure, governance and management

The company was incorporated on 30 March 1997 and is limited by Guarantee. The company is governed by the Memorandum and Articles of Association. In November 2014 the company was officially registered with the Charities Commission for Northern Ireland.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Alderman W Agnew

Ms D R Petticrew

Mr T J Hewitt

(resigned 19 October 2022)

Mr R A Jones

Dr C McGimpsey

Mr R McCaughey

Appointment of Trustees

Directors are to retire by rotation at the annual general meeting but are eligible for reappointment. Additional directors can be appointed by the existing board; any director so appointed shall only hold office until the next annual general meeting and shall not be taken into account in determining the directors who are to retire. The directors shall not be entitled to remuneration from the company but shall be paid all travelling and other expenses incurred by them in attending meetings, or in any other connection with the business of the company.

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None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The company's current policy concerning the payment of trade creditors is to follow the CBI's Prompt Payers Code (copies are available from the CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU).

The company's current policy concerning the payment of trade creditors is to:

- settle the terms of payment with suppliers when agreeing the terms of each transaction;
- ensure that suppliers are made aware of the terms of payment by inclusion of the relevant terms in contracts; and
- pay in accordance with the company's contractual and other legal obligations.

Trade creditors of the company at the year end were equivalent to XX day's purchases, based on the average daily amount invoiced by suppliers during the year.

Structure of the Charity

The business of the company shall be managed by the directors who authorise all expenses, cheques, drafts, bills of exchange and other negotiable instruments. The directors shall accept all receipts for monies paid to the company, Project leaders have been employed to manage each project under the guidance of the directors.

Statement of trustees' responsibilities

The trustees, who are also the directors of Farset Youth and Community Development Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

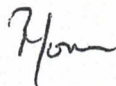
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Auditor

In accordance with the company's articles, a resolution proposing that Miscampbell & Co be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees



Mr R A Jones
Trustee

6 November 2023