

# Annual Review 2020

Supporting, empowering and  
inspiring young people for 80 years



## Contents

- 3 What is good youth work?
- 4 80 years of Berkshire Youth
- 6 Our work
- 9 Meeting our objectives
- 10 Financial summary
- 11 Structure, governance and management
- 12 Contact



# What is good youth work?

**'Youth' is the developmental phase between childhood and adulthood. Typically this starts around the beginning of puberty and finishes in late teens but, for many people, dependent on personal, social and economic factors, it can start or finish much later.**

Berkshire Youth supports young people across the county in their local communities, developing and delivering opportunities for them to engage in positive activities which encourage personal development and direct them away from risky behaviours which are not only personally damaging but also cause long-term costs to their communities and the public finances.

Through local community engagement and an active programme of personal development, we support young people to become active citizens, fully engaged in social action.

We aim to be the 'go to' organisation in Berkshire for youth support and youth service, THE voice of young people in the area. This is particularly true since all the statutory authorities in the county have withdrawn from universal youth service provision.

We continue to be proactive in seeking out and creating opportunities for transformative change in communities, so each community can take responsibility for their own young people and recognise those young people as valued community members, who make positive contributions.

As part of this strategy, we are continuing to maintain the range of activities we offer, wherever funding has been obtained.

With 5,170 young people taking part in an after school activity session, 2,600 interactions with young people through detached work, 316 young people trained in First Aid, 200 young people supported within their schools and more than 800 young people attending our Inspired Facilities youth clubs, we have once again helped thousands of young people across Berkshire.

We would like to take this opportunity to thank our supporters, staff and friends.

**W E Jim Leftwich OBE, Chairman**

**David Seward, CEO**

# 80 years of Berkshire Youth

2019 to 2020 has been a varied, challenging and exciting year for the Trustees and staff at Berkshire Youth. With no national youth strategy and focus of the local authorities on delivering their statutory duty, youth work is still seen as just a 'nice to have' service.

Berkshire Youth will be celebrating 80 years of youth work in 2020 and during all this time the focus has been on young people being part of the community, being an asset that we should all be investing in. However, the lack of investment and early engagement with a safe and trusted adult together with a rise in so-called party drugs has led to the growth of 'county lines' organised gangs branching out of the cities to expand their market.

With limited youth worker capacity and, in some areas, 97% cuts in local authority youth service budgets, there is little protection for vulnerable and at-risk young people. Gangs are no longer targeting the most obvious young people to distribute their product; they are actively recruiting from a wider pool of young people and some under the age of 13 years.

Berkshire Youth continues to advocate for additional resources to enable us to prevent young people from becoming the targets and victims of these criminal gangs. To be successful we need a mixed economy of partners, community groups and individuals who have a passion to support young people. We have been delighted with the vision and commitment from the Office of the Police and Crime Commissioner who not only provided significant grant funding, but are also helping us with data management, and additionally supply a voice to provide the case for supporting young people.

To build on our offer and ensure a significant future for Berkshire Youth we are continuing to grow our social media presence. No longer willing to be a best kept secret, we have updated and improved our website and been nominated for Berkshire and Thames Valley awards. We have continued with the Inspired Facilities strategy that allows us the potential of growth across Berkshire and the Waterside Project has been a huge part of that plan, driven by our President. This is a huge project for Berkshire Youth and has taken a lot of emotional capital for all involved, but we are at the better end of the project and work will be starting on the refurbishment in August 2020. What a great way to celebrate 80 years of commitment to young people!



## Seven core competencies

Berkshire Youth recognises the importance of a network for young people and the skills that it takes to create that structure around their lives. All of the projects and programmes we deliver look to build those networks and provide the personal skills to manage themselves and their situation.

To help youth workers identify the outcomes for young people, each project works within a theory of change, designed specifically for the project not only to ensure we can collect the evidence, but more importantly that young people can feel, demonstrate and understand the journey they have been on.

All of our projects and programmes are measured against seven core competencies:

### 1 Confidence and agency

Self-reliance, self-esteem, self-efficacy, self-belief, ability to shape your own life and the world around you.

### 2 Planning and problem solving

Navigating resources, organising, setting and achieving goals, decision making, researching, analysing, critical thinking, questioning and challenging, evaluating risk, reliability.

### 3 Relationship and leadership

Motivating others, valuing and contributing to team working, negotiating, establishing positive relationships, interpreting others, managing conflict, empathising.

### 4 Creativity

Imagining alternative ways of doing things, applying new learning in contexts, enterprising, innovating, remaining open to new ideas.

### 5 Resilience and determination

Self-disciplined, self-management, self-motivated, concentrating, having a sense of purpose, persistent, self-controlled.

### 6 Managing feelings

Reviewing, self-awareness, reflecting, self-regulating, self-accepting.

### 7 Communication

Explaining, expressing, presenting, listening, questioning, using different ways of communication.



# Our work



# 200

200 Mentored Moves programmes delivered in 20 schools, supporting over 200 young people.

## Mentored Moves

We have introduced specialist youth teams for our Mentored Moves project, supporting young people who are at risk of exclusion from school. This is done through 1:1 or weekly small group work. Run in school, these sessions help to identify the causes of negative behaviours and support young people to find tools and techniques to manage behaviours, reducing their risk of exclusion. We know that young offenders are more likely to have been excluded from school. This approach has allowed us to take a contextual guardianship role for the young people, aware of the pressures and trends socially, whilst allowing some concentrated time and space to address them.

We have delivered this programme in 20 schools, supporting more than 200 young people and fulfilling more than 2,600 interactions with young people through detached work. As a result, 75% of young people who were at risk of permanent exclusion have not been excluded, 72% improved their attendance, 85% sustained engagement over 12+ weeks. Young people reported feeling more able to share their views, a better ability to manage and express their feelings, a greater feeling of independence, more positive relationships, an acceptance of different approaches/ideas and the ability to share and implement these ideas.

Thanks to the ongoing support and partnership with the Office of the Police and Crime Commissioner Thames Valley, we have been able to develop an evidence base that shows the effectiveness of early support with relevant youth workers who the young people can feel safe talking to.

# 34

34 clubs across Berkshire have taken advantage of our support.

## Club support

Supporting clubs and projects to ensure they make a quality offer to young people continues to be an essential part of what we do. We support clubs to maintain nationally recognised standards with regard to safeguarding, club management and involving young people. 34 clubs across Berkshire have taken advantage of our support, which is testimony to the energy and enthusiasm a handful of volunteers have in committing to providing a local offer for young people.

# 316

We trained 316 young people in First Aid.

## Training

23 different First Aid sessions delivered across Berkshire within primary schools, secondary schools, colleges, youth clubs and projects. 316 young people trained in First Aid through a variety of sessions, from 1-hour introductions to First Aid, to full day Emergency First Aid at Work qualifications.

# 684

684 young people actively engaged in our Fit 4 Youth programme.

## Fit 4 Youth

The Fit 4 Youth programme is a unique health and wellbeing project designed to help children and young people make the right choices around an informed lifestyle.

- 184 sessions delivered
- 684 young people actively engaged and had a positive outcome

# 151

We've grown the number of active DofE participants to 151.

## Duke of Edinburgh

The Berkshire Youth DofE scheme offers access to the programme for young people who cannot engage with DofE through their school. We have seen our project continue to grow this year by 24%, with 151 active participants. We are pleased with the progress being made and continue to invest in a very positive scheme for young people.



# 223

Fusion has worked with 223 young people.

## Fusion

Following the funding cuts in March 2019, Berkshire Youth believed it was vital to continue to support the young people until the end of the academic year. Young people found a real sense of understanding in themselves and in those around them, exploring their community and what was available to them moving forward, post Fusion. For many young people, completing the programme was their first sense of empowerment and achievement. They were also able to reflect on the continuation to their own learning and application through a social action project. The programme ended with a residential for young people to further apply those skills in a leadership capacity and gain more confidence in supporting their own Personal, Social and Educational Development. We thank all the schools that shared the vision and success of the programme across Bracknell Forest.

The Fusion project created evidence around the value of social action and working alongside the local community which had real impact. The trends in community investment by housing associations make it difficult to sustain long term change as social action is a journey with regular annual programmes where you build a substantive base of volunteers and community champions.

# 5170

5,170 participated in activity sessions.

## After schools coaching programme

- 604 sessions delivered
- 5,170 young people tried out and participated in activity sessions
- 2,485 girls and 2,685 boys

# 391

The Wayz has continued to support 391 young people from across Bracknell Forest.

## The Wayz

The Wayz supported 391 young people from across Bracknell Forest. Through a range of activities, young people have had a safe and supportive environment to socialise, develop and achieve throughout their engagement. 108 young people engaged in The Wayz holiday programmes, through self-funded and agency referrals, working in partnership across Bracknell.

Through the volunteer programme, The Wayz has created 84 volunteers (43 young people and 41 adults) through a range of community and youth activities, offering 61 activities or events over the year, all of which were created through young consultation and planning. The Wayz strives to support young people in new and exciting opportunities. This was clearly evidenced with the residential trip to Germany in October. Young people were involved in a huge project in the build-up through fundraising, planning and learning the language to support their experience.

# 380

Working with over 380 young people per week.

## The Britwell Youth and Community project

The Britwell project is still developing and expanding its offer, with the training and leadership programme helping to identify young leaders. The project has made good progress, working with over 380 young people per week, engaging with and supporting young people who would otherwise be on the streets.

# 97

A total of 97 young people took part in the activities programme.

## Activities

Berkshire Youth offers an annual activity programme for young people to get out of their local area to try something new or to have a different experience. This year our programme included:

- Canoe challenge
- Go-karting
- Ice skating
- Aqua inflatables
- Camping residential
- Football at the Madejski

The activities programme is a great opportunity for young people to get involved in activities, often outside of their home town. For young people to engage and enjoy working with new people from different parts of the county, whilst doing activities which are not normally available to them. Berkshire Youth values the importance of these young people having a chance to try new things and also welcomed the young people joining in the planning elements of the activities.

A great example is the camping trip; 18 of the 22 young people had never camped before! Watching them pitch tents, cook, clean and gain independence over the weekend was an important and brilliant experience for them all.

## Youth Leadership Academy

During the year, our Training and Development Manager left post and as a consequence we only ran 2 leadership training courses, as sought to recruit and appoint a new manager. A new Training and Development Manager was recruited in December.

## Cricket project

- 49 sessions delivered to 683 young girls

## Sports Leisure and Activities Team (SPLAT)

- Delivered 175 community activity sessions
- Engaged 1,116 young people in activity

# Meeting our objectives

The objective of Berkshire Youth is to further the development and education of young people through leisure time activities, to help them grow to full maturity as individuals and members of society so that their conditions of life may be improved.

## This objective allows us to:

- Establish, support and develop clubs for young people
- Provide a platform for work related to drugs/alcohol abuse, crime and other social issues
- Work towards the initiation and support of relevant community projects
- Provide high quality training, personal development and activity through a network of national and local partners
- Work in partnership with other specialist agencies, to improve social inclusion and financial independence for young people
- Provide an opportunity for the implementation of local and national government initiatives and social development programmes, through the voluntary youth service
- Link up with commercial organisations in a wide range of sponsored programmes and activities for young people



# Financial summary



In the financial year our income exceeded our expenditure by £135,732.

This is a better final position than Trustees had forecast at the beginning of the year. This positive outcome was mainly due to two large grants received throughout 2019-20. One from The Office of the Police and Crime Commissioner which was for £184,000, to support the Schools and Detached work we deliver around knife crime, and the other from Garfield Weston, a capital grant of £100,000 for the Waterside Centre in Newbury. This £100,000 is held as a Restricted fund for the Waterside Project and has been deposited in a dedicated bank account.

### Reserves policy

Reserves in the financial statements are currently £502,891 [2019 £367,159].

As at the date of this report, the recent coronavirus pandemic has created a significant amount of uncertainty and disruption across the charity sector and beyond. Many charities and businesses are likely to struggle financially over the coming months.

While the financial position of Berkshire Youth is likely to be negatively affected, it is in the fortunate position of having sufficient reserves and a healthy cash balance in place in order to keep the organisation running for the foreseeable future.



### Expenditure on charitable activities in 2020

The charity supported young people throughout the county by delivering a range of projects and activities. The total expenditure was £533,949 with the main focus summarised as follows:

● <b>Activities</b> (Leisure, sport, healthy lifestyle)	<b>£100,543</b> (18.8%)
● <b>Training and development</b> (Leadership and learning opportunities)	<b>£34,824</b> (6.5%)
● <b>Clubs</b> (Providing support to youth clubs)	<b>£120,622</b> (22.6%)
● <b>Support and governance costs</b> (These are costs incurred to ensure the effective delivery of all charitable activities)	<b>£94,089</b> (17.6%)
● <b>Action</b> (Supporting volunteers to take positive action in their community)	<b>£183,871</b> (34.5%)

## Structure, governance and management

### Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006, reviewed and updated 2017.

### Organisational structure

Berkshire Youth currently has 6 Trustees of the charity who meet quarterly and are responsible for the strategic direction and policies of the charity. The Directors are from a range of professional backgrounds relevant to the work of the charity. The Honorary Treasurer sits on the committee but has no voting rights.

A scheme of delegation is in place and day to day responsibility for provision of services rests with the Chief Executive Officer along with the Operations Director and Financial Administrator. The Chief Executive Officer is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met. The Operations Director has responsibility for the day to day management of the team and oversight of contracts; ensuring staff have regular supervision and access to training which will enhance skills and working practice in line with good practices.

### Remuneration of key personnel

The Trustees are responsible for setting the pay and remuneration of key management personnel. Remuneration is set once certain factors are considered. These factors include market rates of pay and benchmarks against other charities.

### Recruitment and appointment of Directors

The Directors of the company are also charity trustees for the purpose of the charity law. The Directors of Berkshire Youth are elected for 3 years after which they must be re-elected at the Annual General Meeting. All Directors of Berkshire Youth give their time voluntarily and receive no benefits from the charity.

The focus of the work of Berkshire Youth is on young people and the Directors represent members of the community who can support and influence the objectives of the charity. Berkshire Youth works to identify representation from young people on the Board of the charity.

### Directors' induction and training

Directors of Berkshire Youth are encouraged and assigned to a member of the staff team to understand the day to day delivery of services. New Trustees are provided with an induction book, job description and relevant governing documents alongside the 'essential trustee' booklets provided by the Charity Commission and additional Trustee training has been undertaken through Almond Tree Strategic Consulting.

### Risk management

The Trustees have identified and regularly review the risks to which the charity is exposed. As part of this process, the Trustees have in place appropriate controls to provide reasonable assurance against fraud and error. The Trustees have clear policies outlining their expectations for service delivery. The policies include risk assessment of all activities to ensure the safeguarding of the young people, employees and Trustees including the Patron and President.

The management of risk covers every aspect of the Organisation's work, and as such an evolving management matrix has been established for constant review. The Trustees review the matrix as a standing item at every quarterly board meeting. All risks associated to the work of Berkshire Youth including direct delivery and external forces are reviewed and graded accordingly.

# Contact

Berkshire Youth would be delighted to work with you as we continue to develop new opportunities for young people. We are keen to build relationships with local companies, to engage with local young people, and to manage volunteer engagement. If you can support in donating time, money or resources for the development of Berkshire Youth, our projects, and the young people we serve, please get in touch.



Watlington House  
44 Watlington Street  
Reading, Berkshire RG1 4RJ

T 0118 909 0927  
E [admin@berkshireyouth.co.uk](mailto:admin@berkshireyouth.co.uk)  
[www.berkshireyouth.co.uk](http://www.berkshireyouth.co.uk)

**INVESTORS IN PEOPLE**  
We invest in people Gold



Registered Charity Number 1106341. Company Number 4493501  
Designed by [cream-design.co.uk](http://cream-design.co.uk), proud to support Berkshire Youth