

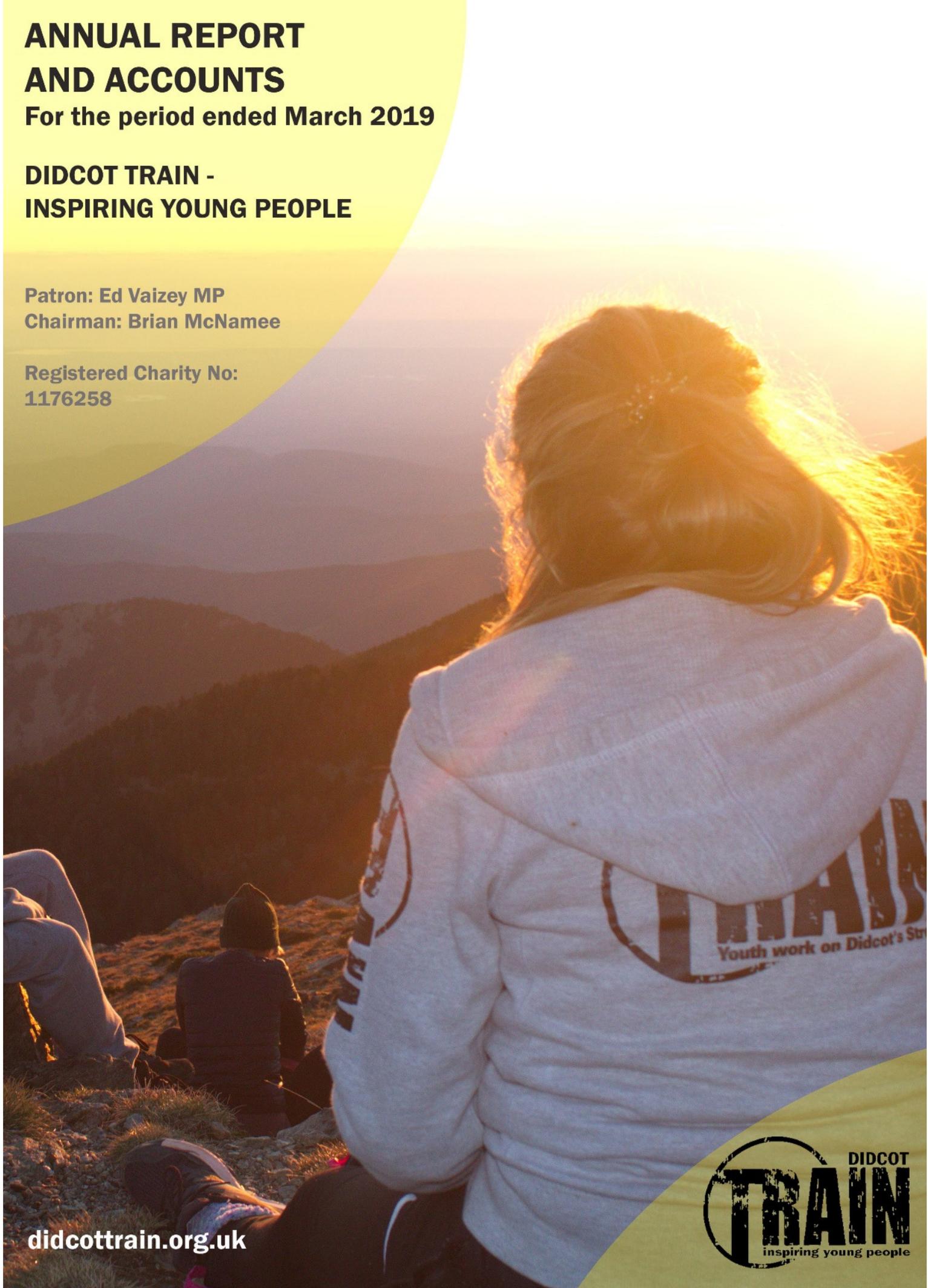
ANNUAL REPORT AND ACCOUNTS

For the period ended March 2019

DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

Patron: Ed Vaizey MP
Chairman: Brian McNamee

Registered Charity No:
1176258



didcottrain.org.uk



Contents

| | |
|--|----|
| Objectives and Activities | 2 |
| Chairman's Welcome and Introduction | 3 |
| Youth Work Report | 5 |
| Introduction | 5 |
| Core work | 5 |
| Detached and Outreach Youth Work | 5 |
| Mentoring | 7 |
| Holiday Programmes..... | 11 |
| Investing in Young People's Futures | 12 |
| Participation Pathway..... | 12 |
| Explore More Programme | 14 |
| Volunteer testimony | 17 |
| Conclusion | 17 |
| Financial review..... | 19 |
| Financial Report for the period ended 31 March 2019..... | 19 |
| Income..... | 19 |
| Expenditure | 20 |
| Excess of Payments over Receipts | 21 |
| Cash Balances | 21 |
| Structure, governance and management..... | 22 |
| Independent Review | 22 |
| Public benefit statement..... | 22 |
| The Structure for the past year..... | 22 |
| Current Trustees | 22 |
| Resignations in the Financial Period..... | 22 |

Objectives and Activities

In December 2017, Didcot TRAIN - Inspiring Young People (“TRAIN”), a Charitable Incorporated Organisation (“CIO”), was registered with the Charity Commission of England and Wales (“Charity Commission”) under charity number 1176258. This is the first annual report and accounts of TRAIN.



TRAIN has the same objectives as Didcot TRAIN Youth Project (“DTYP”), which was registered under charity number 1094601 with the Charity Commission until it was removed from the register on 29 March 2019. Prior to its removal, its operations were transferred to TRAIN from 1 April 2018 and its net assets were transferred to TRAIN pursuant to an order from the Charity Commission under section 105 of the Charities Act 2011.

We operate within the town of Didcot, Oxfordshire and work in the gap in provision of youth services for children and young people (“YP”) who do not easily engage with mainstream provision but nevertheless are vulnerable and at high risk and are exposed to educational failure, crime, child sexual exploitation, alcohol and substance abuse, and other risky behaviours. TRAIN’s mission is to seek out, engage and empower these children and YP and improve their longer-term life chances.

Chairman's Welcome and Introduction

I am delighted to present to you the first Annual Report and Accounts of TRAIN for the period ending 31 March 2019. It has been an exciting and productive period for us at TRAIN. We have successfully transitioned from an unincorporated charity to a Charitable Incorporated Organisation, which we believe is vital to the sustainability of the charity going forward.

We have also met our KPIs for the year April 2018 to March 2019, which is critical to us receiving our revenue grant from South Oxfordshire District Council ("SODC"), and we are currently ahead of our 4-year business plan due to a successful award from the Thames Valley Police Early Intervention Youth Fund. This grant has enabled us to employ another full-time youth worker, taking us to 4 Full Time Equivalent employees ("FTEs"), which was our 2020/21 target.

Other highlights of the period include our Annual Celebration Evening, which we held at the Cornerstone Arts Centre in February 2019 where we recognised and celebrated the achievements of the young people who engaged with us over the year, and the successful completion of two residential trips to France under our Explore More Programme. We were also excited to have our contribution to the young people of the town recognised when we received the BACA's Award for Community Engagement at the Cornerstone in October 2018.

However, the period has not been without its challenges. In particular, Alice, our Lead Youth Worker, unfortunately broke her leg on the second residential trip. Also, due to delays in novating our revenue grant with SODC, we did not receive our second year of funding from them in the period. However, the grant was finally novated at the end of March 2019 and we have now received the full amount of our Year 2 grant. Further, following the expiry of our peppercorn lease with SODC on our premises at 118 The Broadway in December 2018, we now have a tenancy at will agreement and are required to pay rent of £500 per month. We continue to actively seek suitable premises in the Didcot area and have enlisted the support of SODC in doing so.

We were also victims of crime in February 2019 when our offices were broken into and three staff laptops and a newly purchased digital camera were stolen. We have yet to hear whether our insurer will cover these losses, but were touched by the response of the community, in particular the donation of three laptops by Ability Systems of Witney which came through the father of Zac, who was a Youth Worker on one of our residential.

The Board of Trustees has also undergone substantial change: as expected Ian Pickering resigned as Secretary in June 2018 as his wife, Reverend Katherine, received a new posting. Liz Wood and Noora Firaq also resigned, both for personal reasons. I would like to thank all of them for the wonderful contribution they have made to TRAIN over the last few years. Whilst the board has been augmented by the appointment of Greg Kurnikov and is fully capable of meeting the challenges likely to be faced by TRAIN in the coming year, I believe we would be strengthened by the appointment of trustees with experience in Youth Work Operations and Human Resources. To this end, we are currently actively recruiting for these roles.

On the financial side, despite not receiving our Year 2 grant from SODC, our receipts for the period, before the transfer of net assets from DTYP, were £85,233, marginally lower than our expenses of £86,084. We also received cash of £50,255 from DTYP in the period, thus enabling us to maintain our cash reserves at just over 4 months of expenses, in line with our policy of maintaining reserves at 4 to 6 months of forecast expenses.

Finally, I would also like to express my sincere thanks and gratitude to the individuals and families who give private donations and the following supporters of TRAIN, without whom we would be unable to undertake our work serving the young people of Didcot:

Awards for All

All Saints Church

Children in Need

Changing Lives

The Community Safety Partnership

Community of St. John the Baptist in

Begbroke

Didcot Baptist Church

Didcot Methodist Church

Garfield Weston Foundation

The Good Exchange

Ladygrove Church

Oxfordshire Community Foundation

Pye Charitable Settlement

SODC

Soha Housing

Thames Valley Police Early Intervention

Youth Fund

Thames Valley Police Property Act Fund

Turners Court Youth Trust

Wallingford Freemasons

Willem Voorvaart

TRAIN Chairman

Brian McNamee



Youth Work Report

Introduction

Operationally TRAIN has built on the success of DTYP. We started operations in April 2018 with a team of one full-time Lead Youth Worker, Alice Dore, and two part-time Youth Workers, representing two FTEs as well as a part-time Youth Work Facilitator, which was in line with our business plan.

Holly Freeland joined as a part-time Youth Worker in July. With a considerable degree of youth work experience, she has been a fantastic addition to the team. In January 2019 Charlotte Jenkins joined us full-time as a Youth Work Facilitator to provide the YW team vital support with administrative, strategic and communications activities.

These changes have been accompanied by a number of youth work highlights, including two trips to the south of France for our Explore More Programme, three young people taking part in Oxfordshire Youth's Young Leaders Programme and action-packed holiday programmes, in addition to an increase in our weekly youth work provision. All these events have proved important in enabling us to exceed our annual KPI targets and subsequently support an increasing number of young people in the Didcot area.

Core work

Throughout the year we have continued to make the most of the benefits offered by our core youth work streams: detached and outreach, 1:1 mentoring and group mentoring in addition to a range of positive activities. Under the group mentoring umbrella, we have begun to deliver a number of new sessions, which have all proved very successful in their popularity amongst young people and from which we have seen a number of clear positive outcomes.

Detached and Outreach Youth Work

Heading out to hot spot areas for young people around Didcot or setting up a gazebo with bean bags to enable young people to come to us, both our detached and outreach youth work methods have continued to prove highly effective for enabling our youth workers to meet new young people in the area, as well as increase our presence the local community.

Both methods have proved particularly important for enhancing our awareness of ASB (anti-social behaviour) related concerns, supporting our youth workers to take appropriate actions and informing their understanding of keys issues to address in in-house sessions to encourage young people to instead develop positive personal goals and relationships with

their local community. Particular focuses of detached and outreach work this year have included discouraging young people from congregating around “drama” and from hanging out at locations where they may get into trouble, such as the Cornerstone Arts Centre and Orchard Centre.

Another observed value of detached and outreach has been the inclination often demonstrated by young people to open up to discussing their problems and issues with TRAIN youth workers - feeling more in control and comfortable within informal surroundings. As well as offering support ‘on the spot’, we then continue to value the opportunity offered through these forms of youth work for us to then encourage young people to engage in in-house sessions, through which they can gain greater support and develop various life skills. The majority of young people currently attending our additional provision first made contact with TRAIN during our detached and outreach.

These forms of youth work have therefore continued to facilitate our ability to appropriately tailor mentoring sessions and positive activities, as well as inform partner agencies of various incidences when necessary or direct young people to them. For example, after witnessing older people supplying young people with alcohol, we escalated safeguarding concerns to the Police as well as having positive alcohol and drug related discussions with the young people.

Case Study - Detached and Outreach work

One evening in February 2019 it was brought to the attention of one of our youth workers, who was out on detached, that a physical fight had broken out between two young people, both known to TRAIN, not too far from their current location. They immediately investigated the incident to calm the two. The Police were also just arriving when they approached the incident. The youth worker verbally dispersed young people gathered round, drawing away attention from the matter and enabling the Police to settle the dispute. No repeat incidents have taken place between the two young people since. TRAIN has been working with one of the young people to help in managing their anger issues. Since this incident no similar events have arisen, although they have come to the TRAIN office on a couple of occasions to cool down when upset. On the most recent occasion although they arrived extremely frustrated and angry, after a youth worker had reassured them and talked the matter over, they left to walk home clearly much calmer. It is also important to note that the young person who informed us of the fight had not too long prior to the event received 1:1 mentoring from us to address their own anti-social behaviour. They found the detached team after having run up to the TRAIN office to inform the Youth Facilitator, who rang the youth worker out on detached. It was brilliant to see the young person demonstrate the development they have

made from frequently engaging in ASB to understanding the negative consequences it can entail and appreciating the importance of encouraging others not to partake in it.

Mentoring

We offer young people both one-to-one and group mentoring sessions and have also continued our work with UTC.

1:1 Mentoring

Throughout the year we have continued to utilise our mentoring programme as a means for supporting young people particularly likely to benefit from additional tailored support. Especially since January we experienced a clear increase in referrals from parents and schools, which we have been able to support by offering weekly sessions focused on empowering young people to make better life choices, boost their levels of self-esteem and encourage them to reach their full potential. We have worked with a number of young people on a 1:1 basis this year for whom we have seen clear improvements in mental health and behaviour.

Mentoring Case Study – One-to-One

A particular young person first became known to TRAIN in 2018 after being referred to us by their primary school, after concerns of drug dealing behaviour. They refused to cooperate with us through school, but eventually engaged with us after meeting TRAIN youth workers out on detached who worked on building up a relationship. It has been a long process, but in early 2019 we came to build a strong enough foundation with them to feel ready to begin mentoring sessions on a 1:1 basis. This followed on from the young person having become well known to the Police after further ASB incidences, one of which, communicated to us by their school, had involved physical violence. Addressing the need to delve deeper into underlying issues provoking their behaviour, the three mentoring sessions held so far have focused on exploring the young person's past, present and future, looking at coping strategies for anger management and setting positive goals. Through also educating them on the connection between anti-social actions and consequences, the youth worker carrying out the mentoring aims to encourage the young person's appreciation of the benefits positive actions can lead to, to set them on a better path.

Although the youth worker is still building the relationship through the sessions, they have clearly been positive in their effects so far as the young person has been behaving less anti-socially both within and outside the TRAIN office. They have also been observed to walk away from young people provoking them in the

centre of town: an incident which could have otherwise escalated. We are therefore optimistic for the results which the continued mentoring plan will bring.

Group Mentoring

Young Women's Group

Our weekly Young Women's Group has been well attended throughout the year. The gender specific sessions aim to offer a safe environment for young women to explore issues relevant to behaviours, thinking patterns and conduct, furthering their ability to make informed and constructive choices. The range of themes explored across the workshops offered have been valuable in strengthening the self-esteem of those attending – both in themselves and specific aspects of their lives. Topics explored across the year include health and well-being, mindfulness, understanding and managing anger, healthy relationships and interview skills.

The young women attending play a significant role in shaping the group and how it runs. At the end of each session, during reflections, the young women discuss what topics they would like to cover in the next week. The preferences of the group and what is delivered is fluid and flexible to the young people's input and preferences.

Three of the young women who were regularly attending are now in permanent employment and others have built up the confidence to become involved in our Participation Pathway – becoming Young Leaders, Ambassadors or Volunteers. It has been especially brilliant to see two of the women, now Young Ambassadors, having gained the confidence to each lead arts and crafts workshops within the sessions. Others have also demonstrated a motivation to become more involved in the community as well as TRAIN's activity schedule. A number, for instance, visited a local care home to interact with the elderly residents.

Young Women's Group Mentoring Case Study

When a certain young woman began attending the Young Women's group mentoring sessions, she appeared to be a little lost as to which direction she wanted to go in at this point in her life. The young person had been NEET for over half a year and was spending her days hanging out on the streets with her friends or at home in bed. She was feeling increasingly restless about this but was significantly quiet and introverted so did not speak about it a great amount in our initial conversations until we had developed a rapport with her. As the group mentoring sessions have progressed, so has the young person's confidence, engagement and attainment. She positively contributes to each session and is open about expressing her views and asking many questions. She shows great teamwork skills and is supportive to her peers who attend the sessions, encouraging their participation in group discussions and activities. We have taken

the young women to a local alternative education provision called SOFEA which combines practical work skills with essential education. We are extremely proud of her positive engagement with this provision, as she is attending SOFEA regularly and is working towards her Maths and English GCSEs. She has also achieved a Level 2 Qualification with TRAIN's support whilst attending a residential trip with TRAIN, indicating how much she has developed since the beginning of the Young Women's Group.

Young Men's Group

Following the success of the Young Women's Group, we have also now begun running a Young Men's Group. This has a similar purpose to the Young Women's Group of offering a safe space to discuss a range of topical issues but is focused on those likely to be relevant to young men.

The group is now well established and generally going very well. A Young Leader now runs 15 minutes of circle time for young people, to check in with how they are feeling and how their week has been. This offers a valuable opportunity for them to develop listening and communication skills. Those attending have shown brilliant levels of maturity through creating group agreements such as no phones being allowed, just one break, no hitting or verbal abuse etc. If any negative behaviour is demonstrated, the perpetrator is asked to apologise to the whole group, for which they all hold each other accountable.

Topics covered so far in workshops include: drugs and alcohol, relationships, porn, mental health, body confidence, bullying, identity and expectations of male roles. Future topics to be discussed include: social media, sexual health, gaming and gambling and money management.

Dinner & Debate

Thanks to Greggs the Bakers, who provide us with fresh food at the end of the business day which would have otherwise gone to waste, we have been able to offer a weekly Dinner & Debate group mentoring session since October.

We use it as an opportunity both for ensuring the young people have good food that evening and helping create an environment wherein open discussion can take place surrounding a topic or question which is set for the session. This helps to raise awareness about listening and talking with each other respectfully as well as opening young people's minds to different perspectives and increased understanding.

Sessions have become very popular and are proving effective in their main aim of reducing ASB and other risky behaviours demonstrated by young people in the area. As numbers attending have become particularly high with the group's success, the decision has recently

been made to make the sessions referral and invite only - young people currently attending being registered to come on either a Tuesday or Thursday, approximately 10 having been invited per evening. This will ensure the sessions are more manageable and focused and that the group is not so large as to hinder those who are less confident from participating. If an increase in demand is presented we may look to hold an additional session on a different week night.

Dinner & Debate Group Mentoring Case Study

In February 2019 a young person came to the TRAIN office to inform staff that a group of young people known to TRAIN had vandalised a public community space with graffiti and considerable amounts of litter, suggesting that a clean-up session should be arranged with the group. TRAIN youth workers visited the area to investigate the vandalism, then took the young people back to the location during the next day's 'Dinner and Debate' session to tidy the area together. Those who had not partaken in the vandalism were recognized, although they also assisted in the clear up. Throughout the session the youth worker ensured to discuss the consequences of what may have come of the incident if the Police had found them, to emphasise its seriousness.

Following on from the occurrence further workshops have been carried out during "Dinner and Debate" on anti-social behaviour, including what classes as ASB and the consequences it can entail, to prevent the repeat of ASB incidents and to encourage the young people to engage in alternative positive activities in the future. The likely related success of this ASB education has already been especially demonstrated through a number of the young people who were involved in the incident voluntarily taking part in Didcot Town Council's annual litter pick on the 30 March 2019, exemplifying their new perspectives on littering and motivations to now develop more positive, respectful relationships with the local environment and community. Youth workers have been regularly revisiting the area during detached sessions and continue to work with the young people involved, as well as new young people, to discourage them against vandalism and ASB in general.

TOPAZ

In January we also began to run LGBTI sessions in association with LGBTI Youth Group TOPAZ, based in Oxford. The group aims to offer young people a safe space in which to explore their feelings and gain a better understanding of themselves. Although the group is particularly for young people who are Lesbian, Gay, Bisexual or Transgender, we also welcome young people who are unsure about their sexuality and may be questioning it.

We are very happy that sessions have been going well so far, being regularly attended by a number of young people. All attending have demonstrated improved understandings of sexuality types and engaged in associated conversations. As the weeks go on we hope for numbers to increase and for those attending to develop greater confidence in discussing their personal views and experiences, enabling us to tailor sessions more relevantly.

Willowcroft School

Over the past few weeks we have been carrying out a series of group mentoring sessions with eight young men from Willowcroft Primary School, after concerns about their behaviour were communicated to us by the school. Supported by two volunteers, the TRAIN youth worker running the sessions has aimed to both explore the group dynamic and encourage everyone to explore their own behaviour through a range of approaches. The group were initially very excited and lively during their first session. A team approach was used to develop a rapport and mutual respect quickly, which meant the young people knew where they stood with us from the offset. As the sessions have progressed, the young people have become increasingly positively engaged, significantly reflective and improvements have been demonstrated in their communication skills and in regulating their behaviour. We are looking forward to seeing how the group continue to progress in their development, which we are hoping will be identifiable through the High Ropes trip we have planned for their last session – fundraised for volunteer Martin.

Holiday Programmes

We have organised a schedule of activities, trips and workshops for young people during each of the school holidays in addition to continued detached, outreach and 1:1 mentoring. Through offering a variety of activities, we have aimed to support young people attending in developing a range of useful life skills, deterring many from ASB they may otherwise be likely to take part in and also simply providing them opportunities to have fun and enjoy themselves. This latter value is particularly relevant regarding trips, as many of the young people engaging with TRAIN do not often gain the opportunity to travel outside of Didcot. Providing the opportunity to do so at no cost, or a low cost, is therefore hugely valued by each of them.

Programmes have been planned and organised by the youth work team and young people, using ideas voiced by the young people through conversations on detached and during various work carried out with them. Examples of activities carried out this year include paddle boarding, a trip to Thorpe Park, ice-skating and trampolining in addition to a variety of workshops e.g. drama, drugs and alcohol, creative writing. More recently a number of the holiday activities have been focused on preparing young people signed up for our Explore More Programme this Summer for the challenging activities they will be taking part in

throughout the residential: for example a trip to High Ropes Oxford to prepare the young people for canyoning and mountaineering at heights, a couple of day hikes and, in collaboration with Better and South Oxfordshire District Council, swimming lessons.

Activities have not only been fun for those taking part but have also been especially important in developing a number of skills and qualities, such as perseverance, self-motivation, team work, peer-to-peer support and general self-esteem through pushing young people outside their comfort zones and strengthening their confidence to try more new activities in the future. We are also very thankful to the agencies that have supported us in enabling the delivery of many of the workshops and activities we have been able to offer.

Investing in Young People's Futures

In order to support young people to attain stability in their lives, we have continued to invest in the futures of the young people we are working with throughout the year. This has often involved giving young people opportunities to gain recognition for their achievements through awards and qualifications.

Participation Pathway

TRAIN's Participation Pathway has remained valuable in offering a number of young people a means of gaining positive responsibilities and subsequently helping enhance their confidence, leadership skills and future aspirations. The Pathway essentially gives young people the opportunity to engage with TRAIN at a variety of different strategic levels:

- Young Ambassadors: Young people are engaged at a strategic level and represent TRAIN and other young people at local community and regional meetings, as well as interviewing volunteers and staff.
- Young Leaders: Young people who take a leadership role in planning and delivering events, trips and local social action projects to benefit other young people and their community.
- Young Volunteers: Young people that are at the beginning of their additional engagement with TRAIN and wish to offer their time to support the young ambassadors and young leaders at events.

Those involved in the Pathway have shown an admirable level of dedication to TRAIN throughout the year, examples of their engagement including supporting Didcot's annual Summer Fair, taking part in Didcot Town Council's Litter Pick this March, visiting an old people's home and planning and delivering a car boot fundraising sale.

Eight Young Leaders also participated in the recruitment of Youth Worker Holly; planning the interview's Youth Work element, creating assessment criteria, scoring the candidate, asking questions in the formal interview and providing feedback in a debrief. A number of young people on the Participation Pathway also very recently had a similar involvement in the recruitment of new Youth Worker, Phill. In both cases, the young people offered impressive levels of constructive criticism and analysis. As well as supporting staff and trustees in the recruitment process, the experiences have likely been highly valuable for each of the young people themselves, through exercising their planning, communication, analytical and decision-making skills. They also discussed how what they had experienced could help them in better preparing for interviews. A couple of Young Ambassadors also represented local young people at the most recent Youth Independent Advisory Group meeting held by Thames Valley Police, where they displayed confidence in communicating their views on current issues in the area.

A Young Leader and Young Ambassador also played key roles in TRAIN's Annual Celebration Event back in February, this year held at the local Cornerstone Arts Centre. Both young people showed outstanding levels of enthusiasm to jointly take a lead in presenting the evening, involving planning their speeches which they delivered before young people, parents, staff and a number of valued stakeholders, including Mayor Bill Service and MP Ed Vaisey. It was an incredible achievement for both and has likely enhanced their confidence in speaking publicly again in the future, as well as their overall self-confidence. The event was also obviously a hugely important opportunity to award all others engaged on the Participation Pathway for their hard work, as well as to give recognition to young people who had participated on the Explore More Programme, engaged in other positive activities offered by TRAIN or demonstrated clear efforts to develop personally.

Two Young Ambassadors and one Young Leader have recently taken part in Oxfordshire Youth's Young Leaders Programme: a bespoke programme taking place over a 2-day residential, where the young people took part in a range of adventurous activities as well as leadership workshops. After the challenging weekend, the young people have each run activities in youth work sessions of their choice, as part of the qualification. All will soon complete Log Books of their work, which will then be submitted for assessment. If successful in passing, the young people will be awarded the Level 2 qualification in Leadership and Team Skills, accredited by the Institute of Leadership and Management. As the programme is nationally recognised, employers, colleges and universities hold it in high regard, so it will be a valuable addition to the young people's CVs.

Case Study

One particular young person, back at the beginning of the year was frequently taking part in and leading various ASB incidences. These were often associated with the local Cornerstone Arts Centre who had been informing us about escalating incidents. However, since engaging with TRAIN, regularly attending group mentoring sessions, the young person's attitude towards others and the community has become increasingly positive. Our youth workers have aimed to build them up and challenge thought processes behind their more negative behaviour. Awarding the young person the title of being a Team Leader has given them a more positive responsibility to focus on in generally supporting other young people and discouraging them against ASB. It has been fantastic to see the young person's motivation to live up to this title, including walking away from ASB in the Orchard Centre and challenging others' behaviour. We look forward to continuing to observe this positive self-development in their self-esteem and overall behaviour, which we feel confident will be particularly facilitated through their participation in our upcoming Explore More Programme this summer.

Explore More Programme

The Explore More programme was created following DTYP's residential trip to France in September 2017 and is made possible by the philanthropy of Mr Voorvaart, a Dutch entrepreneur and olive farmer, who, following the success of the September trip, generously offered to host a number of residential camps for us over the next three years.



This year we have taken 16 young people on our Explore More Programme to the south of France – one trip in June, followed by another in September. For the vast majority of the young people, the residential offered the opportunity for their first trip abroad – a hugely

exciting experience as a result. The programme involved four hours of farm work each day at the foot of the Pyrenees Mountains: crucial in developing communication skills and enabling the young people to experience how hard it can be to carry out manual work each day. In addition to the work, the young people had the opportunity to experience some magical moments. Activities also however involved a very high level of physical activity, those carried out including swimming in the sea, canyoning, scuba diving and mountaineering.

Both trips served to deliver a number of wonderful personal benefits to those that participated, developing their self-motivation, perseverance, confidence and enthusiasm to pursue positive goals on returning. Since the trips we have been supported the young people to sustain their own personal development and meet these personal commitments made whilst on the residential.

The following case studies have been written by two of the young people who participated in the June programme:

“TRAIN has supported me in many ways within the two and a half years I’ve known them. They have helped me get back into Education after finding out. I left college due to finding it difficult with other situations going on at the time. TRAIN has given me so many new opportunities that will lead to opening new doors in the future. I went on a weekend away on a residential programme called young leaders where I developed my communication skills by leading a certain activity and reassuring my team to help them succeed in completing the activity. After leaving college TRAIN spoke to me and offered me to help volunteer on Tuesday and Thursday where I helped plan trips and created a car boot sale where I had to schedule a time, place and organise the items that were donated to the car boot sale and many more jobs. At the start of the summer I got offered to go away for a week in the south of France where I helped out by doing wood cutting for four hours in the morning to then be able to do loads of different activities that I never thought I would do before. I did things such as canyoning, climbing, abseiling, and hiking, I faced several fears along the way but gained so much confidence as the week went on. This was the best experience yet. One of the most recent residential I have been on is NCS which is a four-week programme where I went away for two weeks, one being in wales where I met new people and had to work in a team to get to know each other, which was the main point of that week. The other week I spent in hill end with more new people and gaining new skills such as confidence and the ability to work with new people. The last two weeks I did was social action this is where I fundraised for TRAIN, I did this by planning and setting up different stalls for the community to come over and enjoy. At the end of last year, I received an award for young leaders.”

“Before I met TRAIN, I wasn’t very confident in myself, I struggled a lot with talking to people and being around people I don’t know. I wasn’t in Education and I didn’t have a job. I struggled with doing things for myself e.g.: job interviews, talking to unknown people and even talking to people in shops and over the phone. I met TRAIN when they were out on detached, they came over and spoke to us about what Train is and what they do. I was worried at first because of not knowing who goes there and what they are like. I got to know everyone very well, to the point I’d be there everyday for hours. They began to give good activities/trips. I went on a residential for a weekend, working on leadership and team skills, this boosted a lot of confidence for me, to help me be a better leader. The second residential was a week in the south of France. We worked doing log cutting and others stone picking in the mornings. Afternoon we took part in a variety of activities including: canyoning, hiking, sailing, mountain climbing and swimming. I got over my fears of heights and dogs. The third was a week in wales with a big group of people who I’d never met before. It was the most scary thing that I’d ever done. I have never been able to speak to people I don’t know. We worked together in teams to complete activities and spent the evenings spending time getting to know each other. By the end of it I became really good friends with a few people from the group I took part in, after I got back, I had still been in contact with them and have arranged to all meet up again outside of team activities to get to know each other better. Ever since being part of TRAIN I have become such a better, motivated and confident individual that is now in a leadership course at SOFEA, I’ll be working in the office. I have so much more confidence in myself. It’s weird to think this time last year I would never have thought I’d have the chance to do the things I have, including climbing a 2800m high mountain! And thanks to TRAIN it is my biggest achievement so far and hopefully many more to come!”

Despite the generosity of Mr Voorvaart, who covers our transport, food and accommodation costs as well as the costs of all the activities, we incur substantial expenditure in arranging these trips as we need to ensure that the young people have the correct documentation and equipment and are adequately insured. Youth Worker staffing costs for the trips are also high due to the intensity of the programme and the number of staff required.

We were therefore delighted that Changing Lives agreed to support the 2018 trips by giving us a grant to cover the cost of equipment for the young people whilst Achilles Ltd, a company based in Milton Park, made a donation towards the cost of obtaining passports for the young people. We are also delighted to report that, with the support of The Good Exchange, we have received an #iwill grant from the Oxfordshire Community Foundation and a grant from the Pye Charitable Settlement, both with matched funding from the Turners Court Youth Trust, which means that our 2019 Explore More level one programme is already fully funded.

Volunteer testimony

"I browsed different volunteering opportunities for a while, looking for something which combined a cause I cared about, with community contribution and a very social interactive element as I spend my days working alone. Joining the team at TRAIN has been an absolute breath of fresh air - and lots of fun!"

"I have always loved working with young people and it's so refreshing to find a charitable organisation that makes it easy to get involved and stuck in, with loads of flexibility around the activities you can volunteer for, and ways you can contribute."

"The team at TRAIN are incredible, especially with the young people. It's so inspiring to see the level of respect these kids have for the youth workers — a total testament to the work the team put in, the genuine care they have for each and every young person, and the strong relationships and trust that they forge."

"Being a part of TRAIN has been so rewarding; I always come home with a smile on my face. It's amazing the impact you can have with young people simply by treating them with the same level of respect and kindness that you'd expect to be treated with yourself. Their home circumstances, their age, or their background shouldn't make them any less deserving of that — TRAIN understands that. At TRAIN, they're not excluded, they're not "different", or "trouble" or "insignificant". At TRAIN they belong and they matter. That's worth everything."

Conclusion

This year has clearly been one of continued progress for TRAIN. Through the combined efforts of our staff, trustees, volunteers, young people and stakeholders, we have been able to increase our youth work provision throughout the year and thereby improve the life opportunities of an increasing number of young people.

The year ahead also looks to offer exciting potential for TRAIN's youth work capacity, with the recruitment of Phillip Holt at the end of March, following funding from the Early Intervention Youth Fund for an additional Participation focused youth work post. Phill will be a brilliant addition to the team, by enabling us to increase our provision of youth work sessions. Although his work will be focused on strengthening the Participation Pathway, provisions of weekly detached and outreach will also increase, in addition to regular football sessions. Through increasingly involving young people engaged in the Participation Pathway in weekend community projects and events, his role will also be important in strengthening TRAIN's presence in the local community and therefore our ability to connect with more young people.

We are also looking forward to this year running three separate Explore More residentials across June and July – two Level 1 trips and also, for the first time, a Level 2 trip, for which we will be taking three of the young people who successfully completed Level 1 in previous years. Having demonstrated continued commitments to their personal development, we feel confident that each are ready to step up the challenges this additional level will involve.

We would like to thank all who have supported TRAIN's youth work throughout the year, including all the trustees for their incredible hard work, the amazing volunteers for their inspiring degree of support and of course all the young people who have been a privilege to work with and for whom we look forward to seeing continue develop and flourish.

Youth Work Facilitator

Charlotte Jenkins

Lead Youth Worker

Alice Dore

Financial review

Financial Report for the period ended 31 March 2019

This is the first annual report and accounts for TRAIN and covers the period from its registration with the Charity Commission on 13 December 2017 to 31 March 2019. Prior to 1 April 2018 the charity did not have any operations. On 1 April 2018 the operations of DTYP were transferred to TRAIN. All the remaining net assets of DTYP were transferred to TRAIN in the period, following a section 105 order from the Charity Commission.

As a CIO with annual income of less than £250,000, the accounts have been prepared using the Receipts and Payments method permitted by s.133 of the Charities Act 2011.

Income

| | £ |
|---|----------------|
| Churches | 9,365 |
| Grant makers | 57,840 |
| Events | 230 |
| Donations | 10,738 |
| Other income | 7,050 |
| <i>Total Receipts Before Transfer from DTYP</i> | <i>85,223</i> |
| Transfer from DTYP | 50,255 |
| Total Receipts | 135,478 |

We are grateful to our grant-makers and company donors in the year:

- Achilles
- Awards for All
- Children in Need
- Changing Lives
- the Community Safety Partnership
- the Community of St John the Baptist
- the Didcot churches:
 - All Saints Church
 - Didcot Methodist Church
 - Didcot Baptist Church
 - Ladygrove Church
- First Group
- Garfield Weston Foundation

- Oxfordshire Community Foundation
- Pye Settlement Foundation
- Soha Housing
- Thames Valley Police Early Intervention Youth Fund
- Thames Valley Police Property Act Fund
- Turners Court Youth Trust
- The Good Exchange
- Wallingford Freemasons
- Wallingford School

We are also grateful to all our private donors, for their continued loyalty and generosity. In particular, we would like to extend our grateful thanks to the following:

- All our regular donors;
- Mr Voorvaart for enabling us to offer young people the opportunity of attending international residentials at his camp in France; and
- Everyone who bought raffle tickets at St Peter's quiz night.

Expenditure

TRAIN's expenditure for the period can be analysed as follows:

| | £ |
|---|---------------|
| Staff Costs | 61,573 |
| Building and Services Costs | 5,505 |
| Supplies and Consumables | 3,201 |
| Insurance | 1,070 |
| Project costs (incl. Residential trips) | 14,151 |
| Purchase of Fixed Assets | 584 |
| Total payments | 86,084 |

Staff costs: For most of the period we operated with a full-time Lead Youth Worker, two part-time Youth Workers and a part-time Youth Work Facilitator representing 2.4 FTEs. Charlotte, our full-time Youth Work Facilitator joined us in January 2019, thus taking us to just over 3 FTEs. As Phill, our new Youth Worker, joined us in April 2019 no costs relating to his employment were incurred in this financial period.

Building & Services costs: These primarily reflect electricity and telephony costs, which are paid quarterly in arrears, and rental costs of 118 Broadway which we lease from SODC under a tenancy at will.

Supplies & Consumables: These primarily reflect the costs of our Celebration Event at the Cornerstone, which was sponsored by Soha, as well stationery, printing and website costs.

Project costs: This reflects the cash costs we incur relating to our detached and outreach work, holiday activities, mentoring and international residential trips organised for young people under our Explore More Programme. The actual value of these trips considerably exceeds this amount as the cost of our accommodation, food and activities is most generously covered by Mr Voorvaart.

Fixed Asset Purchases: A new printer and a camera were purchased in the year. Unfortunately the camera was stolen during the break in, along with three staff laptops. We are waiting to hear if our insurer will compensate us for these losses.

Excess of Payments over Receipts

Before the transfer of net assets from DTYP, TRAIN had a small deficit for the period ended 31 March 2019 of £861. This deficit was the result of SODC not paying us our second-year grant monies of £23,099. The non-payment of the grant was due to a delay in novating the grant from the DTYP to TRAIN. The grant was novated in late March 2019 and we have now received the full amount of our 2018-19 grant from SODC. As we are currently exceeding our KPIs, we are confident that SODC will pay us our grant monies due for 2019-20 in due course.

Cash Balances

TRAIN's reserves lie in its cash balances of £49,395 at 31 March 2019. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for youth work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

At the current scale of operations, with 4 FTEs as of 1 April 2019, the year-end cash balance represented 4.4 months of expenses. The trustees therefore consider the cash balance at the year-end to be appropriate for TRAIN's needs.

Nicole Guest ACA CFA

Treasurer

Structure, governance and management

The trustees of TRAIN are responsible for overseeing the running of the charity. The framework for the operation of TRAIN is set out in its Constitution, which was adopted on 13 December 2017. The trustees meet twice a month, with additional meetings as necessary, as they also double up as the management team alongside Alice. Individual trustees have responsibility for managing the charity's staff, finance, governance, fundraising, IT, premises and communications. Each individual trustee has responsibilities on which they lead. The chair of the trustees oversees all aspects of the charity's activities.

Alice, our Lead Youth Worker, is responsible for the direct management of our Youth Workers and Youth Work Facilitator. Alice reports to an Operations trustee, currently Luke O'Neil, who is responsible for overall staff management.

Independent Review

TRAIN's accounts for the period ended 31 March 2019 have been independently examined by Esther Woollgar, ACA.

Public benefit statement

TRAIN's trustees have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The Structure for the past year

Current Trustees

Brian McNamee (Chairman)

Nicole Guest

Greg Kurnikov (Appointed 14 May 2019)

Luke O'Neil

Nicky Platt

Resignations in the Financial Period

Liz Wood (Resigned 15 May 2018)

Ian Pickering (Resigned 12 June 2018)

Noora Firaq (Resigned 10 April 2019)



TRAIN is a charity registered in England and Wales.
Registered Number: 1176258
Registered Address: 118 Broadway, Didcot, OX11 8AB

 01235 519315

 info@didcottrain.org.uk

www.didcottrain.org.uk