

Annual Report and Accounts  
for the y/e 31 March 2022

## Didcot TRAIN – Inspiring Young People

Patron: Lord Vaizey

Chairman: Brian McNamee

Registered Charity No:  
1176258



[didcottrain.org.uk](http://didcottrain.org.uk)

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## Objectives and Activities

Didcot TRAIN - Inspiring Young People ("TRAIN") is a Charitable Incorporated Organisation ("CIO") registered with the Charity Commission of England and Wales under charity number 1176258.



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, child drug 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 Annual Report and Accounts of TRAIN for the year ending 31 March 2022 and to report our continued success as we enter our twentieth year of operation. Despite the operational challenges of the pandemic, we supported over 700 young people in the year, via both our traditional services of detached, outreach and mentoring as well as our new services of youth club and art therapy. Our reach was extended through our collaboration with partners such as the local primary and secondary schools and other charities, such as the Abingdon Bridge. Consequently, we exceeded most of our KPIs for the year ended March 2022, which was critical to us receiving a revenue grant from South Oxfordshire District Council ("SODC") for the financial year 22/23.

The extended lockdowns through to July 2021 did, however, continue to affect our service provision in the early part of the financial year with limits on social mixing impacting core face-to-face services throughout the period e.g. group mentoring and school holiday trips. We also had to once again postpone our Annual Celebration Evening as well as the residential camps over the summer in France under our Explore More programme.

Post year end, following a very long search, we finally located suitable premises in the Market Place in Didcot and are pleased to report that we once more have a permanent base in the town. I would like to extend my thanks to the Didcot Methodist Church, who most generously allowed us to temporarily base our team at their offices whilst we searched for new premises, Pryors Didcot, for storing our furniture and equipment whilst we were homeless and the David Riddell Memorial CIO for providing a 5-year grant towards our rental expenses.

The Board of Trustees underwent change during the period with resignations from Matt Bezzant, who relocated to Ireland, and Greg Kurnikov, who has become a volunteer. I would like to thank them for the wonderful contribution they have made to TRAIN. Meantime the Board has been augmented by the appointment of Virginia Mead-Herbert as Communications lead and Ayobami Tinuala as Secretary. Whilst the Board 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 a trustee for business development and we are therefore currently recruiting for this role.

On the financial side, our receipts for the period were £111,258 (PY: £149,465), whilst expenditure was £118,866 (PY: £112,314). Our unrestricted cash reserves as at 31 March 2022 were £48,287, or around 3.8 months of expenses, slightly higher than PY of £41,970. This is slightly lower than our stated reserve policy of 4 to 6 months' and we are therefore endeavouring to increase our unrestricted reserves over the 22\_23 financial year in order



that we can continue to operate at our current scale. However, despite concerted effort, we are finding it difficult to raise both restricted and unrestricted funding in the current financial climate. We therefore took the decision to postpone the recruitment of a replacement Senior Youth Worker role that became vacant in August 2022. We will closely monitor the situation and should fundraising continue to fall below plan may require additional operational restructurings.

Finally, I would also like to express my heartfelt and 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 our community and the young people of Didcot:

**Aldi**  
**Angus Lawson Memorial Trust**  
**All Saints Church**  
**Awards for All**  
**Children in Need**  
**The Community Safety Partnership**  
**Didcot Freemasons**  
**Didcot Methodist Church**  
**Didcot Town Council**  
**Garfield Weston**

**Greggs the Bakers**  
**Ladygrove Church**  
**Oxfordshire Community Foundation**  
**OCC Youth Opportunity Fund**  
**PJT Partners (UK) Limited**  
**Pryors Didcot**  
**Soha Housing**  
**Sovereign Housing**  
**Society of the Holy Child Jesus Christ CIO**  
**SODC**

**TRAIN Chairman**

*Brian McNamee*



## Youth Work Report



### Introduction

Our current team consists of a Youth Work Delivery Manager, one full-time Youth Worker, two part-time Youth Workers and a youth work apprentice representing 4.4 Full-Time Equivalent employees (FTEs), up from 3.7 last year.

### Core work



As lockdown eased, we recommenced our core youth work streams of detached and outreach, holiday activities, 1:1 mentoring and group mentoring. Following our success in obtaining funding from the Youth Opportunity Fund, we also launched a youth club in May 2021.

## Detached and Outreach Youth Work



Our detached work traditionally involves us approaching YP in locations where they tend to spend their time across the town. Our outreach delivery is similar to detached but involves us setting up base at a location around the town and informing YP where we are via social media. Our Outreach sessions have also seen our youth workers setting up Outreach posts in secondary school grounds. This has been instigated by schools as we improve our relationship with them and their YP.

## Mentoring

We offer YP both one-to-one and group mentoring sessions and have also continued our work with local schools.

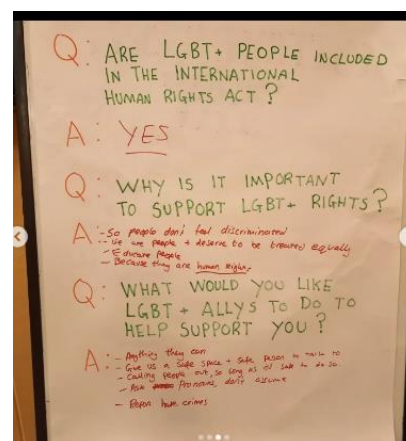
### *1:1 Mentoring*

Throughout the year we have continued to utilise our mentoring programme as a means for supporting YP particularly likely to benefit from additional tailored support. Despite the lockdowns, we were able to continue this provision as it translated relatively easily to online sessions.

### Group Mentoring

#### Young Women's Group & Shout

This gender specific group remained important in offering young women a safe environment in which to enhance understandings of topics particularly relevant to their gender group. During the year, our Young Women's Group was replaced by Shout. We made this change when it became apparent that there was a need for a group for young people who identify as part of the LGBTQ+ community. This included allies of the group, who supported their friends and family. Especially at the beginning of their journey of self-discovery. This group provided a safe space like Young Women's previously to explore the topics the Shout young people can all relate to.



### Dinner & Debate

Dinner and Debate has also continued to be a successful aspect of our provision. Overarching aims and topics correspond to those for Young Women's, but are more typically addressed through group discussions or debates. Mid-way through YP head to our local Greggs the Bakers, which generously provides us with fresh food at the end of its business day, to collect donated food which can be enjoyed communally during continued discussions.

### Art Therapy

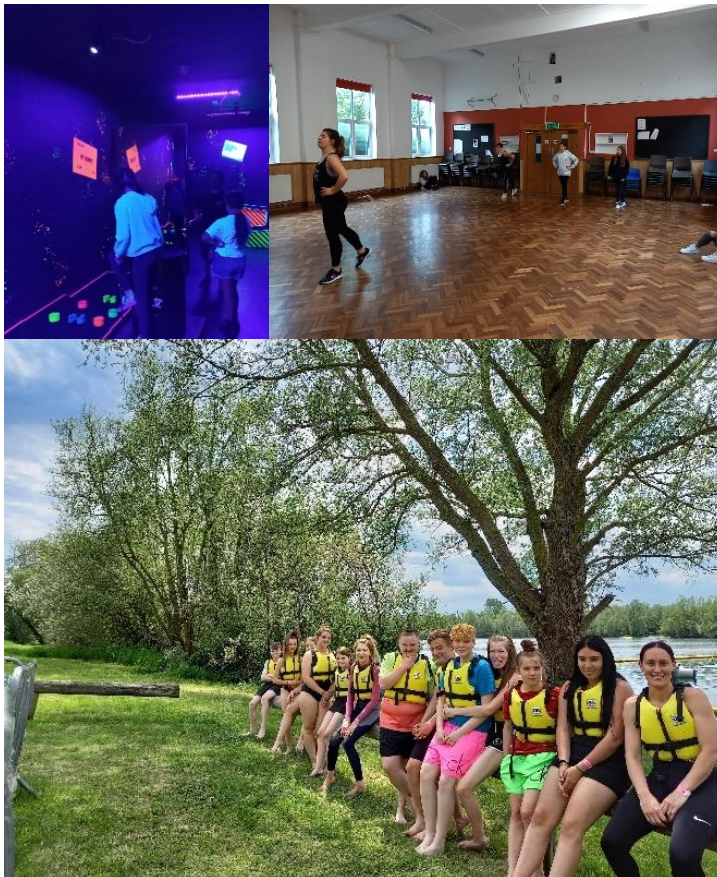
At the beginning of the calendar year, we extended our provisions to offer Art Therapy to schools and young people. This work was possible due to the support of funders such as Awards for All, Soha Housing and Sovereign Housing. This offer was a mix of group and 1:1 Art Psychotherapy run by a qualified and HCPC accredited Psychodynamic Art Psychotherapist. Whilst exploring the behaviours and challenges young people face due to ongoing or past traumas, the aim of this work is to offer young people in schools art therapeutic interventions. Below is a testimony that shares the thoughts of one of the engaging schools.

*[TRAIN] provides a huge benefit to [our school] community and we feel lucky to have someone who is both a trained Senior Youth Worker and licensed Art Psychotherapist working to support our students. As school staff, we are able to offer day-to-day pastoral and welfare support to our more vulnerable clientele, but it is useful for our students to be able to work on a one-to-one basis with a*



*trained professional, who is equipped at helping our students to navigate their thoughts and feelings in more detail, in a safe and confidential space. Her work complements both the academic and welfare support the students receive in school and it is hoped that this therapeutic intervention will help our students with their own emotional regulation. It also provides the students with a chance to work with someone 'neutral', as it can be difficult for our young people to talk about their feelings and particularly about any sensitive issues with members of staff they see and work with every day. We are very appreciative of the work she has done to support students here at [our school] so far and we look forward to developing our professional working relationship with her in the future - there's definitely a growing list of interest!*

### Holiday Programmes



In the last year we have provided young people with a number of new and fun holiday trips and activities. These holiday programme activities provide a new experience, develop confidence and communications skills, as well as reward their engagement throughout the year. In the financial year 2021-2022 we provided trips and activities such as:

- Laser Kombat
- Bowling
- CV and Interview workshops
- Gardening clubs
- Thorpe Park Fright Night
- Rave Yoga
- Bollywood dancing
- Sports in the park

## Youth Club



Since the youth club started in May 2021, we have seen it grow in popularity. With around 20-30 young people attending per evening, we are able to offer a safe space for extended drop-in hours twice a week at the Southern Community Centre on Great Western Park. The centre has excellent facilities which means TRAIN can host lots of different activities whilst providing a safe and consistent space for young people to engage with trusted youth workers. Activities include:

- Gaming
- Table tennis
- Arts and crafts
- Outdoor games e.g. basketball and football
- Cooking

## Investing in Young People's Futures

In order to help YP attain stability in their lives, we aim to invest in the futures of the YP we are working with throughout the year. This typically involves giving YP opportunities to gain recognition for their achievements through awards and qualifications.

## Participation Pathway

Our youth participation work is an important aspect of our delivery. Our Youth Workers aim to work with a number of YP engaged on our Participation Pathway, which gives YP the opportunity to gain greater responsibility and influence TRAIN's work by engaging with us at a variety of different strategic levels:

- **Young Volunteers:** YP 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.



- **Young Leaders:** YP 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 Ambassadors:** YP 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.

### [Explore More Programme](#)

Explore More is an intensive personal development programme which culminates in YP attending a residential camp in the south of France. These residential camps are made possible by the philanthropy of Mr Voorvaart, a Dutch entrepreneur and olive farmer, who generously hosts the YP at his olive farm, covers our transport, food and accommodation costs and provides a programme of activities with trained guides.

Unfortunately, due to the pandemic we had to cancel the 2020 and 2021 programmes but were delighted that, following a successful wonderful.org fundraising appeal and a grant from Turners Court Youth Trust, we were able to run the programme again in September 2022.

### Conclusion

With the Covid-19 pandemic causing much disruption for many services across the country, TRAIN ensured that young people could still maintain their relationship with our youth work team through digital platforms. As the year has progressed and restrictions eased, we have been able to resume our full face-to-face delivery. We have been delighted to give young people the chance to engage in person again. New young people have also engaged with TRAIN as they discover our services.

Schools have been reaching out for further support from TRAIN as we have seen many negative issues coming to the forefront after a turbulent pandemic. We are pleased to continue to support the young people and wider community.

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 YP who have been a privilege to work with.

### Youth Work Delivery Manager

*Alex McSweeney*

## Financial Accounts


### RECEIPTS AND PAYMENTS ACCOUNT for the year ended 31 March 2022

	Year ended 31 March 2022			PY
	Unrestricted £	Restricted £	Total £	Total £
<b>RECEIPTS</b>				
Voluntary receipts	40,619	69,229	109,848	149,226
Activities for generating funds (trading)	-	-	-	-
Bank interest	216	-	216	239
Charitable activities	1,194	-	1,194	-
Other receipts	-	-	-	-
<b>Total Receipts</b>	<b>42,029</b>	<b>69,229</b>	<b>111,258</b>	<b>149,465</b>
<b>PAYMENTS</b>				
Costs of generating Voluntary receipts	203	170	373	175
Fundraising costs (trading)	-	-	-	-
Costs of charitable activities <sup>(1)</sup>	35,381	82,720	118,101	105,944
Governance costs	44	-	44	-
	35,628	82,890	118,518	106,119
Purchase of fixed assets	84	264	348	5,721
Purchase of intangible assets <sup>(2)</sup>	-	-	-	475
<b>Total Payments</b>	<b>35,712</b>	<b>83,154</b>	<b>118,866</b>	<b>112,314</b>
<b>Net of Receipts and (Payments)</b>	<b>6,317</b>	<b>(13,925)</b>	<b>(7,608)</b>	<b>37,150</b>
<b>Cash balance brought forward from last year</b>	<b>41,970</b>	<b>63,216</b>	<b>105,186</b>	<b>68,036</b>
<b>Cash balance carried forward end of this year</b>	<b>48,287</b>	<b>49,291</b>	<b>97,578</b>	<b>105,186</b>

Approved by the Trustees on 8 November 2022



Treasurer



Chairman

**STATEMENT OF ASSETS AND LIABILITIES AT 31 MARCH 2022**

	As at 31 March 2022			PY
	Unrestricted £	Restricted £	Total £	Total £
<b>CASH FUNDS</b>				
Current Account	3,287	49,291	52,578	60,186
Deposit Account	45,000	-	45,000	45,000
	<u>48,287</u>	<u>49,291</u>	<u>97,578</u>	<u>105,186</u>
<b>OTHER MONETARY ASSETS</b>				
HMRC receivable <sup>(3)</sup>	-	-	-	3,382
Gift Aid reclaimable	536	-	536	540
	<u>536</u>	<u>-</u>	<u>536</u>	<u>3,922</u>
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>				
Laptops & Computer Equipment	84	4,713	4,797	4,713
Project equipment	-	264	264	-
Mobile phones	37	720	757	757
Digital camera	-	251	251	251
Printer	330	-	330	330
Gazebo & bean bags	975	-	975	975
	<u>1,426</u>	<u>5,688</u>	<u>7,114</u>	<u>7,026</u>
<b>LIABILITIES</b>				
Payments due to NEST re pensions	509	-	509	434
Amounts due to HMRC re Tax & NI <sup>(3)</sup>	1,630	-	1,630	-
	<u>2,139</u>	<u>-</u>	<u>2,139</u>	<u>434</u>

**NOTES**

- 1 Throughout the year the Didcot Methodist Church kindly agreed to allow our staff to be temporarily based at their church on the Broadway free of charge. The value of this, based on the rental rate of the room we occupied, is estimated to be £15,000.
- 2 Relates to the redevelopment of our website.
- 3 £4,817 was owed by HMRC for SMP at the end of the prior year (31 March 2021).



## Financial review

Financial Report for the year ended 31 March 2022

As a CIO with annual income of less than £250,000, TRAIN prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. TRAIN started the year with cash balances of £105,186 and ended it with cash balances of £97,578, a decrease of £7,608.

### Income

	21/22	20/21
	£	£
Churches	2,500	6,914
Grant makers	95,703	122,004
Events	0	0
Donations from individuals and corporates	10,709	18,452
Other income (incl. from charitable activities)	2,346	2,095
<b>Total income</b>	<b>111,258</b>	<b>149,465</b>

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

- Aldi
- All Saints Church, Didcot
- Angus Lawson Memorial Trust
- Awards for All
- Children in Need
- The Community Safety Partnership
- Didcot Freemasons
- Garfield Weston
- Didcot Town Council
- Ladygrove Church
- Oxfordshire Community Fund
- Oxfordshire County Council
- PJT Partners (UK) Limited
- SODC
- Soha Housing
- Society of the Holy Child Jesus Christ CIO



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:

- Didcot Methodist church for their continued support in allowing our staff to be based at their offices whilst we looked for new premises
- Pryors Didcot for allowing us to store our belongings at their offices whilst we looked for new premises
- All our regular donors
- Everyone who donated during the St Peter's online quiz night

## Expenditure

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

	21/22	20/21
	£	£
Staff Costs	97,747	99,144
Building and Services Costs	120	(360)
Supplies and Consumables	4,825	2,684
Insurance	1,199	1,689
Project costs (incl. Residential trips)	14,583	2,961
Purchase of Assets	348	6,196
Governance costs	44	0
<b>Total payments</b>	<b>118,866</b>	<b>112,314</b>

**Staff costs:** Staff costs were broadly stable year on year. At the end of the financial year we operated with a full-time Youth Work Delivery Manager and four part-time Youth Workers representing 3.9 FTEs (PY: 4.6 FTEs).

**Building & Services costs:** We had no premises during the year. We moved into our new premises in the Market Place in July 2022 and therefore expect building and services costs in the current financial year to increase.

**Supplies & Consumables:** These primarily reflect stationery, printing, website and subscription costs.

**Project costs:** This reflects the cash costs we incur relating to our detached and outreach work, youth clubs, holiday activities and mentoring. Project costs were higher in the financial year due to the re-commencement of face-to-face services, in particular consumables and venue hire for group mentoring and youth clubs as well as trips.

**Asset Purchases:** Minor purchases in the year related to equipment for the youth club and IT equipment.



### Excess of Payments over Receipts

TRAIN had a deficit for the year ended 31 March 2021 of £7,608. This deficit primarily reflected the unwind of restricted cash balances that had accrued during the pandemic as a result of the deferment of service provision, in particular the youth club, as a result of the lockdowns.

### Cash Balances

TRAIN's reserves lie in its unrestricted cash balances of £48,287 as at 31 March 2022. 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 3.9 FTEs as of 1 April 2022, the year-end unrestricted cash balance represented around 3.8 months of expenses, slightly lower than our stated reserves policy. Despite increased focus, fundraising in the current economic climate has been challenging, especially for core costs. The trustees therefore took the decision to postpone the recruitment of a replacement Senior Youth Worker role that became vacant in August 2022. We will closely monitor the situation and, should fundraising continue to fall below plan, may require additional operational restructurings.

*Nicole Guest ACA*

**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 dated 19 March 2022. The trustees hold a monthly meeting, with additional meetings as necessary, as they also double up as the management team. 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.

Alex McSweeney, our Youth Worker Delivery Manager, is currently responsible for the direct management of our Youth Workers. Alex reports to an Operations trustee, Maria Semmonds, who is responsible for overall staff management.

### Independent Review

TRAIN's accounts for the year ended 31 March 2022 have been independently examined by Carolyn Fishwick, 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.

### Recruitment and Appointment of New Trustees

The trustees regularly review the balance of skills, competencies and experience which are needed to ensure that the charity continues to meet its aims and fulfil its charitable objects. Historically potential new trustees have been found through online websites, advertisements and through word of mouth. New trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees.

The policies and procedures for the induction and training of a new trustee are that, before appointment, the person is invited to research the Government Charity Commission website to familiarise themselves with Trustees duties and obligations, meet with some of the trustees and attend a trustee meeting in order to become familiar with TRAIN's work. The potential trustee then has the opportunity to further discuss the factors involved in becoming a trustee before a decision concerning his/her appointment is made. All new trustees receive a copy of TRAIN's constitution and latest Annual Report and Accounts and are required to sign a Declaration of Eligibility.



The Structure for the past year

#### Current Trustees

Brian McNamee (Chairman)

Nicole Guest (Treasurer)

Virginia Mead-Herbert (Appointed 22 May 2022)

Maria Semmonds

Ayobami Tinuala (Appointed 8 November 2022)

#### Resignations in the Financial Period

Matthew Bezzant (Resigned December 2021)

Greg Kurnikov (Resigned March 2022)

#### Resignations after the Financial Period

Ieva Vitolina (Resigned August 2022)





Charity Number: 1176258  
Suite 1A. 5/6 Market Place  
Didcot  
Oxfordshire  
OX11 7LE

**RECEIPTS AND PAYMENTS ACCOUNT**  
for the year ended 31 March 2022

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<b>Cash balance brought forward from last year</b>	<b>41,970</b>	<b>63,216</b>	<b>105,186</b>	<b>68,036</b>
<b>Cash balance carried forward end of this year</b>	<b>48,287</b>	<b>49,291</b>	<b>97,578</b>	<b>105,186</b>

Approved by the Trustees on 8 November 2022

Treasurer

Chairman



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Amounts due to HMRC re Tax & NI <sup>(3)</sup>	1,630	-	1,630	-
	<u>2,139</u>	<u>-</u>	<u>2,139</u>	<u>434</u>

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- 2 Relates to the redevelopment of our website.
- 3 £4,817 was owed by HMRC for SMP at the end of the prior year (31 March 2021).

## **Independent examiner's report to the trustees of DIDCOT TRAIN - INSPIRING YOUNG PEOPLE**

I report to the trustees on my examination of the accounts of TRAIN Inspiring Young People (the charity) for the year ended 31 March 2022.

### **Responsibilities and basis of report**

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

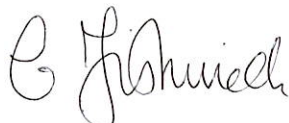
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### **Independent examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Carolyn Fishwick  
FCA DChA  
11 Viking Drive, Didcot, Oxfordshire  
8 November 2022