



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



Report and Accounts for the Y/E 31 March 2023

Didcot TRAIN – Inspiring Young People

Patron: Lord Vaizey

Chair: Nicole Guest

Registered Charity No: 1176258

## Contents

Objectives and Activities .....	2
Chair’s Welcome and Introduction .....	3
Youth Work Report .....	5
Introduction .....	5
Core work .....	5
Detached and Outreach Youth Work .....	5
Mentoring .....	5
Holiday Programmes.....	7
Youth Club.....	7
Investing in Young People’s Futures .....	8
Participation Pathway.....	8
Explore More Programme .....	9
Conclusion .....	10
Financial Accounts .....	11
Financial review.....	13
Financial Report for the year ended 31 March 2023.....	13
Income.....	13
Expenditure .....	14
Excess of Payments over Receipts .....	15
Cash Balances .....	15
Structure, governance and management.....	16
Independent Review .....	16
Public Benefit Statement.....	16
Recruitment and Appointment of New Trustees .....	16
The Structure for the past year.....	17
Current Trustees .....	17
Resignations after the Financial Period .....	17
Examiner’s Report.....	18



## 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.

## Chair's Welcome and Introduction

I am delighted to present to you the Annual Report and Accounts of TRAIN for the year ending 31 March 2023. The year presented us with a number of challenges, both in relation to our delivery and our operational structure. This was at a time when fundraising had become increasingly challenging and there was an ever-increasing need for our services, following the marked deterioration of the mental health of the young people we work with<sup>1</sup>.

On the delivery side, from August 2022, we ran with a reduced youth work team as we were unable to replace our Senior Youth Worker role which became vacant in August 2022 due to lack of funding. Despite this, we were able to support more young people than ever, with over 850 young people engaging with our services over the year.

On the operational structure side, we were unable to recruit for the Business Development role which became vacant in August 2022. This role is critical to ensuring that we raise sufficient income to cover our expenditure. Further, our longstanding Chairman, Brian McNamee, had to retire in June 2023 due to ill health. I would like to take this opportunity to thank Brian for his tremendous work for, and support of, TRAIN over many years. He is greatly admired and respected by the trustees, staff and young people alike and we are delighted that he has agreed to stay on as an Ambassador for TRAIN.

Brian's sudden departure required us to make immediate changes to the trustee board. I therefore stepped into the Chair role, and recruited Teresa Strike, an experienced operational manager, to replace me as Treasurer. Later in the year, our marketing trustee, Virginia Mead-Herbett, and Charity Secretary, Ayobami Tinuala, also resigned, both for personal reasons. I would like to thank them for their hard work and professionalism. Whilst we have successfully recruited two new trustees, Paul Brown, with extensive youth work and safeguarding knowledge, and Tom Smith, who specialises in digital marketing, we have yet to recruit either a Business Development trustee or a Charity Secretary.

Recruitment is hampered by the fact that we currently have an operational trustee board and that both these positions require a significant time commitment. We have therefore decided to transition to a non-executive trustee board structure, which will require the recruitment of a Chief Executive Officer, who will have overall responsibility for the operation

---

<sup>1</sup> Young people who went through the pandemic are more likely to experience increased depression, social, emotional and behavioural difficulties and worsening general mental well-being. Source: Young People's Mental Health Changes, Risk, and Resilience During the COVID-19 Pandemic Jesus, September 2023  
Montero-Marin, PhD, Verena Hinze, PhD, Karen Mansfield, PhD et al



of the organisation. I believe that this streamlining of management decision making will enable TRAIN to operate more efficiently going forward. It will also increase the resilience of the charity as well as making it easier to recruit new trustees.

This proposed restructuring has been made possible by the generous legacy of Mrs Hazel Walker, which we received in Summer 2023, and I believe honours her wish for us to use the donation to increase the sustainability of TRAIN.

On the financial side, our receipts for the period were £146,474 (PY: £111,258), whilst expenditure was £169,279 (PY: £118,866). Our unrestricted cash reserves as at 31 March 2023 were £39,833, or around 3.2 months of expenses, down from £48,287 at the end of March 2022. This is lower than our stated reserve policy of 4 to 6 months. However, as we had been made aware that we would receive a sizeable legacy in 2023, no further operational restructuring was taken at this time.

Finally, I would 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 our community and the young people of Didcot:

**All Saints Church, Didcot**  
**Angus Lawson Memorial Trust**  
**Awards for All**  
**The Berry Lounge, Didcot**  
**B&Q Foundation**  
**Children in Need**  
**The Community Safety Partnership**  
**David Riddell Memorial CIO**  
**Didcot Freemasons**  
**Didcot Town Council**  
**Didcot Powerhouse**  
**Garfield Weston**  
**GWR Didcot**

**Greggs the Bakers**  
**Ladygrove Church**  
**PJT Partners (UK) Limited**  
**Pye Charitable Trust**  
**Shanly Foundation**  
**SODC**  
**Soha Housing**  
**St James Place Wealth Management Foundation**  
**Tesco**  
**The Mulberry Pub, Didcot**  
**TK Maxx**  
**Turners Court Youth Trust**

**TRAIN Chair**

*Nicole Guest*

## Youth Work Report

### Introduction

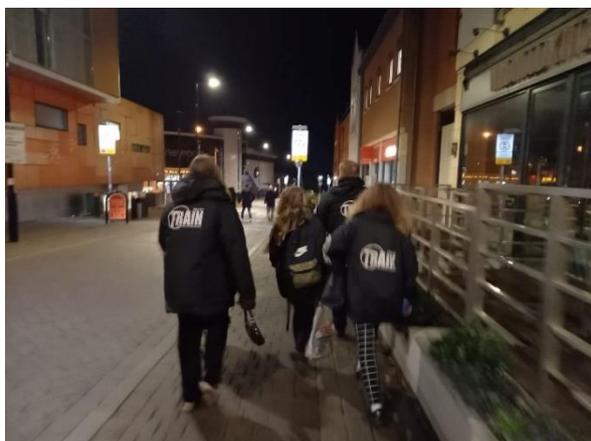
Our current team consists of a Youth Work Delivery Manager, one full-time Senior Youth Worker, one part-time Youth Worker, a youth work apprentice and a part-time administrative assistant representing 4.3 Full-Time Equivalent employees (FTEs), down from 4.4 last year.

### Core work

Our core youth work streams include detached and outreach, holiday activities, 1:1 mentoring and group mentoring, youth club and participation programmes.



### 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*

Our 1:1 mentoring program is designed to assist young individuals who require additional support in a serene and secure setting, away from their peers. Referrals for this

individualised support can be initiated by schools, professionals, or parents, and young people also have the option to refer themselves. Typically, this support spans a duration of six weeks, although it can be extended as needed to cater to the specific requirements of the young person.

#### *Group Mentoring*

Our group mentoring initiatives focus on young people who are referred by schools and encompass several programs that address key areas such as building confidence and teamwork, promoting mental health and wellbeing, and positive relationships within the school setting. These sessions are conducted over a six-week period and are designed to offer support to young individuals as they navigate the challenges they encounter, both within and outside of school.

#### *Shout! LGBTQ+ and Allyship group*

This LGBTQ+ support group is tailored to aid young individuals in their exploration of identity during a challenging phase of life. Recognizing the unique difficulties faced by LGBTQ+ youth, we established this group to address the specific needs of those who identify as part of the LGBTQ+ community, including allies who support their loved ones as they embark on their self-discovery journey. Our aim is to offer a secure environment where young people can freely explore their authentic selves. The group's sessions encompass workshops, enjoyable activities, and assistance from partnering organizations.



*Artwork created by Shout! group this year.*

#### *Dinner & Debate*

Dinner and Debate remains a thriving component of our offerings, following a format similar to our Shout! group. However, it extends the scope for discussing and debating an array of topics. In the middle of the session, young participants visit our local Greggs the Bakers, who generously contribute fresh food at the close of their business hours. This donated food fosters communal enjoyment during ongoing discussions, offering both sustenance and a safe environment for conversations on community and broader societal issues and topics.

## Holiday Programmes



Over the past year, we've offered young people an array of exciting holiday trips and activities. These holiday programme endeavours introduce fresh experiences, foster confidence, enhance communication skills, and serve as a reward for their year-round involvement. In the most recent financial year, our offerings included:

- Laser Kombat
- Bowling
- Workshops on CV and Interviews
- Thorpe Park Fright Night
- Footgolf
- Bounce Parks
- Sports in the park and at local leisure centres
- Trips to local water parks
- Visits to local fire station

## Youth Club



We currently run the youth club on Tuesdays and Thursdays with two sessions per night, one group for children under 12 and the other for the 12s and over.

The youth club is run at our new office, named The Base by our YP, which provides a safe place for YP, somewhere of their own, where they can relax, be themselves, and develop their personalities and relationships under the guidance of trained youth workers. Sessions provide informal learning, challenges, positive focussed activities, fun based learning, team building through games and life lessons.

## 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 that culminates in YP participating in a residential camp situated in the scenic south of France. The realization of these transformative residential experiences owes itself to the generous philanthropy of Mr.



Voorvaart, a Dutch entrepreneur and olive farmer. Mr. Voorvaart warmly hosts our YP at his olive farm, shouldering the costs of transport, food and accommodation as well as orchestrating a dynamic array of activities facilitated by trained guides.

In September 2022, we embarked on our first residential venture since the onset of the pandemic. This journey involved a diverse group of seven young people, each carrying their unique set of challenges and life experiences. The primary aim of this extraordinary

opportunity was to propel these young individuals beyond their comfort zones, fostering the development of their self-assurance. This venture lived up to its promise, with many participants gaining fresh perspectives and newfound confidence, motivating them to push their personal boundaries.

During their stay, the young people successfully conquered various challenges, including hiking up a mountain, engaging in coast steering, and abseiling. These opportunities were earned through their active participation in farm-based chores during the mornings, adding a valuable dimension to their personal growth.



### Podcast- The Base Talkz

In January 2023, TRAIN launched a fresh initiative known as "The Base Talkz," which takes the form of a podcast. This concept originated from the enthusiasm of a specific young individual engaged with TRAIN. Over time, it has evolved into a monthly podcast series delving into subjects closely connected with the experiences of our young audience, ranging from the pressures of exams to matters concerning mental well-being.

"The Base Talkz" is entirely youth-driven, both in its presentation and design, and is brought to life with the valuable assistance of our dedicated volunteer, Tom.



### Conclusion

We would like to thank all who have supported TRAIN's youth work throughout the year and, of course, all the YP who have been a privilege to work with. Over the past year, we were delighted to see a notable rise in youth engagement levels, all while maintaining a high standard of outcomes and quality work from our dedicated youth work team. As our town continues to expand, this achievement holds significant importance for us. With the increasing challenges that young people are likely to encounter, stemming from national economic difficulties, antisocial behaviour, service pressures, and limited resources, TRAIN strives to stay ahead wherever possible to provide the best support for young individuals, particularly those facing exceptional home and school challenges.

We have observed a growing uptake of our support services by schools, as well as increased requests from councils. This is in recognition of the impact of negative behaviours among young people, which not only affect the broader community but also hinder the personal development of the youth themselves. We extend our heartfelt appreciation to all those who have championed TRAIN's mission throughout the year, including supporters and grantors. We would like to especially acknowledge the invaluable contributions of our trustee board and operational volunteers, whose unwavering passion and hard work in supporting young people enable us to reach a larger audience with meaningful and high-quality interventions.

### Youth Work Delivery Manager

*Alex McSweeney*



## Financial Accounts



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

### RECEIPTS AND PAYMENTS ACCOUNT for the year ended 31 March 2023

	Year ended 31 March 2023			PY
	Unrestricted £	Restricted £	Total £	Total £
<b>RECEIPTS</b>				
Voluntary receipts <sup>(1)</sup>	53,965	87,850	141,815	109,848
Activities for generating funds (trading)	-	-	-	-
Bank interest	277	-	277	216
Charitable activities	4,382	-	4,382	1,194
Other receipts	-	-	-	-
<b>Total Receipts</b>	<b>58,624</b>	<b>87,850</b>	<b>146,474</b>	<b>111,258</b>
<b>PAYMENTS</b>				
Costs of generating voluntary receipts	264	-	264	373
Fundraising costs (trading)	-	-	-	-
Costs of charitable activities <sup>(2)</sup>	66,347	100,652	166,999	118,101
Governance costs	-	-	-	44
	66,611	100,652	167,263	118,518
Purchase of fixed assets	467	1,549	2,016	348
Purchase of intangible assets	-	-	-	-
<b>Total Payments</b>	<b>67,078</b>	<b>102,201</b>	<b>169,279</b>	<b>118,866</b>
<b>Net of Receipts and (Payments)</b>	<b>(8,454)</b>	<b>(14,351)</b>	<b>(22,805)</b>	<b>(7,608)</b>
<b>Cash balance brought forward from last year</b>	<b>48,287</b>	<b>49,291</b>	<b>97,578</b>	<b>105,186</b>
<b>Cash balance carried forward end of this year</b>	<b>39,833</b>	<b>34,940</b>	<b>74,773</b>	<b>97,578</b>

Approved by the Trustees on 15 November 2023

Treasurer

Chair


**STATEMENT OF ASSETS AND LIABILITIES AT 31 MARCH 2023**

	As at 31 March 2023			PY
	Unrestricted £	Restricted £	Total £	Total £
<b>CASH FUNDS</b>				
Current Account	-	29,773	29,773	52,578
Deposit Account	39,833	5,167	45,000	45,000
	<u>39,833</u>	<u>34,940</u>	<u>74,773</u>	<u>97,578</u>
<b>OTHER MONETARY ASSETS</b>				
Gift Aid reclaimable	1,365	-	1,365	536
<b>ASSETS RETAINED FOR THE CHARITY'S OWN USE</b>				
Laptops & Computer Equipment <sup>(3)</sup>	84	4,713	4,797	4,797
Project equipment	-	1,813	1,813	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>7,497</u>	<u>8,923</u>	<u>7,374</u>
<b>LIABILITIES</b>				
Payments due to NEST re pensions	532	-	532	509
Amount due Health Assured	720	-	720	-
Amounts due to HMRC re Tax & NI	1,803	-	1,803	1,630
	<u>3,055</u>	<u>-</u>	<u>3,055</u>	<u>2,139</u>

**NOTES**

- In Q4 22\_23 we were notified that we were a beneficiary under the will of Mrs Hazel Walker and that the legacy would be received some time in 2023. £100,000 of this was received August 2023 and £100,000 received in September 2023. Some of this has been used to increase unrestricted reserves to be in line with our reserves policy. The remainder has been designated for our Trustee Board and operational restructuring.
- For the first quarter of 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 £3,750.
- A laptop stolen from a member of staff's car was replaced in the year. The cost was covered by insurance.
- TRAIN received discretionary rates relief from South Oxfordshire District Council which reduces its business rates bill to £nil. The value of this relief in 2022/23 was £785.00



## Financial review

Financial Report for the year ended 31 March 2023

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 ended the year with cash balances of £74,773, a decrease of £22,805 from prior year.

### Income

	22/23	21/22
	£	£
Churches	3,000	2,500
Grant makers	118,836	95,703
Events	0	0
Donations from individuals and corporates	16,514	10,709
Other income (incl. from charitable activities)	8,124	2,346
<b>Total income</b>	<b>146,474</b>	<b>111,258</b>

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

- All Saints Church, Didcot
- Angus Lawson Memorial Trust
- Awards for All
- The Berry Lounge, Didcot
- B&Q Foundation
- Children in Need
- The Community Safety Partnership
- Didcot Freemasons
- Garfield Weston
- David Riddell Memorial CIO
- Didcot Town Council
- Didcot Powerhouse
- GWR Didcot
- Ladygrove Church
- PJT Partners (UK) Limited
- Pye Charitable Trust
- Shanly Foundation
- SODC
- Soha Housing



- St James Place Wealth Management Foundation
- Tesco
- The Mulberry Pub, Didcot
- TK Maxx
- Turners Court Youth Trust

We are also grateful to all our private donors, for their continued loyalty and generosity.

### Expenditure

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

	22/23	21/22
	£	£
Staff Costs	111,369	97,747
Building and Services Costs	34,384	120
Supplies and Consumables	2,730	4,825
Insurance	3,336	1,199
Project costs (incl. Residential trips)	15,099	14,583
Purchase of Assets	2,016	348
Governance costs	0	44
Fundraising costs	346	0
<b>Total payments</b>	<b>169,279</b>	<b>118,866</b>

**Staff costs:** Staff costs increased from prior year, principally reflecting wage increases as we follow the NJC pay scales. At the end of the financial year we operated with a full-time Youth Work Delivery Manager, two Youth Workers (one full-time) and a Youth Work Apprentice representing 3.8 FTEs (PY: 3.9 FTEs).

**Building & Services costs:** We moved into our new premises in the Market Place, Didcot in July 2022, hence our building and services costs are significantly higher than in the last financial year.

**Supplies & Consumables:** These primarily reflect stationery, printing, website and subscription costs. The decline year-on-year principally reflects lower telephony costs and the deferral of payment of our invoice to our employee assistance programme provider into the 23\_24 financial year.

**Project costs:** This reflects the cash costs we incur relating to our detached and outreach work, youth clubs, holiday activities, mentoring and residential programme.

**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 2023 of £22,805 (PY: £7,608). This deficit primarily reflected the lower than anticipated grant income reflecting the challenges in securing funding from foundations and grant givers in the current economic climate, offset in part by lower than budgeted staff costs due to the trustees decision to postpone the recruitment of a replacement Senior Youth Worker role that became vacant in August 2022.

### Cash Balances

TRAIN's reserves lie in its unrestricted cash balances of £39,833 as at 31 March 2023. 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 3.8 FTEs as of 1 April 2023, the year-end unrestricted cash balance represented around 3.2 months of expenses, lower than our stated reserves policy. However, we were notified in Q4 22\_23 that we would receive a material legacy in 2023. The trustees were therefore confident that no further operational restructuring was required at that time.

*Teresa Strike*

**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 13 June 2023. 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 2023 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

Nicole Guest (Chair)

Teresa Strike (Treasurer, appointed June 2023)

Maria Semmonds

Paul Brown (Appointed August 2023)

Tom Smith (Vice Chair, appointed September 2023)

#### Resignations after the Financial Period

Brian McNamee (Resigned June 2023)

Ayobami Tinuala (Resigned August 2023)

Virginia Mead-Herbert (Resigned September 2023)



## Examiner's Report

### 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 2023.

#### 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  
65 Dagdale Drive, Didcot, Oxfordshire  
21 November 2023

