Hounslow Action for Youth

Annual Report

Year ended 31/03/2015

Hello & Welcome

Chairman's Report

HAY is here for children, young people and families throughout their key life stages.
Our programmes are designed to provide long-lasting and measurable benefits to disadvantaged young people, their families and our community.

Our success has come from our approach of working in partnership with our statutory, community and business partners – and of course parents and their children. We have shaped our services by working in schools and family homes with teachers and parents to understand and respond to the risks faced by vulnerable children and young people in Hounslow.

On a personal note, this is my last Chairman's Report. At a strategy meeting in May 2014 the trustees - with an average age of 64 and 10 years service - agreed that it was time to take positive steps to pass the baton on to a younger generation. This followed naturally from expressing my intention to stand down as Chairman after 16 years, and I did so at the AGM in July 2015. I will remain a trustee for another year, by which time my skills and knowledge will have been passed on. As a result of changes in trustees the average age is falling to 53 and 4 years' service, which represents a much better balanced group of trustee's to lead the charity forward.

Louise Kaye, the visionary and driving force behind turning the Hanworth Centre from a run-down building used only for two youth sessions per week into the active community hub that it is today, passed on her responsibilities as Development Director a few years ago, and remained a trustee until earlier this year. She was well aware that her strengths lay in implementing the vision, whereas mine lay more in maintaining it.

Debbie Hughes and her team are responding positively to the challenges of change both in HAY and at the local authority. Once again my thanks go to them for their commitment and adaptability.

My thanks to David Stacey for accepting the challenges of chairman. I believe that he is taking the reins of a well-respected local charity from which the newer trustees will shortly begin the work of taking HAY forward with their own objectives and style.

Framing our services in the context of local need

Despite our successful work, we continue to operate in an area of high deprivation. This year there has been a rise in gang violence, child sexual exploitation, drug use and anti-social behaviour in our community. There has been a call from MPs and community groups for everyone to work together to address these issues.

Our services are framed around local need, as presented to us by children, young people, families and other stakeholders.

To this end, we continue to work in partnership with statutory, community and business groups, parents and young people to address the existing and emerging needs in our community. I am pleased to report on the achievements of young people, staff and volunteers in this year's annual report. The success of our approach can, in part, be evidenced by our achievement at this year's Hounslow Youth Achievement Awards where we won 5 of the 9 awards. It indicates HAY's ability to increase the resilience of young people by improving their communication skills, engaging them in learning and participating within their communities. I would like to thank the young people for working exceptionally hard on their personal development and also our dedicated staff and volunteer team who are tenacious and resourceful in supporting young people, many of whom have high level needs.

This year we invested in Lamplight, a new monitoring and evaluation system. It enables us to track the progress of young people so that we can evidence outcomes more effectively; we look forward to posting regular updates on our website and social media sites.

Strategically, we have sustained and redesigned a wide range of services this year, framing them around key developmental stages. These include our Caterpillar Pre-School, Breakfast Club and Youth Clubs covering the three key stages. They all recognise and respond to children & young people's changing patterns of need, which is an effective way of achieving long lasting outcomes.

To build on this approach, our plans for 2015/16 include working in partnership with universities to recruit undergraduates as Volunteer Youth Mentors, which will be an effective way of training and developing a new generation of youth workers who can support us in our aims, and also support our statutory and community services.

In the face of cuts to services across the borough, our projects are needed to ensure children and young people have the best possible chance in life with access to a wide variety of support services tailored to individual needs and aspirations.

The Hanworth Centre continues to be a fun, welcoming place with lots of activities and services for children, young people, families and everyone in the community. Please drop in to the Centre to meet the team – we are sure you will find something new that you can participate in.

Debbie Hughes
Centre Director

Putting young people's voice at the heart of everything we do

Our Young People's Consultant

"I started attending HAY nearly a year ago and now come to centre about 5 days a week. I have built up great trust with the staff, I feel cared about. The sessions I attend are important to my progress and we all really enjoy attending. We have done and learned so much.

We have meetings with staff so they get our ideas about what we should be doing – we all agree as a group. We have done drama, cooking, exercise, a programme of sexual exploitation and made a film. The baby project was good, we took home an electronic baby to see how it would be to be a teenage parent. We have taken part in things we never would before; we did the Duke of Edinburgh's Bronze Award – I would never go camping but felt safe stepping out of my comfort zone with the group.

It's helped us all develop and grow, we feel part of the Centre - not just young people who come and take part. We have a say, we are listened to and respected. The Centre has positively impacted my life and the life of those who attend in so many ways. We have grown in confidence, feel better about ourselves, more positive and know how to take care of ourselves and each other."

Breakfast Club

Aim: Provide a nutritious meal for disadvantaged children, providing them with the best possible start to the day so that they can participate effectively at school.

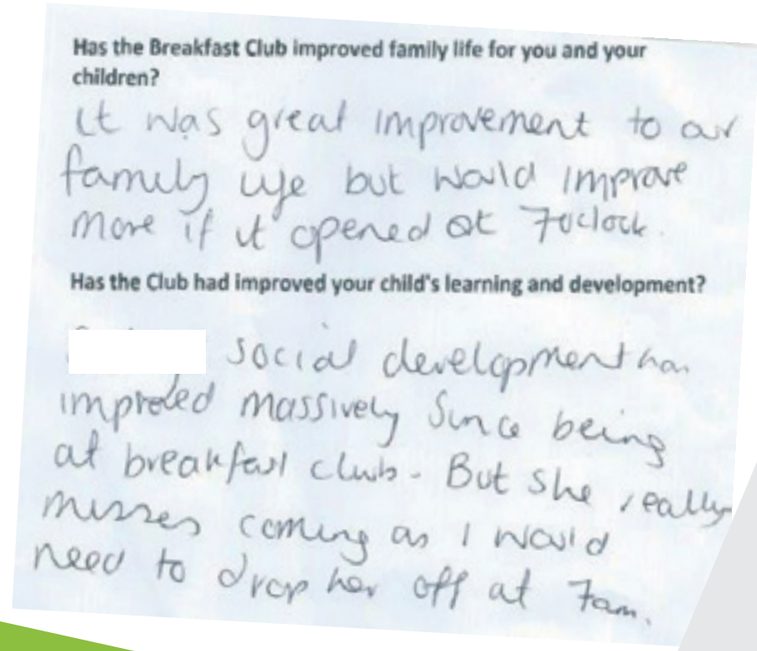
Benefits: With welfare cuts, our Breakfast Club is now a vital service for many families enabling some to return to work or access education.

Features: The Breakfast Club does more than serve breakfast, our team engages with the children, listens to their needs, teaches them social and life skills such as personal hygiene, road safety and stranger danger – things their parents may be unable to provide for a number of reasons.

96% of parents who use this service said their children's learning and development had improved.
99% said the project improved family life.

Highlights: Take up of this service has been high and the attendance rate has increased by 35% over the last year.

Last term we moved the Breakfast Club into the main hall and we also use an outdoor area, providing much needed space for children to engage in activities.


Has the Breakfast Club improved family life for you and your children?

It was great improvement to our family life but would improve more if it opened at 7o'clock.

Has the Club had improved your child's learning and development?

[redacted] social development has improved massively since being at breakfast club. But she really misses coming as I would need to drop her off at 7am.

Beneficiaries:
40 children registered with HAY Breakfast Club, aged 7–11 years.

Around **25** children attend each day.

Caterpillar Pre-School

Caterpillar Pre-School has an Ofsted rating of Good!

Aim: To provide a pre-school that improves the learning and development of children aged from 2–4 years 11 months, giving disadvantaged children the best possible start and narrowing the gap in educational achievement. This is an invaluable resource for families, providing a secure, educationally rich and holistic learning environment for local children.

Features: Large indoor space with multi-resourced zones for: art, cooking, dressing-up, home corner, construction area, math's factory, small world and reading den. A beautiful garden, providing a magical natural environment for children who live in overcrowded and poor living environments. Rolling healthy breakfast and snack bar providing nutritious food from 9am–11am.

Beneficiaries: 29 children each week.
17 speak English as their second language. (9 different languages spoken)

4 received one-to-one support for specific needs.
12 received funding for 2 year olds.
16 currently receive Early Education Entitlement Funding.
27 children have multiple needs ranging from low self-esteem and lack of confidence to behavioural issues. We have introduced individual target plans for these children, including one to one support.

Outcomes: 100% of parents said the Caterpillar Pre-School had improved their child's learning and development

New initiatives: 'Parents as partners' Working with parents is integral to all our services so we have introduced 'Something for the Weekend' where every child chooses a book to take home and share with their families. This has been successful in improving parenting skills and building positive relationships at a crucial child developmental stage.

Case history:

TH is a 3 year old boy who is on the child protection register having been returned to his father's custody after time in care. When TH joined Caterpillar Pre-School he had very challenging behaviour, displaying aggressive tendencies, with little regard for others. He had severe speech delay and this prevented him from playing with other children.

We applied for funding and referred him to Speech & Language Therapy where he is supported by an Inclusion Support Worker.

TH has been working with his support worker for a term and a half now and his attention, behaviour and speech have significantly improved. We are delighted to watch him as he now happily plays with other children. His understanding and management of his feelings is emerging and is clear to see.

TH's father says:

"I couldn't do this without you. Having something like this that he comes to every week means he can keep on getting better and better. We're both learning thanks to everyone here."

Junior Youth Inclusion Project

Junior Youth Inclusion Project

Aim: To prevent young people age 8–12 from engaging in crime and anti-social behaviour by providing a wide range of educational and recreational activities.

Features:

- One to one support
- A minibus collection to and from the project
- Issue based workshops, such as: anger-management; bullying; internet safety
- Music and DJ'ing skills workshops in our fully resourced music studio
- Cooking and nutrition workshops in our high specification kitchen
- School Visit service to support the learning and development of young people
- A Whole Family Approach

As with all our services, JYIP takes a holistic approach to supporting young people and uses a whole family approach, where parents are included, empowered and supported to provide the best levels of care to their children.

To this end, we provided a family residential and trips for 113 young people and parents this year.

Families had fun away from difficult home environments, by the sea in Bournemouth, Chessington World of Adventures, Ripley's Museum, Bedfont Lakes and central London. Some families had never been to central London and these outings were a great cultural and learning experience for them.

It was wonderful to see families re-connecting and playing to their strengths away from stressful home environments.

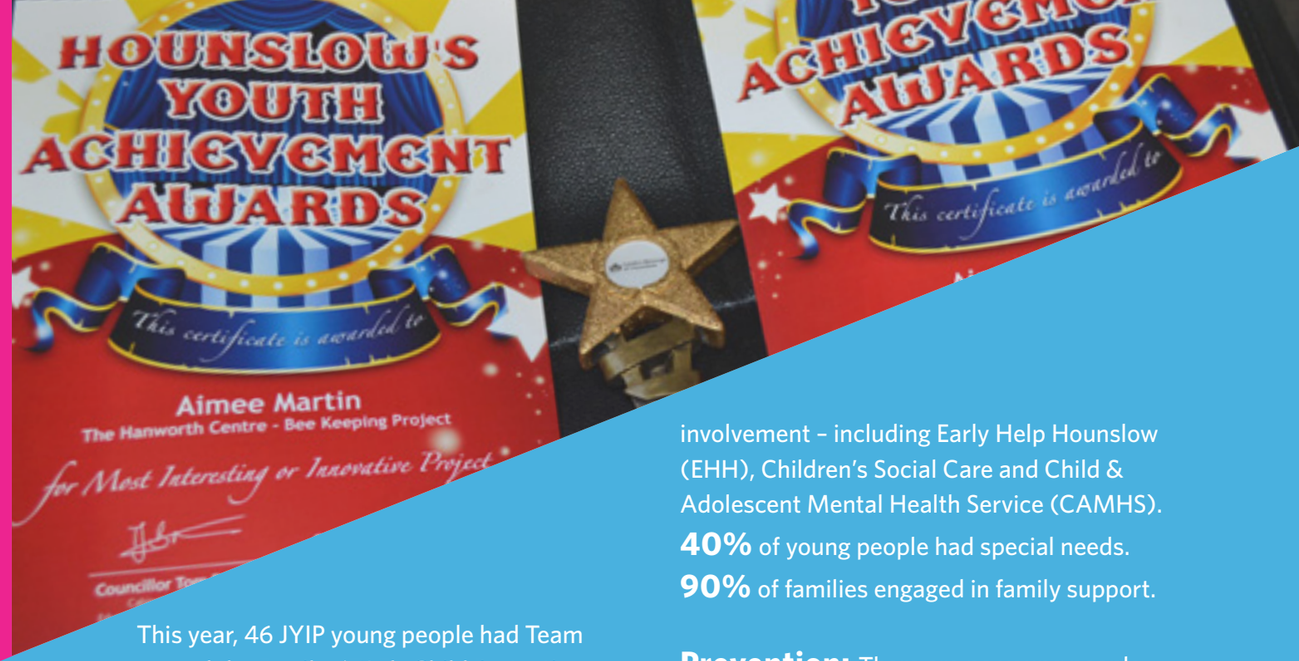
3 parents committed to using their phones less when around their children.

4 parents committed to spending more time with each child individually.

"There's no way I could take the children on my own, not with two children with special needs. I wouldn't have the money and I only have one pair of hands. I'm just thankful that my children get this experience. As a mother it's important to provide for your children, it's basic."

"To four special, very dedicated people. We would just like to say a very BIG THANK YOU for a wonderful weekend. Nothing ever seems too much trouble for any of you. You're always ready to help with anything, no matter how big or small."

(Text messages from parents)



This year, 46 JYIP young people had Team around the Family, (TAF), Child Protection and Child in Need plans.

Beneficiaries of Hanworth JYIP:

58 young people received intensive support.

74% of young people had multi-agency involvement – including Early Help Hounslow (EHH), Children's Social Care and Child & Adolescent Mental Health Service (CAMHS).

30% had a diagnosed special need or disability.

95% of families said the JYIP has had a very positive impact on their child's learning, development and behaviour.

Beneficiaries of Feltham and Bedfont JYIP:

36 young people received intensive support.

50% of young people had multi-agency involvement – including Early Help Hounslow (EHH), Children's Social Care and Child & Adolescent Mental Health Service (CAMHS).

40% of young people had special needs.

90% of families engaged in family support.

Prevention: There are no young people age 8–12 from the Hanworth or Bedfont & Feltham wards on the Feltham Anti-Social Behaviour Action Group - a good indicator that this project is preventing young people from anti-social behaviour and crime.

"The JYIP helps me cope when I get angry. I can talk to someone and they will help me get through what is bothering me. I have made lots of friends" (Young person aged 11)

"I received a call from a doctor at CAMHS who has recently reviewed the medication of RW. She was full of praise for JYIP and asked if she too would be able to make referrals. She reported that JYIP was working well for our pupil. The pupil suffers from sleep difficulties, but on the nights she attends JYIP mum has reported that her sleep improves."
(School Administrator)

FunZone
& Action Adventure Club

FunZone

Aim: FunZone is a drop-in project providing fun and creative activities for children aged 7–10 in term time and during the holidays.

The project is open to all children throughout the school holidays providing a valuable holiday activity for families in an area of scarce resources.

Highlights: 'Increasing access'
This year we launched a successful outreach campaign in schools, shops and other community spaces to widen access to more children, particularly those in need.
As a result, there has been a 50% increase in attendance. There are still many more disadvantaged children in our community who would benefit from this service and our plan for the forthcoming year is to sustain our outreach campaigns.

Features:

- Cavemen Clubs and World Food – young people have enjoyed arts and crafts, making caveman clubs and world cooking where they learned about cultural differences and the positivity of diversity
- Sports and music activities and workshops in the outdoor multi-sports area and music studio

Beneficiaries:
83 young people
71% male
29% female
64% White British
36% BME groups

Action Adventure Club

The Action Adventure Club supports vulnerable young people who are preparing for one of the most important transitions of their lives, from Primary School to Secondary School. This is a time when they are susceptible to being drawn into truancy, bullying, anti-social behaviour, drug and alcohol abuse and gang involvement.

Aim: To provide a range of exciting adventure -filled activities that help young people to develop confidence, communication skills and team-working skills that prevent them from being drawn into anti-social behaviour or crime. The project serves as an intermediary provision, feeding this age range at a safe steady pace into our senior youth provisions.

Features:

- Monthly adventure activities to improve confidence and communication skills
- Music workshops where the young people are engaged in music production
- Cookery workshops - Some of the male members have enjoyed learning to cook and have produced West Indian meals that were simply delicious
- Residential trip to Grosvenor Hall in Kent for 10 young people
- Monthly consultations with young people about the development of the project
- Establishment of a core group of attendees who are promoting the project

Beneficiaries:
30 young people aged 10–12 are registered as members
87% male
13% female
84% White British
16% BME groups

The Weekender Project

Aim: To provide a weekend youth support service for disadvantaged young people aged 13–18 who are at risk of, or involved in crime or anti-social behaviour.

This project complements our weekday youth services, providing vital youth worker services to young people on Friday and Saturday evenings, with occasional Sunday provision for specific activities. This is the only weekend youth provision in the area.

Features: A rolling programme of educational, social, residential and recreational activities such as independent living workshops, music production, issues-based workshops such as anger management and positive relationships.

One-to-one sessions are also provided for young people, providing a service that is tailored to individual needs. Volunteer Youth Mentors also provide support to young people.

Highlights: Eight young people have formed a Young People's Representative Group.

Beneficiaries:
228 registered members
65% male
35% female
71% White British
29% BME groups

The Allotment Project

Aim: To provide a therapeutic environment for inner-city young people where they can learn about the natural environment and sustainable living. The allotment is open to all children, young people and families at our Centre and is used by young people from all our projects.

Highlights: We have significantly increased the size of our beautiful allotment, it is now double the size of last year's plot.

Features:

- Beekeeping – we have two beehives at our allotment and 20 young people take part in bee husbandry each week. The young people will be making a video of bee keeping and this will be promoted to encourage a wider range of participants.
- Inter-generational work - young people will become sources of information and learning and this will be shared with older community members via regular community events.
- Social enterprise – young people produced 35lbs of honey and earned approximately £215 towards the maintenance and upkeep of the hives. We are keen to develop the social enterprise and would be delighted to hear from prospective funders, particularly local businesses who could bring in valuable business skills and resources to support young people.
- Business partners - 'Urban beekeeping' we will continue to give young people new, exciting and educational experiences such as beekeeping husbandry and introducing other rural activities into the urban environment, giving them more practical opportunities for the future. Young people will be working with volunteers from Glaxo Smith Kline to install an observation hive, landscape the allotment and plant vegetables and plants.

The Young Women's Project

The Young Women's Project supports young women aged 12–18 years.

Aim: To provide a safe, dedicated environment for young women where they can improve their physical and mental health, confidence, raise their aspirations and life chances through a wide range of educational and inspirational activities.

Features:

- Workshops and presentations that educate young women on building and maintaining healthy relationships, drugs, gangs, sexual exploitation, anger management, self-harm and family conflict.
- One-to-one sessions.
- Voluntary placements. 2 members are volunteering with the charity.
- Life Choices programme informs young women about the realities of having a baby. The programme also focuses on child sexual exploitation. Six young women completed this programme.

Highlights:

- The young women made a video with 'Tender' which will be shown to other young people around the country to highlight the signs of unhealthy relationships.
- The project won the 'Health Achievement Award' at the Hounslow Youth Achievement Awards.
- Visit to Sky Studios in Brentford as part of an educational programme testing for Sky.
- First Aid course run by The British Red Cross which focus on how to deal with major traumas.

As a result of the workshops and the motivation of the young women, they have developed the project into what it is today – a space of belonging, meaningful participation, and self-growth.

Beneficiaries:

72 registered members
63% White British
37% BME

The JAM

Aim: To improve relationships between young people and older people and improve community cohesion.
The JAM provides inter-generational work for young people aged between 13 and 18, (up to 25 if a young person has special needs) and is held on Monday and Wednesday evenings throughout the year.

Features:

- Heritage Lottery project the Faces of Hanworth, a photographic exhibition created by the young people in collaboration with the Over 50s Club. The exhibition is on permanent display in the stair well.
- Build your own computer – 'Raspberry Pi' programme, where 10 young people built computers that run the Linux operating system.
- Talks from the Metropolitan Police's Operation Trident on Gangs.

Highlights: The Duke of Edinburgh Bronze awards was achieved by six young people. For the first time at the centre, 5 people entered the Silver award with 3 successfully completing.

Beneficiaries: Young people with complex and multiple needs, such as poverty, domestic violence, alcohol & drug use, poor school attendance and academic achievement.

The project worked with **256** young people
66% male
34% female
58% White British
42% BME

Connexions

Aim of the project: To improve access to training and further education for disadvantaged young people aged 16–19 who are either Not in Education, Employment or Training (NEET) or at risk of becoming NEET. The Connexions PA provides outreach services in the local community.

Features:

- Group sessions on writing CVs at the Hanworth Centre and the Oriel Resource Centre for young people interested in the construction industry. 3 sessions were organised with 9 young people attending each one. Connexions PA worked 2 days a week at Feltham Community College and at the Hanworth Centre supporting young people Not in Employment, Education or Training (NEET).
- 6 Sessions on Apprenticeships have been delivered to young people interested in the National Apprenticeship Service.
- 95 home visits and outreach work with agencies such as Training Providers and the Feltham Skills Centre.
- Weekly support at Feltham Community College supporting 28 vulnerable students who were at risk of becoming NEET.

Highlights: At Feltham Community College the Connexions PA piloted the Connexions Traded Services Offer and successfully engaged 56 young people. Many of these students were seen at follow-up appointments to ensure that they were on the appropriate course with a relevant back up choice in place.

Beneficiaries:

131 young people received careers information, advice, support and guidance
46 moved into employment or apprenticeships

Duke of Edinburgh's Award

The Duke of Edinburgh's Award is a Youth Awards programme founded in 1956 by Prince Philip, Duke of Edinburgh that has since expanded to 140 other countries.

The programme awards young people for completing a series of self-improvement exercises modelled on Kurt Hahn's solution to the Six Declines of Modern Youth.

The programme changes lives and it is therefore a fundamental aspect of our work and it is used across all our projects for young people aged 13 and over.

Features: The Duke of Edinburgh's Award programme takes between one to four years to complete, and must be completed by the participant's twenty-fifth birthday. There are three progressive levels which, if successfully completed, lead to a Bronze, Silver or Gold Duke of Edinburgh's Award.

With assistance from our team, young people select and set objectives in each of the following areas:

Volunteering: undertaking service to individuals or the community.

Physical: improving in an area of sport, dance or fitness activities.

Skills: developing practical and social skills and personal interests.

Expedition: planning, training for and completion of an adventurous journey in the UK or abroad.

Our surveys show that young people have improved in the following areas as a result of this programme:

90% improved resilience and self-esteem

98% improved skills

87% built lasting friendships

100% improved their knowledge of new environments

100% improved their confidence by taking in part in new and challenging activities

78% improved their local community through volunteering

89% felt the activities improved their employment prospects

Our Team

This year we said goodbye to **Kathy Witt**, the Under 8's Manager and **David Williams**, our Operational Manager.

We welcomed **Tracie Watson**, who has replaced Kathy as the new Under 8's manager in charge of the HAY Caterpillar Pre-School and HAY Breakfast Club, and **Manminder Kaur** who is our new Operational Manager.

A changeover in staff across our programmes has enabled us to increase services and project features.

A word from one of our partners

"*The continued success of the collaboration between Hounslow and HAY is truly noticeable. The Hanworth Centre enables the children, young adults and their families a safe place to access high quality provision and support, six days a week. It is the hub of the local community which provides low cost and free accessible services for everyone.*

HAY's provision of activities has been improving the lives of children, young adults and families and improving community cohesion in which diverse groups and cultures are brought together to benefit from the centre's facilities.

Hounslow looks forward to working with HAY in the years ahead."

Michael Marks
Assistant Director,
Education & Early Intervention

Children and Adult's Services

London Borough of Hounslow

Treasurer's Report
David Kaye

A strategy to maintain programmes and reduce revenue reserves only works in the short term.

Last year I referred to the trustees' decision to maintain our programmes in 2014/15 using our unrestricted reserves when necessary. It is unconventional to describe a 12% reduction in revenue reserves from £665k to £581k as a success.
However, our past financial management in building up our revenue reserves makes fundraising harder. The reality is that approximately 30% of our costs relate to programmes and core costs for which we have no reserves at year-end.

Ofsted

A problem is an opportunity. After a disappointing Ofsted report in April 2014 the Caterpillar Pre-School (CPS) was transformed within five months. The staff and trustees collectively accepted the decision, worked together, followed external advice, thoroughly reviewed and documented our processes, and hired new staff, including the programme's manager. When Ofsted returned to re-inspect CPS, our standards had been raised sufficiently to merit a 'Good' rating.

Footfall

The footfall of programmes for children and young people at the Hanworth Centre decreased by 12.5%. The disturbances last Summer/Autumn clearly put off children and young people from attending, primarily in the FunZone and Freedom Clubs. This is now beginning to turn around, with new staff and more collaborative working with the police. Community users' footfall is up by 5% compared to last year with the numbers attending the Under 5's sessions also increasing.

Forecast

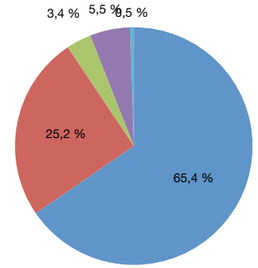
The balance remaining on the restricted reserves of £306k is for funds received in advance for specific programmes and is ring-fenced for use in future financial years.

We expect to maintain all existing programmes in 2015/16 within our known funding constraints and forecast revenue reserves to fall by a further £100k. However, we will continue to review our programmes in the light of our fundraising success during the year. We will continue looking into developing further the range of activities at the Hanworth Centre and elsewhere where new funding is available.

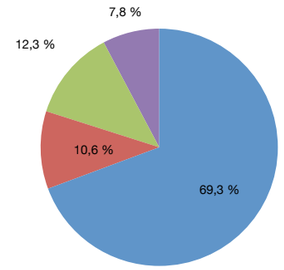
Hounslow Action for Youth Association

Summary Results for the year ended 31 March 2015

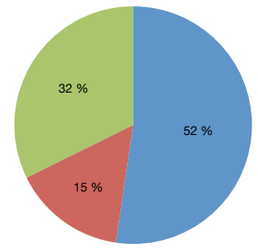
Revenue	%	£
LBH	65,4	334 284
Grant-giving foundations	25,2	128 713
Hanworth Centre	3,4	17 456
Individuals and subscriptions	5,5	28 002
Investment income	0,5	2 517
Total revenue	100	510 972



Operating Costs	%	£
Staff and programmes	69,3	409 501
Activities	10,6	62 502
Premises	12,3	72 879
Support and Administration	7,8	45 784
Total operating costs	100	590 666



Revenue Reserves	%	£
Restricted	52	306 145
Designated	15	90 000
Unrestricted	32	189 006
Total Revenue Reserves	100	585 151



A Big Thank You

Many organisations make possible our work with children, young people, parents and families. We send an enormous **Thank You** to them all for their donations and support in 2014/15:

Charles Dunstone Charitable Trust
Lloyds Bank Foundation
J Paul Getty Jnr Charitable Trust
Anonymous Trusts
Bedford Park Neighbourhood Watch
Big Give Christmas Challenge
The Childhood Trust
Connexions
Crane Park Children's Centre
HCN Hounslow
Early Years Development and Childcare Partnership
Feltham Arts Association
Feltham Community College
Fulwell Golf Club
Hounslow Adult & Community Education
Hounslow Children's & Adult's Services
Hounslow Housing
Hounslow Early Intervention Service
Hounslow Police
Hounslow & Spelthorne Community & Mental Health NHS Trust
Hounslow Voluntary Sector Support Service (HVSSS)
Inspire Hounslow
London Borough of Hounslow
Oriel Academy West London

...And a big **Thank You** to the many individuals who have supported HAY during the year.

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Louise Kaye
David Stacey
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HAY Hounslow Action for Youth

London Borough of Hounslow

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