



OUR IMPACT

2021-2022

 **1625**
Independent
People

Overview of the year from the...

CHAIR OF THE BOARD

With the pandemic's tail being a very long one, much of our work in 2021 – 2022 has continued to focus on supporting young people with the consequences – mental wellbeing especially, as well as finding suitable accommodation, training and work.

At the same time, we have put considerable emphasis on how we engage with young people, including having 3 young people as 'Lead Independent People Ambassadors' (IPAs), who in turn have supported the IPA (our Youth Board) with its priority of 'welcoming young people' in the place they call home.

Young people have played a critical role in developing our application for National Lottery Heritage Funds to refurbish Kingsley Hall, our biggest single project going forward, and helping us to think through what 'heritage' means to them. If the Lottery application is successful, the project will deliver welcoming spaces for young people to meet and take part in training, provide additional accommodation, a youth-led social enterprise, high-quality workspaces and community rooms available for letting.

Our services have also continued to expand, securing a contract for additional supported accommodation at Charles England House in Patchway. Success with other funding has meant we have been able to sustain or develop work on mental health, domestic and sexual violence, mentoring for young women at risk of offending in South Gloucestershire and transitions support for

care leavers.

We have maintained a focus on digital enablement – supporting young people to overcome digital poverty, supporting colleagues through our new hybrid working policy and developing digital approaches to improve efficiency.

Our supporters continue to play a critical role in enabling us to deliver support to young people – by providing 'pro bono' services, as volunteers in an increasingly diverse range of capacities, and by supporting us financially. I thank them all, as well as our young people, our growing workforce, our passionate and industrious executive team, and a highly committed Board that provides both challenge and strategic support. All of them are vital to the challenges that lie ahead.



NICK HOOPER
Chair of the Board



Reflections from...

A LEAD AMBASSADOR OF THE IPA BOARD

Our previous priority of 'reducing isolation' was a success, creating and securing funding for Project Grapevine which allowed young people to connect and have fun in a social context as we were coming out of lockdown. Project Grapevine organised day trips and opportunities: dinner, go-karting, laser quest, picnics in the park as well as going to the theatre to see a play specifically written about the homeless situation. Grapevine created a legacy of young people providing what young people need within the organisation.

As part of the IPA Board, we have embarked on a co-mentoring process with the 1625ip Board of Trustees. The IPA Board have taken the opportunity to address the Board a twice-yearly slot at Board meetings. This was to explore how accessible Board meetings are for young people within the service, whilst celebrating young people's success and actively hearing their voices.

In November 2021, the IPA board voted on our new priority which was 'Welcoming new people and making a house a home'. This linked to my passion project which was developed from my own lived experience as a service user in a hostel and in dispersed housing. This work gave me the opportunity to work across 1625ip as it involved engagement with the housing team. My aim was to create a more psychologically informed environment (PIE) for all the organisation's dispersed housing. Through connections with the Board, we were able to secure a working partnership with Bristol Waste who give us free hard and soft furnishings they have collected. This partnership is linked to our 'Indykit' service which provides essential items when young people move into our properties. This collaboration has allowed us to

create a more accessible service whilst improving shared accommodation. Indykits is going through a rebranding so we hope to be able to update you about this next year.

I had the opportunity to prepare a new house for three asylum-seeking children and young people. I was given training in relation to the specific needs these young people might experience based on their situation. I developed accessible area maps and guides for those moving into a new area in Bristol. This was a wonderful opportunity to learn and grow personally my understanding of different cultures and different service user needs. This is the beginning of the development in support for asylum-seeking children and young people.

JESS HAINES
Ambassador Lead
on behalf of the IPA Board

Looking ahead

CHIEF
EXECUTIVE

As we move further into 2022 – 2023, 1625ip operates in a rapidly changing environment. The pandemic is not over but life is returning to what has been described as the new normal. This new normal has some significant challenges for young people. The increasing cost of market rent is making local housing unaffordable for those who are unemployed or in low-paid employment, and, increasingly is becoming unaffordable for those in medium-paid employment. The referrals and presentations to homelessness services, including Bristol Youth MAPS, are increasing rapidly and there is an increase in calls for accommodation for asylum-seeking children (16 to 18 years old). The proposed changes to the right to buy will only increase the pressure on social housing.

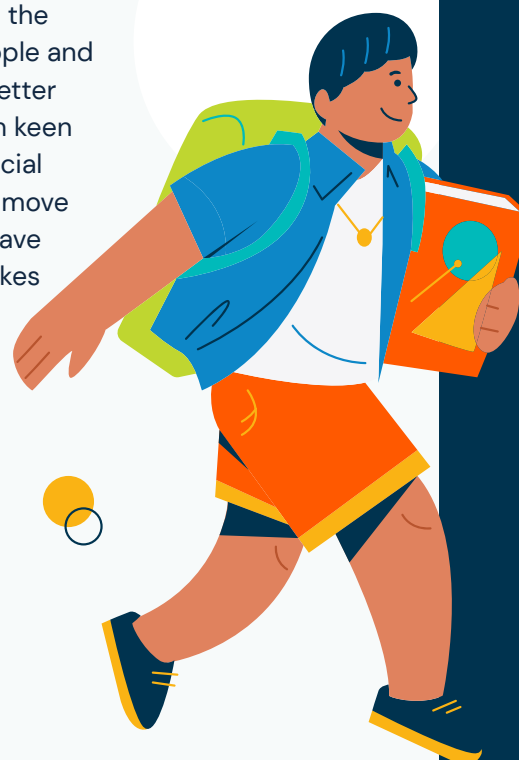
To help meet these challenges and in recognising the increases in services we provide, we have restructured and increased the Senior Operations Team allowing us to smoothly bring in new services and work on system improvements. This is already enabling us to look at new potential housing solutions for rough sleepers and asylum-seeking children and young people as well as increasing our education, employment and training provision and other specialised services.

The post-pandemic world seems likely to produce increasing pressures on local authority budgets at the same time as an increase in need. To ensure we can continue to grow our impact in these difficult times we will increase fundraising and partnerships capacity and redouble our efforts to engage the community, public

and business worlds in becoming part of the solution for young people. The world of work has also changed, and we will be embedding hybrid working so that colleagues are supported to provide the best possible support for young people and the organisation in a way that also better meets their needs in the future. I am keen that we do not forget the value of social capital and workplace culture as we move into new ways of working, as these have been major contributors to what makes 1625ip a great place to work.



DOM WOOD
Chief Executive

YOUNG PEOPLE RECEIVED SUPPORT
IN THE FOLLOWING AREAS

67%

Asked for
housing support

50%

Wanted support for
learning and work

47%

Wanted support in
relation to money
and rent

35%

Asked for support
with their health

40%

Wanted support in
relation to how
they feel

35%

Asked for support
with practical life
skills

28%

Asked for support
with relationships and
connecting
to other services

27%

Asked for support
with choices and
behaviour

1625IP's services were accessed by

1642 YOUNG PEOPLE

Between 1 April 2021 – 31 March 2022

OUR IMPACT



1625ip has a strong structure in place to enable monitoring, reporting and evaluation of our impact.

We measure our impact in accommodation, financial capability, education, employment and training, health and wellbeing, relationship building and positive contribution.

1625ip has a comprehensive framework of policies and procedures, which include mechanisms for recording information, monitoring impacts for young people and ensuring equality impact assessment and quality assurance processes.

To read our Impact Measures framework, [click here](#)

We contribute to the UN Sustainable Development Goals and use this framework to link our activities to the broader social agenda and integrate sustainability within our strategy.

1625IP IS ALIGNED TO FIVE OF THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS:

NO
POVERTY

GOOD HEALTH
AND WELLBEING

QUALITY
EDUCATION

DECENT WORK
AND ECONOMIC
GROWTH

SUSTAINABLE
CITIES AND
COMMUNITIES

Our achievements across the impact areas for 2021 – 2022

ACCOMMODATION



80% of young people were supported into accommodation with the highest appropriate level of independence



77% of young people improved their skills and confidence in relation to managing their accommodation

EDUCATION, EMPLOYMENT & TRAINING (EET)



54% of young people entered EET during the year



79% of young people made progress towards their EET goals



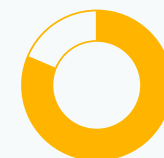
79% of young people within our Reboot West and EYH Job Coach services sustained EET placements

FINANCIAL CAPABILITY



72% of young people developed or improved their financial skills

HEALTH & WELLBEING



81% of young people improved their health & wellbeing

RELATIONSHIPS



78% of young people built, developed, or improved one or more positive relationships or relationship-building skills

POSITIVE CONTRIBUTION

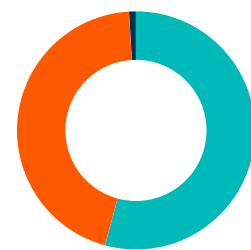


149 people (including young people from within our services) made a positive contribution to 1625ip through volunteering



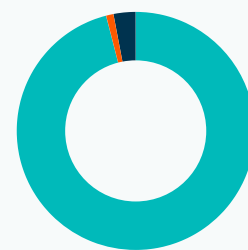
73% of people who volunteered or received support from a volunteer reported improvements in their confidence, skills and knowledge as a result

EQUALITY & DIVERSITY



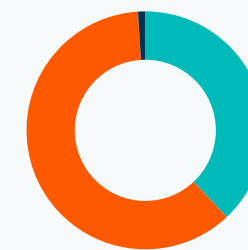
Gender

51%	Male
48%	Female
1%	Non-binary



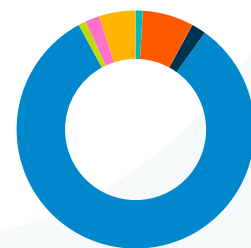
Gender identity

96%	Cisgender
1%	Transgender
3%	Young person did not wish to disclose



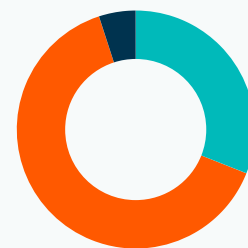
Disability

38%	Disabled
61%	Not disabled
1%	Young person did not wish to disclose



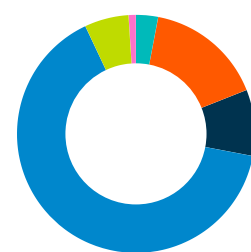
Sexuality

1%	Asexual
7%	Bisexual
2%	Gay
83%	Heterosexual
1%	Lesbian
2%	Unsure
5%	Young person did not wish to disclose



Care leavers

31%	Yes
64%	No
5%	Young person did not wish to disclose



Ethnicity

3%	Asian or Asian British
16%	Black, Black British, Caribbean or African
9%	Mixed or multiple ethnic groups
65%	White
6%	Other ethnic group
1%	Young person did not wish to disclose

Of those who have identified as disabled, these were defined by the individual young people as referring to:

68%

Mental health

3%

Visual impairment

25%

Learning difficulties

1%

Communication

11%

Physical or mobility

1%

Hearing impairment

7%

Long-standing illness or condition

2%

Other

13%

Neurological

ACCOMMODATION SUPPORT



1625ip's mission is to prevent homelessness, keep young people safe, and support them to be the best they can be – so accommodation is central to what we do and how we work. We aim to provide accommodation and support to as many young people as possible and achieve positive outcomes for the young people we accommodate.

There is a demonstrable and increasing need for accommodation for vulnerable young people with larger waiting lists and reduced move-on options.

80%

of young people were supported into appropriate accommodation with the highest appropriate level of independence

We undertook 'PIE in Place' audits, to enable 1625ip shared housing to be more psychologically informed, so better meeting the social and psychological needs of young people, as well as their practical accommodation needs. We have put in place an action plan, based on prioritising resources, and enabling us to seek appropriate support. We are working alongside the Independent People Ambassadors to plan improvements to the property standards at 1625ip.

A new shared house was opened as part of the Establish project where young people can stay for up to 2 years. 1625ip opened a 3-bed house for asylum-seeking children and young people, as part of a partnership with Bristol City Council, and has plans in place to provide more houses.

77%

of young people improved their skills and confidence in relation to managing their accommodation

A key highlight was the opening of our support at Charles England House, a 21-bed low-medium support for young people, including young parents and pregnant young people, in South Gloucestershire – alongside the extension of our other contacts with Local Authorities.

We were pleased to see that following the adverse effect that the pandemic had on the 'move-on' pathway, we are now seeing young people moving on more through the pathways.

Looking ahead, we will be closely monitoring our outcomes for women and people from minority ethnic groups, and putting in place actions to support them. We are working with BCC and Brighter Places to provide more flats for young people at risk of rough sleeping, as we are seeing an increasing number of young people in this situation.

[READ AFSHIN'S STORY HERE.](#)



EDUCATION, EMPLOYMENT AND TRAINING (EET)



Our aim is that young people secure and sustain suitable education, employment or training (EET) in line with their goals, or have a clear plan to move towards their goals. We know that meaningful occupation is essential and critical to supporting wellbeing and self-esteem, reducing the likelihood of isolation and loneliness, developing new interests and learning new skills and enabling young people to move on from homelessness.

54%

of young people entered EET during the year

79%

of young people within our Reboot West and EYH Job Coach services sustained EET placements

79%

of young people made progress towards their EET goals

Through funding from the West of England Combined Authority (WECA) and the Youth Futures Foundation, we are continuing the Reboot West service to support at least a further 170 care leavers into education, employment and training. As part of this, the aim is to be able to establish a full impact evaluation through which we would receive further funding to expand this project even more.

This year we set up task and finish groups to deliver short-term action plans to address the challenges faced by young people in relation to EET. We continued to provide young people with Wi-Fi access (in our shared accommodation), IT equipment, online support, and resources. We improved partnerships, particularly with the City of Bristol College (where we have a dedicated link worker to ensure young people stayed in education) and the Youth Education Service (where we commissioned specialist education support). We extended our in-house learning offer to include functional skills, tenancy training, first aid, budgeting, employability skills, ESOL and mental health. We used the Kickstart initiative to employ a young person working in the Funding and Communications team to help improve our communications with young people, including promoting our EET support and offers. We have grown and enhanced our involvement in relevant strategic and planning groups relating to EET, such as Bristol's Into Learning Network, Post 16s Group, the 'Graduating from Care' pledge conference, the EET Clinic in BaNES, and the Transition to Independence/Looked after children and Deparement of Work and Pensions Joint Meeting in South Glos, and more. We have an internal 'EET Breakfast' meeting once a month, for all EET workers in 1625ip to come together to share knowledge about EET opportunities. A different external provider attends monthly to tell us about their opportunity to build better connections. We secured funding to obtain material to start activities at Woodleaze, including crafts, cooking, and gardening. Reboot West has taken on an allotment at which young people and colleagues are gardening and growing vegetables together.

We developed our training arm – offering courses in psychologically informed approaches, DNA-V (the youth version of Acceptance and Commitment Therapy), and Reflective Practice, to external organisations, at cost, to skill share and support our income. We are developing more colleagues as trainers to enhance their development opportunities and will recruit and train young people to increasingly be trainers.

Looking ahead, we will run more in-house courses such as first aid and CSCS card, where young people can gain useful qualifications. We will continue and build on the relationship with colleges to ensure our young people are accessing the best opportunity to succeed in college. We will continue developing and delivering the employer training package. We will develop participation activities through which young people can build confidence, which has an indirect impact on their ability to obtain and sustain EET.

READ REESE'S STORY HERE.

We have created a pool of 'industry experts', consisting of people from a range of opportunities willing to speak with our young people to support them to learn more about their sector or expertise. We have developed an employer training package to support employers to better support our young people when working for them.

DATE	PLATFORM	SOURCE	TITLE	TOPIC	LINK TO SOURCE
02 Sep '21	Online News	Charity Today	£1.6million partnership boosts opportunities for local care leavers	Reboot West 2	Read More about our EETWork

FINANCIAL CAPABILITY



Success here is a young person who is confident in managing money safely and responsibly. They are managing and reducing any rent arrears or debts and they may be increasing their income. They can budget and know where to go for appropriate help if needed.

Promoting financial capability is a key independent living skill so that a young person can access and sustain the highest possible level of independence. Financial capability promotes the self-worth and resilience of an individual, as well as ensuring they are less susceptible and vulnerable to potential criminal exploitation and criminality.

Young people who are homeless or at risk of homelessness often have limited access to finances and are likely to face barriers to seeking support within education, employment, and training, thus

limiting their ability to maximise their income and therefore independence going forward.

Supporting young people to develop financial capability skills opens pathways to further independence including sustaining accommodation, accessing EET opportunities, addressing mental health concerns connected to financial worries and supporting an overall sense of wellbeing for young people.

72%

of young people developed or improved their financial skills

We developed the Ask Us toolkit, a sharing the learning of the Ask Us project, which was in collaboration with CAB and Bristol Law Centre, to enable young people to overcome hardship crises and to build resilience so that they can avoid future crises.



Through funding from End Youth Homelessness, we supported young people with deposits for accommodation, or rent in advance, when they would otherwise be unable to afford to do so. A significant part of this process is an affordability assessment and a budgeting plan, as the money is to be repaid to the fund.

1625ip had bursaries to which young people could apply for help. We want to continue to get funding for these as we recognise the empowerment and benefits the bursaries provided.

Supporting young people to develop financial capability is almost more vital than ever and the external environment is a significant challenge. The cost-of-living crisis is having a huge impact on young people and means that there is more demand on charities, resources and funders. The ongoing housing shortage is leading to ever-increasing competition and costs for housing, especially in the private sector. We are using tools in the Ask Us toolkit to advise, signpost and support young people.

We have launched a digital handbook for young people with financial advice and support for young people in our services, based on previous projects such as CashPointers.

Looking ahead, we have established a working group to focus on the cost of living concerns. We are seeking funding for bursaries and we are providing cooking classes focused on cooking on a budget, and have established an allotment to grow vegetables. We will support young people to learn about reducing the use of energy and utility bills, and we have a partnership with Wessex Water to support young people manage payments for their bills.

We are developing a scheme to incentivise young people to 'leave well' – including completing payments for rent and service charge, as well as following our procedures on cleaning and returning keys. This supports us to help the next young person move into our property quickly.

[READ CHARLIE'S STORY HERE.](#)



RELATIONSHIPS



Success with relationships means a young person has supportive and consistent relationships. They have a network of people in their personal lives and they are not reliant on external services for building and maintaining relationships.

The 1625ip PIE framework commits to using trusting relationships as the primary tool for change, providing a 'secure base' from which a young person can develop stability, trust, skills, and social networks. This enables a young person to progress towards independence. Our approach is young person-centred, underpinned by our ethos of 'keeping young people being at the heart of everything we do'.

We aim to help young people to build supportive and consistent relationships, become less reliant on services, and be better equipped to navigate the path to adulthood and independence.

The mental health of 18 to 24-years-olds in lockdown was significantly poorer, with 84% reporting symptoms of depression and 72% reporting symptoms of anxiety, and significantly greater loneliness and reduced positive mood, both of which were associated with greater mental health difficulties (Public Health, 2020).



78%

of young people built, developed, or improved one or more positive relationships or relationship-building skills

The Independent People Ambassadors (IPA) identified relationships as a key theme, developing initiatives such as Project Grapevine, a safe space to bring young people together to make connections. The IPA have an overall aim of ensuring young people feel emotionally, physically, financially, and relationally safer in their

homes. To ensure the IPA priorities are central to the charity's work we have put in place an effective structure that integrates the IPA priorities and action plan into the work of the 1625ip Board, SLT, and all managers.



The community mentoring service in South Glos piloted a scheme to match young people with mentors, using trusting relationships to address issues as identified by young people. This service is now being extended through joint funding from the CHK Foundation and South Glos Council to support both care leavers and young women at risk of offending.

The CHK Foundation has also provided funding for a new Independence Coach role to support young people leaving care to build their independence and navigate key transitions. The coach will work alongside young people as they learn the skills needed to establish themselves as adults and make progress towards their goals.

Looking ahead, we are seeking longer-term funding for our DVA/SVA (Healthy Relationships) Coach and the Reducing Reoffending Coaches.

[READ BETHAN'S STORY HERE.](#)

HEALTH & WELLBEING



Our aim is that a young person looks after their physical and mental health and emotional wellbeing by themselves, and can access relevant services when they need to. They understand how to eat healthily, exercise, and get adequate sleep, and stay safe, without support.

81%

of young people improved their health and wellbeing

We ran multiple vaccination clinics in partnership with Public Health. We worked with the Mazi Project, to provide food boxes and recipe sheets, to provide diverse, learning and cooking opportunities for young people. 1625ip ran a range of activities for young people, including climbing, football, boxing, and paddle boarding all intended to enhance health and wellbeing, learning and social opportunities for young people. We are working with Bristol Drugs Project to support young people with the use of substances.

We have made a strategic decision to employ our Mental Health and Wellbeing Coaches on a permanent basis. As well as direct work with young people, these roles provide support to colleagues via training and mentoring. 1625ip continues to seek longer-term specific funding to underpin and enable us to expand this service.

Young people in insecure housing, on low incomes, or living independently for the first time, face barriers to accessing services and establishing healthy routines. Promoting positive physical, emotional and mental health is a key contributing factor to building resilience. We are committed to ensuring that young people receive the support they need to lay positive foundations for a healthy life.

We received funding to pilot some activity-based wellbeing groups this year, combining the therapeutic value of creative and physical activities with the support of a Wellbeing Coach to create a safe environment where young people shared their experiences of managing their mental wellbeing. These groups were successful in engaging young people, reducing anxiety and isolation, and creating an environment where peer support happened naturally.

Looking ahead, we will continue to seek funding for our Mental Health and Wellbeing Coaches, as well as the Healthy Relationships and Reducing Reoffending Coaches. These roles form the Transitions and Resilience Team.

The Transitions and Resilience team will deliver an expanded programme of multi-disciplinary Wellbeing Drop-in sessions. Sessions run by the Wellbeing Coach team will be available fortnightly in our housing locations, increasing opportunities for a wider group of young people to access informal wellbeing support at a place and time convenient to them. We anticipate that this approach will build skills and knowledge within the Wellbeing Coach team so that each coach is confident to triage a range of wellbeing issues outside their own specialist area.

[READ UMA'S STORY HERE.](#)



POSITIVE CONTRIBUTION

We aim to provide opportunities for volunteers, including our young people, that are beneficial for the volunteers, our young people, and the organisation, with the ultimate aim of enhancing our support for young people.

149 PEOPLE

(including young people from within our services) made a positive contribution to 1625ip through volunteering

1625ip are part of the Gloucestershire Mentoring Project and have funding in place to deliver a mentoring service until at least March 2024. We developed our participation work with young people to include a Lead Ambassador role, to create a step step between usual participation within 1625ip, and an apprenticeship or traineeship.

The pandemic was a challenge for this area as risks and restrictions impacted the ability of volunteers (mentors, peer supporters) to meet with young people. Though, it also gave some people the capacity and inspiration to volunteer!

We continued to engage young people in heritage, and produced a new consultation report to support our application to The National Lottery Heritage Fund for the Kingsley Hall development project.

A new digital young persons 1625ip handbook was



We are committed to providing opportunities for volunteers and young people, as we recognise the many benefits for young people, 1625ip and the volunteers. We are also committed to actively involving young people in the design, delivery and improvement of services and seek to work with young people in all the stages of project planning and delivery.

73%

of people who volunteered or had support from a volunteer, reported improvements in their confidence, skills and knowledge as a result

developed following extensive consultation with young people. It is a mechanism through which participation activities, outcomes, and achievements, can be promoted.

Looking ahead, key objectives are involving more young people from under-represented groups in participation activity. We want develop the voice of young people being heard externally to 1625ip, and develop our Peer Support programme to include Peer Education, peer mentoring and the associated training. We aim to increase the number of young people involved in volunteering, and increase the diversity of our community volunteers.

READ MAX'S STORY HERE

KEEPING YOUNG PEOPLE SAFE

The work of all our colleagues is built on supporting the young people we house and support to stay safe.

To ensure that safeguarding practice is central to our practice, it is embedded within every part of the organisation's operations, such as:

- Safer recruitment with young people on every panel
- Induction and mandatory training for all colleagues and volunteers
- Consultation with young people / Independent People Ambassador's Board about what they need, including bi-annual young people's surveys
- Annual policy review and safeguarding audits – reported to both our Board and Avon & Somerset Strategic Safeguarding Partnership

Our rolling strategic safeguarding plan is overseen by the Senior Leadership Team – examples of developments in the past year include:

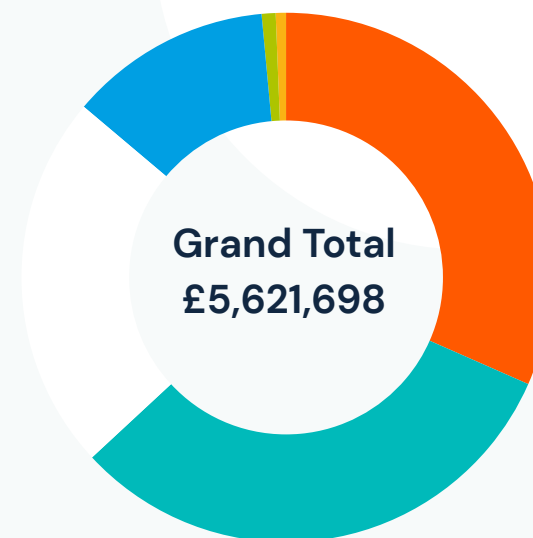
- Integration of NSPCC safeguarding standards into our structures
- Major consultation with young people for the creation of a new, digital young people's support agreement
- Digitalisation of our service standards and young person's handbook – including a revised staying safe section
- Policy updates – anti-harassment and bullying / missing persons / photography and filming / young people's property, money and valuables / working with self-harm and suicide guidance
- Monthly management briefings and attendance at multi-agency safeguarding panels

We remain active and committed to continuing to learn from young people, and other organisations and to sharing our learning and best practice to support other organisations.

FINANCE

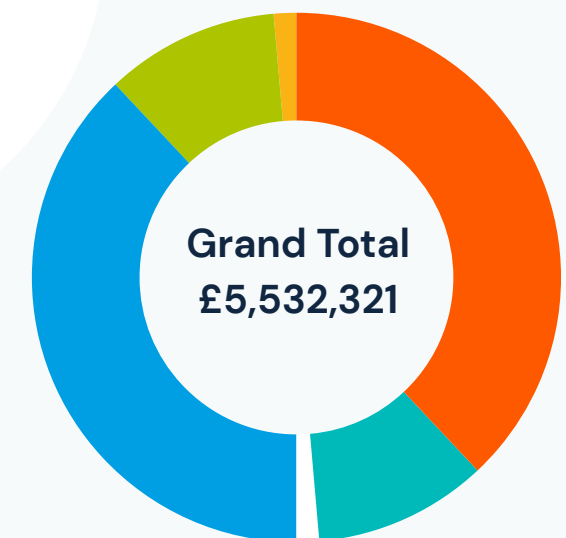
- Surplus was **£81,150** which includes **£7,500** set aside for delivery in future years where the related costs will be recognised in next year's accounts. **£75,259** of the surplus relates to unrestricted funds and **£5,891** relates to restricted funds.
- A significant amount of the turnover, **£521,000**, is due to rental on properties that we manage for others and is paid out to the landlords. We must recognise the full amount in the accounts, but this means that turnover is higher than it would be if we did not collect this on behalf of landlords.
- We meet our minimum balances as required by our Reserves Policy.
- In 2021 – 2022, delivery costs in all 24-hour projects remained high due to covering shifts where colleagues were affected by covid, and the increase of costs in providing safe, clean working and living environments. Similarly, it was harder to fill voids during the pandemic due to difficulties in getting external contractors to do work and the delays in materials, which caused a reduction in income. We have improved performance going forward, now that restrictions have been lifted.
- Looking ahead, the financial effects of the pandemic and the cost-of-living increase mean that we must find solutions for young people, such as providing energy efficiencies in properties, and we work with partners to find more solutions to support young people.
- With the current pressures on Local Authority income and the very tight margins, we rely heavily on discretionary income from other sources to deliver services that really make a difference to young people's lives.
- Our partners and supporters were again great in helping us raise the funds and resources to deliver high-quality services for young people. Our Sleep Out returned again in 2021 with 130 people sleeping out and raising awareness of youth homelessness, the solutions and additionally raising money to deliver vital services to young people.
- The Trustees are confident that we have sufficient cash to meet the charity's obligations. This level of cash is typical for organisations of our size and business model.

INCOME



- **Housing support and prevention**
£1,756,177 (31.2%)
- **Social housing lettings**
£1,718,375 (30.6%)
- **Grants, foundations, trusts, businesses, events & individuals**
£1,710,089 (30.4%)
- **Reboot West**
£412,439 (7.3%)
- **Other**
£2,679 (0.0%)
- **Training income**
£21,939 (0.4%)

EXPENDITURE



- **Providing supported accommodation for young people**
£2,659,896 (48.1%)
- **Education, employment and training, peer support, mentoring, volunteering and service user involvement**
£1,850,076 (33.4%)
- **Specialist support (health and wellbeing, domestic & sexual violence, reducing re-offending)**
£910,242 (16.5%)
- **Community engagement and fundraising costs**
£112,107 (2.0%)

FUNDRAISING HIGHLIGHTS

Last year saw the return of our in-person Sleep Out event, and what an evening it was! Our supporters came together and raised over £35,000 for young people. With the support of our corporate partners, our community and individuals, we came together to pull off a great event. Looking forward to 2022, we want Sleep Out to be bigger and better than ever, so save the date – Thursday 27th October 2022 – and keep your eyes peeled for more details.

Following a challenging pandemic, we are seeing the return of face-to-face meetings and events, and it's fantastic to see people in person, and we're excited to work to create more meaningful partnerships.

This year we have seen the return of Gaming for Good with End Youth Homelessness, which has run for a second successive year and will return in early 2023.

We have lots of exciting campaigns and events coming this year, including an epic raffle prize giveaway, plenty of spots at the Great Bristol Run, Bristol Bungee jump for the adrenaline junkies, Sleep Out shenanigans and Christmas campaigns...watch this space!

SLEEP OUT 2021



PARTNERSHIP HIGHLIGHTS

We have established and strengthened several partnerships this year, and as a result, we have provided better support to young people.

REBOOT WEST 2

In 2021 we secured funding from Youth Futures Foundation (YFF), and the West of England Combined Authority (WECA), to continue the work we were doing to support Care Leavers to access and sustain education, employment and training (EET). The project uses the youth version of Acceptance and Commitment Therapy, which is called DNA-V, as a way of exploring what matters most to the young person (their values) and what they are good at, helping them to gain the confidence, skills, motivation and qualifications to progress to meaningful work. You can read more here.

DIGITAL DEVELOPMENTS

We have launched a digital Support Plan when young people arrive at our service, so they can better see what we have available, and to manage expectations for both young people and colleagues. We have worked with the DOT Project as part of an organisational strengthening assessment, to indicate key areas of focus for digital improvements. We have recently secured £70,000 worth of digital strategy support for 2022-2023 with support from Okta, the DOT Project and Charity Digital.



TEAMS RECOGNISED

The team at St George's House were the winners of the 'Team Hero' award in 2021, at Bristol Young Heroes awards. The Bristol Youth MAPS team are in the finalists for the Team Hero Award for 2022.

KINGSLEY HALL REDEVELOPMENT

We applied to the National Lottery Heritage Fund to refurbish our head office to create great spaces for young people to meet and receive training, high-quality office space for 1625ip colleagues, social housing for young people and a skills kitchen and social enterprise. There will be lots of opportunities for employment and training for young people and it will provide a 7 year programme of Engagement and Learning activities, with significantly increased staffing capacity. We have undertaken in-depth consultations with young people to find out what they want from the refurbishment.



VOLUNTEER BOARD OF TRUSTEES

AS OF 31ST MARCH 2022

- Nick Hooper (Chair)
- Charmagne Rayman-Bacchus-Thompson
- Craig Wilson
- Dave Rowe
- Danyaal Hamdani (Treasurer)
- Ellen Jones (Vice Chair)
- Jane Keenan
- Melanie Anson
- Robert Bartlett
- Sarah Gallacher

- Claire Burston (resigned March 2022)
- Ellen Grace (resigned March 2022)
- Rose Bean (resigned November 2021)



OUR REACH & INFLUENCE

WE HAVE **6792**
FOLLOWERS ACROSS
OUR SOCIAL MEDIA



1221 Facebook fans



3820 Twitter followers



828 Instagram followers



923 Linked In followers

WE MONITOR
THE INCREASE IN
FOLLOWERS ON EACH
PLATFORM

For 2021 – 2022 we saw:



4% increase in followers



2% increase in followers



33% increase in followers



25% increase in followers

STAY IN CONTACT

ON SOCIAL



SIGN UP TO STAY UP TO DATE WITH OUR NEWS

SIGN UP

COLLEAGUE DEVELOPMENT



Over the last 12 months our achievements have been in Learning and Development, proactive support for our People Managers, improvements to systems, policy and process, and the launch of our Hybrid Working model.

Our Training Enterprise is now established and delivering training internally and across local organisations. Our 2022 psychologically informed framework training programme includes new courses, in response to the ever-changing needs of our services. Our new training platform, Skills Boosters, will enhance our access to e-learning opportunities, in particular about diversity and leadership.

We have worked with the Cranfield Trust to design an inclusive competency development framework, with input from colleagues and the young people 1625IP support. The framework promotes and embeds values across the organisation by providing an integrated approach to people-related processes. The implementation plan takes us into 2023 when we will embed the framework through recruitment and performance development review processes.

We have strengthened our People Managers with tools and learning to support our biggest asset, our colleagues. We have improved the accessibility of our resources and our People team now delivers more proactive support to our People Managers. We have increased the frequency of our reporting on key data to better inform our priorities, and to continue to tighten up our approach to key areas such as safe recruitment.

We have equipped People Managers to feel more confident in supporting colleagues with their mental health and in recognising and working with neurodiversity. We are now working with Leonard Cheshire to deliver a disability-focused training programme and to work towards becoming a Disability Confident Employer. We have also been collaborating with our recognised Trade Union to improve our policy and practice for disabled colleagues.

We have an Equity, Diversity and Inclusion (ED&I) Action Plan and we are now working with the Diversity Trust to design our ambitious three-year ED&I Strategy. Diversity Dialogues on a number of ED&I topics are happening this year to support our colleagues to participate in ED&I discussions.

Our Hybrid Working model has been thoughtfully developed, following significant research. We have responded to the needs of the new model by making continuous improvements to our office space and resource management. The model goes live this summer with a review in early 2023.



THANK YOU LIST

- Abri
- ACH
- Adfal Trust
- AE Dance + Fitness
- Aico Homelink
- Albert Kennedy Trust
- Alec French Architects
- Alun Griffiths
- Amcor
- Andrews Charitable Trust
- Andrews Property Group
- Assembly Bakery
- Avon & Somerset Police & Crime Commissioner
- Avon and Somerset Police
- Avon and Somerset Strategic Safeguarding Partnership
- Bakesmiths
- Balfour Beatty
- Barcan & Kirby
- Barratt Homes
- Bath and North East Somerset Council
- Behavioural Insights Team
- Bernie Graham
- Bevan Brittan
- Bird & Blend
- Blagrove Trust
- Bloc climbing
- Bottle Yard Studios
- Bouygues
- Bouygues UK
- Bridges Fund Management
- Brighter Places
- Bristol Cathedral
- Bristol Citizens Advice Bureau
- Bristol City Council
- Bristol Drugs Project
- Bristol Housing Festival
- Bristol Impact Fund
- Bristol Law Centre
- Bristol Waste
- Bromford Housing
- Brook
- Brunel Care
- Burges Salmon
- Bush Bristol
- CAF
- Care Leavers Covenant
- Caring in Bristol
- Cassie Griffiths, National Lottery Heritage Fund
- CAST
- CBRE
- Centre for the Acceleration of Social Technology
- Centrepont
- Changing Futures Bristol
- Chapman Taylor
- Charities Aid Foundation
- Charities Trust
- Children in Need
- CHK Foundation
- City of Bristol College
- Colas
- Collect Eco
- Comic Relief
- Commonweal Housing
- Community of Purpose (Bristol Young Heroes)
- Corrigan Accountants
- Councillor Ruth Davis
- Cranfield Trust
- Creative Youth Network
- Currie & Brown
- Curry Connect
- Cushman & Wakefield
- David Pocock
- Dawe Family Trust
- Deloitte
- Dennis Alan Yardy
- Department for Education
- Department for Levelling Up, Housing and Communities
- Department for Work and Pensions
- Diversity Trust
- DOT Project
- Duncan Gillard
- Ecclesiastical
- Empire Fighting Chance
- End Youth Homelessness
- Enlightened
- Enterprise Rent a Car
- Ernst & Young
- Event Bars
- Eversea Fund
- Everyone Active
- Firstbase
- Fourth Street
- Future Builders
- Geof Cox
- Gloucestershire Community Foundation
- Golden Key Partnership
- Grace Church
- Grizzly Design
- Guinness Housing
- Hargreaves Beare Charitable Trust
- Hargreaves Lansdown
- Hays
- High Sheriff of Bristol
- High Sheriff of Gloucestershire
- HMRC
- Hollis Morgan
- Home Group
- Homeless Link
- Homelink
- Ian and Sarah Robinson via Quartet
- ie Marketing
- Innox Foundation
- J and M Britton Charitable Trust
- Jack Lane Charitable Trust
- Jane Alexander
- Jeremy Woodcock
- JLL
- John James Bristol Foundation
- Joseph Ciarrochi
- Julian House
- Katie Norgrove, Cultural Consulting
- Kane Kirkbride
- Kier
- KPMG
- LandAid
- Landmark Optimus
- LaunchPad
- LiveWest
- Llamau
- Longest Johns
- Louise Hayes
- Lush
- Marvin Rees, Mayor of Bristol
- Mazi Project
- Medlock Charitable Trust
- Missing Link/Next Link/Safe Link Fund
- National Probation Service
- Neighbourly
- Niall Phillips of Purcell UK
- Nick Hooper
- The Nisbet Trust
- North Somerset Council
- Nuffield Health
- Nurture Landscaping
- OTR Bristol
- Options Resourcing
- Orchard Computers
- Osborne Clarke
- Osborne Clarke Charitable Trust
- Ovo Foundation
- Paul Hamlyn Foundation
- Pirate Studios
- Places for People
- Propflo
- Protecture
- Public Health
- Quartet Community Foundation
- Quartet Foundation
- R S Brownless Charitable Trust
- Rayne Foundation
- Richard Davies Charitable Foundation
- Ridgewood Centre
- Robin Johnson
- Sainsburys Community Neighbourly Partnership
- Second Step
- Share Cap
- Sift
- Simon Birch, Bristol Civic Society
- Sirona Healthcare
- South Gloucestershire Council
- South West Resettlement Consortium
- Sovereign Housing Association
- Spectra First (Care Leavers Covenant)
- Spielman Charitable Trust
- Spirit Public Relations
- St Basil's
- Alliance for Youth Justice
- Stonewater
- Suspension Theatre
- The Bakehouse
- The Blagrove Trust
- The Cadbury
- The Darkley Trust
- The Farm
- The Medlock Charitable Foundation
- The National Lottery Community Fund
- The Office of the Police and Crime Commissioner
- The Old Bookshop
- The Oxford
- The Rotary Club of Bristol
- Professor Tim Coles
- Toby Savage, Leader South Glos. Council
- TorchBox
- Tracey Park Golf
- Triangle Consulting
- Triodos
- Tuixen Foundation
- Umberslade
- Unite Students
- University of Bristol and Bristol SU
- University of West of England
- Viridor
- Voscur
- Watershed
- Watson Family Trust
- We Are Halo
- Wesport
- Wessex Water
- West Of England Combined Authority
- West Of England Works
- Weston College
- Weston Islamic Education Centre
- Wheels to Work
- Womble Bond Dickinson
- Working Chance
- Yarlington
- Yate Parish Council
- YMCA
- Yorkshire Building Society
- Youth Education Service
- Youth Futures Foundation
- Youth Justice Board



Mentoring for me has been a great experience. It felt purposeful of a good balance of helping someone build confidence and making progress in life. I felt really well matched and supported. It was a wholly positive experience.

1625IP VOLUNTEER



The support I have received from 1625 leads to me seeing myself having a professional career in the charity and arts sector, I now feel like a powerful, career driven woman.

YOUNG PERSON



One thing about 1625 is that everybody is so lovely – SLT, everyone is so nice, and there's a casual, and supportive approach.

1625IP COLLEAGUE



1625 Independent People is a charity and a registered society (Co-operative and Community Benefit Societies Act 2014, reg: 23964R exempt from registration with the Charity Commission).

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