



OUR IMPACT

2022-2023

 **1625**
Independent
People



CHAIR OF THE BOARD

Sometimes it feels as if one ‘crisis’ affecting young people is replaced by another. In the past year, the pandemic and its long tail have become secondary to the effect of the huge hike in the cost of everyday items. As we know, inflation has a much bigger impact on those on low incomes, and this has driven a real focus on helping young people both to maximise and to stretch their modest monies. Many of our colleagues have received extra training in financial capability to do this. Meanwhile, other challenges, such as mental health, work and affordable housing, remain high on our agenda.

At the same time, other ongoing pieces of work have reached crucial stages. We received support from the National Heritage Lottery Fund, Historic England, Bristol City Council and many others to transform our historic Grade II* listed Kingsley Hall building into a wonderful heritage place. We want to provide a great space for young people to use, rentable community space, a high-quality base for our colleagues as well as vital accommodation for young people. Alongside the conservation project, Kingsley Hall provides a unique platform to engage young people in heritage and strengthen their sense of identity and belonging. We have progressed with this highly complex project in the latter half of 2022 and early 2023 and are working with a group of committed young people to help us succeed.

By spring 2022, we had successfully enrolled a further 156 care leavers from four local authority areas, into our Reboot 2 project. The Reboot team is actively supporting these young people to access good quality jobs, training and education. Reboot 3 has now been approved for funding by Youth Futures Foundation. This enables us to work with the Behavioural Insights Team and our local authority partners to deliver a gold-standard impact trial which will provide support for a further 270 care leavers.



We are a flexible organisation, able to modify our plans where necessary. So, when the opportunity came along in spring 2022 to merge with the Youth Education Service (YES), we were happy to explore the idea. As it turned out, the merger benefited both parties, and after much effort, in early 2023 YES joined the 1625 family. We were delighted to welcome our YES colleagues, and former YES trustees, Leah Morgan (former chair) and Holly Meacham, to our Board of Trustees. At the same time, we had taken a decision in autumn 2022 to seek some trustees with lived experience to join our Board. After an open recruitment process, we were equally delighted to welcome Saul Leong and Jess Haines as co-opted young trustees, a move which opens the Board directly to a more diverse set of voices and views and demonstrates that we can both walk the walk, as well as talk the talk!

As ever, I gratefully acknowledge the huge support and efforts of all our volunteers, supporters, colleagues, our executive team and fellow trustees who always go the extra mile in search of better outcomes for young people.



NICK HOOPER
Chair of the Board

IPA BOARD



The Independent People Ambassadors (IPA) board has changed significantly in the past 12 months. We now have a board of 9 regular attendees. Each IPA board member will be working with another local youth board across different youth organisations so that we create partnerships for all our young people to be heard and supported. Our latest new IPA member will link with the Caring in Bristol youth board. In the past 2 months, we have split our board meeting time to enable a Kingsley Hall Heritage Project Youth Board to be set up. Some of the IPA board members are also attending this meeting.

The previous IPA board's priority, 'Welcoming new people and making a house a home,' was successfully completed. In November 2022, the whole IPA board attended and spoke at the Sleep Out event. In January 2023, we started to set up a new action plan based on priorities from the Connects event, that brings young people and colleagues together from across the organisation. These are related to the cost-of-living crisis and the Moving On Project, preparing for independent living. This action plan is now being implemented. We hope to develop videos to support living independently and saving money.

1625 has set up a cost-of-living team, and a member of the IPA attends these meetings and is supporting the team in writing a newsletter for young people with tips and advice to save money and help with bills and food payments.

The IPA board members have actively participated in the Kingsley Hall Heritage Project (KHHP). They have supported the plan's development, collaborated with the new team to test activities, and provided ideas for new accommodation, social spaces, and activities for young people. Additionally, the majority of the IPA board regularly attends recruitment interviews. We were also actively involved in hiring consultants and other staff for the KHHP.

I will be starting as a Lead Ambassador in the next few weeks. We have two new Ambassadors, myself and Cleome. I am focusing on working with St George's House and offering the residents ways to work out, keeping them fit without costing very much. Cleome is working with the Communications and Marketing team, and she will be ensuring that young people's voices are heard in all aspects of our communication. We are also hoping to collaborate and raise awareness of what we are both doing.

ISRAEL BLOOMFIELD-LOBBAN
Lead Ambassador on behalf
of IPA Board.

Looking ahead

CHIEF EXECUTIVE

This year marks 40 years of 1625 Independent People (1625), and we will be celebrating with young people, colleagues, and partners alongside the previous 1625 young people and staff.



The environment we are working in has become increasingly hard financially, both in terms of young people and family's income and expenditure as well as that for charities and local authorities. 1625 has been working hard to improve efficiency in delivery whilst reducing costs and has seen benefits in hybrid and digital working.

In terms of delivery, the year ahead sees significant growth in the ways we are supporting young people and helping guarantee delivery for young local people in the future.

We have always recognised the importance of education and then employment in achieving a route out of youth homelessness and have some very exciting developments in this in the next year.

We have joined with the Youth Education Service. Our goal is to improve formal education for young people in the area. We will focus on Alternative Learning and group work to develop functional skills in Maths and English. Additionally, we aim to enhance Dyslexia Awareness and Support for Learning. In July, we celebrated the achievements of the young people who passed this year's exams.

The launch of Reboot West 3 will give us a chance to show what works with getting young care leavers into work and then supporting them to maintain education and employment that fits with their values in life.

The Kingsley Hall Heritage Project has been made

possible by the National Lottery Heritage Fund, Historic England and Bristol City Council alongside a wide range of community partners. The project will enable our main base to become an amazing space for young people and the community in the future, bringing together:

- Great spaces for young people to meet.
- New flexible learning and training spaces, including a new skills kitchen.
- A new social enterprise, likely a café.
- New social housing for homeless young people.
- Great office space for 1625 colleagues.

Alongside this, the project will be helping young people engage in heritage activities that are meaningful for them whilst planning out how their future dream building will be delivered.

So, despite the very tight financial outlook for the coming time, this will be a very exciting period for 1625 and the young people we serve and have been serving for 40 years. As ever, we can only do this in partnership and are indebted to the amazing supporters we have in the form of Local Authorities, Businesses, Trusts, Individuals, and so many more.

DOM WOOD DL
Chief Executive

YOUNG PEOPLE RECEIVED SUPPORT IN THE FOLLOWING AREAS

67%

Asked for housing support

45%

Wanted support for learning and work

49%

Wanted support in relation to money and rent

43%

Asked for support with their health

53%

Wanted support in relation to how they feel

44%

Asked for support with practical life skills

41%

Asked for support with relationships and connecting to other services

33%

Asked for support with choices and behaviour

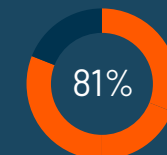
1625's services were accessed by

1,654 YOUNG PEOPLE

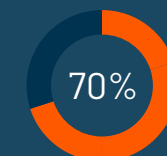
Between 1 April 2022 – 31 March 2023

OUR ACHIEVEMENTS ACROSS THE IMPACT AREAS FOR 2022 - 2023

ACCOMMODATION

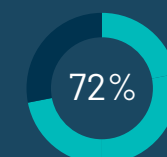


of young people were supported into appropriate accommodation with the highest appropriate level of independence



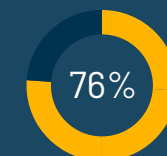
of young people have improved skills and confidence in relation to managing their accommodation

FINANCIAL CAPABILITY



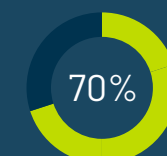
of young people developed or improved their financial skills

HEALTH & WELLBEING



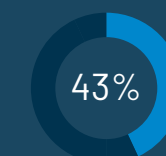
of young people have improved their health and well-being

RELATIONSHIPS

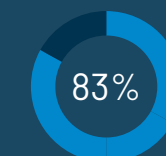


of young people have built, developed, or improved one or more positive relationships or relationships building skills

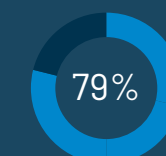
EDUCATION, EMPLOYMENT & TRAINING (EET)



of young people have entered Employment, Education, and Training across the organisation.



of young people have moved towards their EET goals.



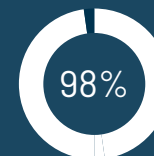
of young people have sustained EET.

POSITIVE CONTRIBUTION

186 people have made a positive contribution to 1625 through volunteering

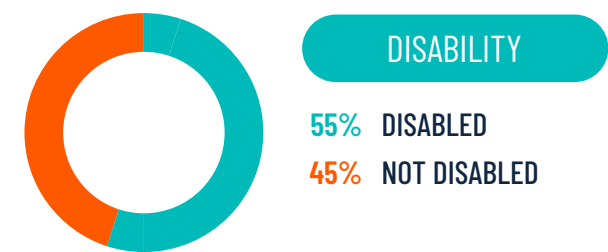
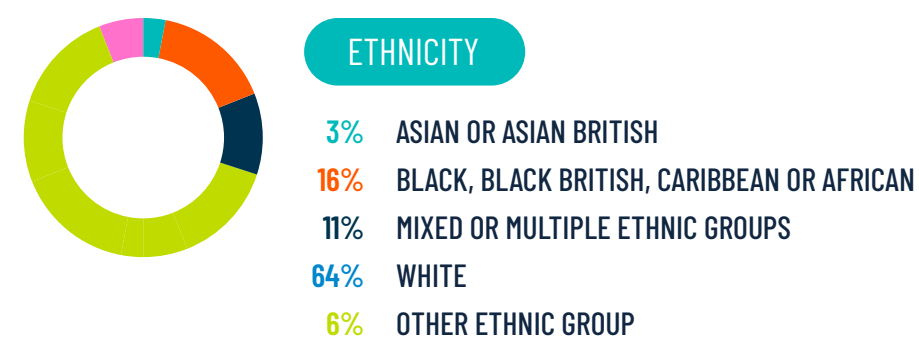
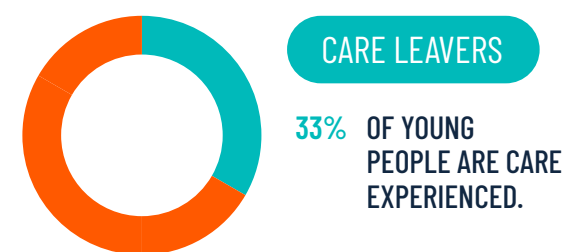
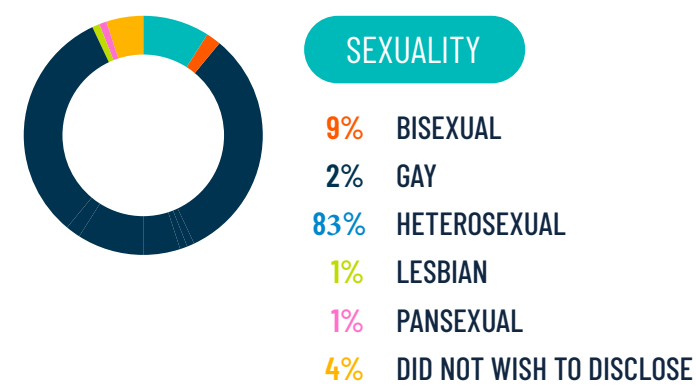
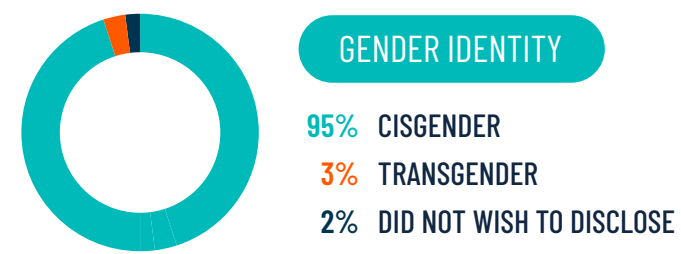
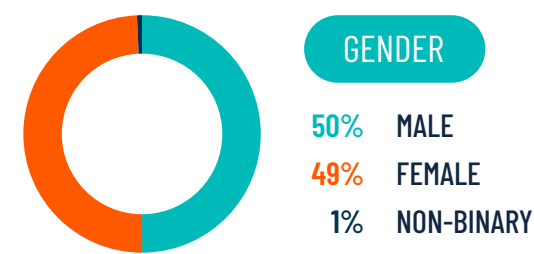
186

people have made a positive contribution to 1625 through volunteering



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

EQUALITY & DIVERSITY



OF THOSE WHO HAVE IDENTIFIED AS DISABLED, THESE WERE SPLIT INTO THE FOLLOWING CATEGORIES:

- | | | | |
|-----|------------------------------------|----|--------------------|
| 70% | MENTAL HEALTH | 1% | VISUAL IMPAIRMENT |
| 27% | LEARNING DIFFICULTIES | 2% | COMMUNICATION |
| 12% | PHYSICAL OR MOBILITY | 1% | HEARING IMPAIRMENT |
| 6% | LONG-STANDING ILLNESS OR CONDITION | 2% | OTHER |
| 14% | NEUROLOGICAL | | |





ACCOMMODATION

Our mission is to prevent homelessness, keep young people safe and support them to be the best they can be.

Accommodation is core to our service offer. Having somewhere safe to live provides a foundation from which young people can build a positive future, and for many young people, this is the entry point into our services. Accommodation-based services are also some of the largest contracts we have with local authorities, adding a vital and often longer-term income stream to the charity. There is a demonstrable and increasing need for accommodation for vulnerable young people with larger waiting lists and reduced move-on options. Planned, or positive move-on, is the fundamental key performance indicator in our accommodation-based contracted services.

81 %

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

70 %

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

2022 - 2023 HIGHLIGHTS

In April 2022, we took over the provision of support and housing management of Charles England House in Patchway, a 21-bed, 24/7, low-medium support service for young people, including several units specifically for young parents.

- We were successful in applying for the Bristol City Council (BCC) framework to provide supported housing for Children Seeking Asylum. We have opened one 3-bed house for Children Seeking Asylum, and we are actively working towards another 9 units of accommodation.
- We have completed the purchase of a previously Registered Provider owned property – this was achieved with the support of the local authority and enabled the retention of a 6-bed supported housing property in the sector. LandAid funded the subsequent refurbishment of the property.
- Young people moving into independent accommodation continues to be a challenge – the increasing pressure on housing, social and the private sector continues to impact the availability. For growing numbers of the young people with whom we work, the private sector is realistically their only option, but too often, that is unaffordable, and it can be difficult for young people to get any sort of foot in the door, even being able to view a property in the current market can be almost impossible.
- The construction company, Kier, completed some garden improvements at one of our Dispersed Housing properties, using plans developed by the young people and Resident Adult living there. This means that there is now a very sociable, low-maintenance, usable garden which includes more secluded areas, such as a sensory space.
- We converted a third property in Dispersed Housing to a Resident Adult property. A Resident Adult lives in and is contracted to work 12 hours per week, helping young people develop effective independent living skills, bringing people together for meals or general socialising, and modelling being a good tenant and neighbour. This means that Dispersed Housing now has 13 rooms in properties with a Resident Adult.

OUR PLANS FOR THE FUTURE

We are developing a partnership with Bristol Waste which enables us to collect household items from their recycling sites that would otherwise go to landfill. Many of these items are soft furnishings, pictures, and lamps – the types of items that turn a house into a home. Using Psychologically Informed Environments (PIE) in Place audits, we plan to prioritise this work, and improvements continue across all properties.

- All providers who want to continue providing supported accommodation to 16-and-17-year-olds looking after young people and care leavers after October 2023 will need to register with Ofsted and be part of a regulatory and inspection regime. We are working towards registration – this will comprise a significant part of our focus in 2023–24.
- We have worked with LandAid, who have sourced pro bono support for surveying 6 of the 7 properties that we own. LandAid raised funds through their Sleep Out and other events to conduct some of the work once the surveys and recommendations are received.
- Kier has been planning significant refurbishments and improvements at St. George's House. Starting in summer 2023, they will totally refurbish two clusters, the reception and mezzanine area. Young people have been involved in the design stage of this.
- The Kingsley Hall Heritage Project promises the redevelopment of the Kingsley Hall building, including new accommodation for young people, with the support of Bristol City Council and LandAid.



EDUCATION, EMPLOYMENT AND TRAINING (EET)

Our mission is to prevent homelessness, keep young people safe and support them to be the best they can be.

We know that meaningful occupation is key to supporting young people's well-being and allowing them to move on from homelessness.

Education, Employment, and Training (EET) helps young people to develop their independent living skills, reduce the likelihood of isolation or loneliness and can help build their confidence and self-esteem through learning new skills.

2022 - 2023 HIGHLIGHTS

Working with the Youth Futures Foundation and the Behavioural Insights Team, we successfully secured funding to continue our Reboot West service for the next 3 years, from 2023-2026.

The merger with Youth Education Service means a growth in our ability to support young people through formal education to qualifications and support young people with dyslexia.

A meet & match event provided an opportunity for Reboot Participation and Learning (PaL), EET coaches, and young people to meet industry experts. The event aimed to help young people learn about their desired career sectors and highlight the diverse career paths of the experts. Additionally, the event offered our young people the chance to explore work experience and placement opportunities provided by industry experts. Looking forward, significant areas of EET-related work in 2023-24 will include:

The Reboot West 3 implementation and development, which includes an innovative impact evaluation.

Re-fresh of the EET strategy led by the Reboot West and PAL teams, including:

- Developing our connections and partnerships with employers and education providers who can offer EET opportunities that excite and inspire our young people.
- Strengthening our links with key contacts within learning and skills networks and forums across the 4 local authority areas.
- Partnership work with employers and education providers such as Hays, a world-leading specialist in recruitment, and local colleges to create bespoke offers for our young people.

The Kingsley Hall Heritage Project brings a wide range of new significant EET opportunities, including work tasters, apprenticeships, and traineeships, from design work to business planning, and research skills to heritage building skills.

83 %

of young people have moved towards their EET goals

88 %

of young people have entered Employment, Education, and Training across the organisation

43 %

of young people have sustained EET

YES MERGER

The Youth Education Service (YES) merged with 1625 Independent People in January 2023. The main bulk of delivery from the YES team is City & Guilds Accredited Functional Skills in English and Maths up to Level 2 (GCSE equivalent) alongside dyslexia support.

YES has an education centre with classrooms in Old Market and has been supporting young people who have not managed well in formal education systems to feel safe, increase in confidence, learn to appreciate learning and gain formal qualifications for 50 years. They do this by recognising that the relationship with the student is of paramount importance and provide flexible, personalised educational services to meet individual needs both 1-2-1 and in small group settings.

Last year they provided support to 49 young people, of whom 40 were worked with throughout the school year. Of these 40, 98% increased confidence and independence in the learning environment, and 85% increased skills for learning and employment.

Additionally, there was a Dyslexia Support Project supported by the JJ Charitable Trust.

The final report of the Dyslexia Support Project demonstrated that it had succeeded in the 3 below strands:

1. Increasing staff capacity and knowledge to deliver to dyslexic and dyscalculic learners whilst developing resources.
2. Increasing understanding of the needs of the learners and developing bespoke support.
3. A comprehensive research report by the Bristol Education Psychology Service that identified and analysed dyslexic needs in Bristol schools and the work in place to support that need.

This will be the cornerstone of developing work in the future that meets a specific need.

Next year we will be looking at the best ways to grow services to bring education to more young people that have been unable to engage with the formal education system or have been failed by it.



FINANCIAL CAPABILITY

WITH THE CURRENT COST OF LIVING CRISIS AND THE WORSENING NATIONAL ECONOMIC SITUATION, SUPPORTING YOUNG PEOPLE TO DEVELOP FINANCIAL CAPABILITY IS MORE VITAL THAN EVER.

Enabling young people to be financially capable is key in helping them to live independent lives as well as increasing their self-worth and resilience to criminal exploitation.

Developing financial capability skills also opens pathways to sustaining accommodation, accessing Education, Employment, and Training opportunities, as well as addressing mental health concerns connected to financial worries and supporting their overall sense of well-being.

Our Every Youth funded service supports young people with deposits for accommodation or rent in advance if moving into social housing. A significant part of this process is an affordability assessment budgeting plan.

The external environment is a significant challenge – as the cost-of-living crisis continues throughout the country, it is impacting the people on the edges of society the most. This means there is more demand on charities and for resources and funders than ever before. At the same time, the ongoing housing shortage is leading to ever-increasing competition and costs for housing, especially in the private sector.

72%

of young people developed or improved their financial skills



The aim to support young people with the cost-of-living crisis was adopted as a priority at our 2022 Colleague Conference, sending an important message about the priority of this work.

Furthermore, our Independent People Ambassadors (IPA) group has formed a partnership with Caring in Bristol's youth board, and we have set up a comprising members from the Participation and Learning team and other colleagues. This group convenes monthly to address matters related to the cost-of-living crisis and to provide resources to both young people and colleagues. These resources include a monthly newsletter and an information leaflet available on our website.

Our plans included collaborating with our partner Savills who conducted pro-bono, extensive asset and energy efficiency surveys across six of our properties. This provided us with detailed reports and timed and costed recommendations. These reports will inform our asset management and to improve the energy efficiency of those properties.

We have also developed several incentivisation schemes to help young people overcome the challenges of the cost-of-living crisis. We are working with Glasspool, a charity that provides significant grants to young people who are moving on into their own accommodation and need some financial help. In addition, we are continuing to secure funds through being an active member of the Wessex Water Assist program.





RELATIONSHIPS

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

70%

of young people have built, developed, or improved one or more positive relationships or relationships building skills.



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

The Independent People Ambassadors (IPA) have also identified relationships as a key theme, developing safe spaces to bring young people together to make connections. The IPA have an overall aim of '*young people feeling emotionally, physically, financially, and relationally safer in their homes.*' As this is a key aim of the IPA, then it is key, too, for 1625.

The IPA has developed and led several initiatives to help prevent and address loneliness and isolation, including examples such as Project Grapevine, young parents' groups and an Iftar celebration at Kingsley Hall.

Reboot uses an ACT-consistent, young person-led review process, tracking progress with the Stability & Well-Being Measurement, which includes increases in psychological flexibility.

Reboot is using a new Action Planning tool that is consistent with Acceptance and Commitment Therapy (ACT). It supports young people to identify their values and agree on SMART goals based on what they are willing to do to move towards that value, despite any uncomfortable thoughts or feelings. This new tool has been embedded into the Reboot coaching approach and made into interactive card packs.

In 2023-24, we plan to develop young people's training in staying safe online as well as to launch a Healthy Relationships coach role in South Gloucestershire to expand our provision of this vital support.



HEALTH & WELLBEING

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



Our mission is to prevent homelessness, keep young people safe and support them to be the best they can be.

Young people in insecure housing, on low incomes, and/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.

Working in partnership with Public Health, 1625 hosted vaccination clinics at St. George's House and Woodleaze, which are both emergency accommodation for young people, and Kingsley Hall to encourage young people to get Covid vaccinations.

1625 has also worked with The Mazi Project, an organisation that provides food boxes and recipe sheets to provide diverse learning and cooking opportunities for young people.



1625 run a range of activities for young people, including climbing, football, boxing, and paddle boarding, all intended to enhance health and well-being, learning and social opportunities for young people. Young people from the Independent People Ambassadors board have started a running club in which all young people are invited to get involved. They also launched Project Grapevine, which aims to address isolation and loneliness amongst young people bringing people together to play games, picnic, walk, or just chat. Specific groups for young parents have also started.

Working in partnership with a counselling charity, we were able to offer 1-2-1 counselling to some young people. Following the success of this pilot, the offer is now to be extended to more young people from May 2023.

Looking ahead, we will continue to seek funding for Mental Health coaches.





POSITIVE CONTRIBUTION

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

1625 are committed to providing opportunities for volunteers and young people because we recognise the many benefits, skills, experience, lived insight, etc., that volunteers can bring and how this offers different types of input for young people in progressing toward achieving their goals.

1625 are committed to actively involving young people in the improvement, design and delivery of services and seeks to work with young people, particularly through IPA Board, in all stages of project planning and delivery.

186

people have made a positive contribution to 1625 through volunteering.

98 %

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

We have had a full launch of the Kingsley Hall Heritage Project (KHHP). The key to achieving this was the involvement, feedback and voice of young people and their interest in the heritage of the Kingsley Hall building. We have seen a series of trips, as well as forming a young person's board for the Heritage Project that will seek to build young people's voices into every aspect of the project, from the building to the skills and training opportunities available.

We have also seen an increase in our number of peer supporters, and we have re-started our Homelessness Prevention Peer Education delivery with the City of Bristol College, which has been very well received.

KEEPING YOUNG PEOPLE SAFE

Safeguarding practice really is central to how we work with young people. Supporting them to stay safe is all our colleagues' and volunteers' responsibility and an essential component of our culture.

Safeguarding is embedded throughout the organisation – key elements include:

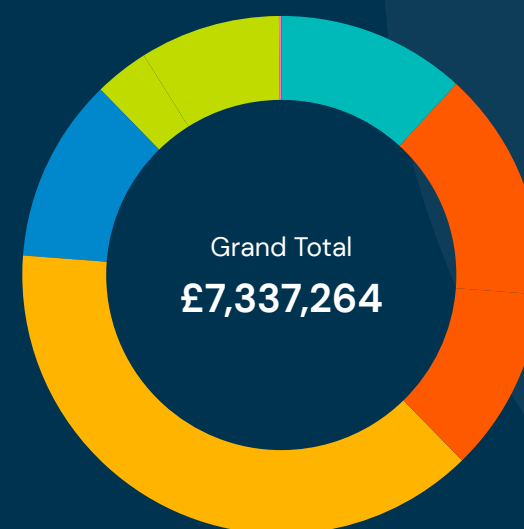
- Training is delivered for all roles – so people are trained at the right level and at the right time.
- Safeguarding has been built into our new competency development framework – and we have strong safer recruitment, induction, probation and supervision processes to test this at every stage of the employment cycle.
- Young people are provided with information about how to stay safe throughout their time with us.
- We ask for and act upon young people's feedback through numerous quality assurance measures, for example, our young people's surveys, as part of our annual safeguarding policy review, and at the Independent People Ambassador Board.
- We are supporting young people to take part in the Keeping Bristol Safe Partnership's (KBSP) new Participation, Engagement, and Communication group – this enables young people's voices at a strategic level within KBSP.
- In November 2022, we were required by KBSP to complete a peer assessment – this reviewed our whole safeguarding structure. The results were extremely positive, but, as always, we continue to learn, and there were a few actions that we took away and added to our strategic safeguarding plan.
- As the Youth Education Service has joined us this year, we have made relevant changes to our policy, procedure, and training framework
- In 2023–24 preparations are well underway to make any required changes to our safeguarding structure for the new Ofsted regulatory framework.

FINANCE

The surplus for the year was **£571,575**

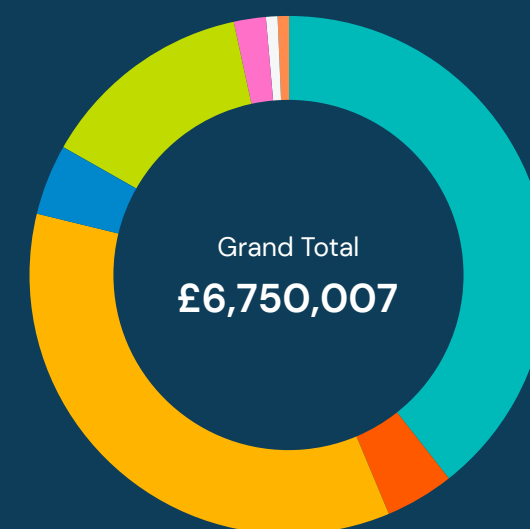
- A significant amount of the turnover, £633,000, is due to rental on properties that we manage for others and is paid back to the landlords. We must recognise the full amount in the accounts, but this means that turnover is higher than it would be if we did not collect this on behalf of landlords.
- We have met our minimum balances as required by our Reserves Policy.
- In 2022-23 inflationary rises impacted on the organisation's costs for delivery. This was a mixture of utilities increases, general price rises and a large rise in the National Joint Council salary pay award which affects salary costs. We have invested heavily in fundraising for our non-funded services that supplement our core services, providing specialist support, activities and opportunities to be involved in the running of the organisation. There has been a concentration on our digital delivery to help colleagues deliver the best support they can for young people.
- With the current pressures on Local Authority income and the very tight margins, 1625 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 these high-quality services for young people. Our Sleep Out was a huge success with 110 people sleeping out and raising awareness of youth homelessness whilst raising vital funds.
- The Trustees are confident that we have sufficient cash to meet our known obligations. This level of cash is typical for organisations of our size and business model.

INCOME



- Gift of net assets (Youth Education Service merger)
£847,846 (11.6%)
- Social housing lettings
£2,168,947 (29.6%)
- Housing support and prevention
£2,549,364 (35.1%)
- Grants, foundations, trusts, businesses, events & individuals
£865,769 (11.8%)
- Reboot West
£843,640 (11.5%)
- Other
£44,813 (0.6%)
- Training & DNAV Toolkit income
£16,885 (0.2%)

EXPENDITURE



- Providing Housing Support and Prevention for young people
£2,661,456 (39.4%)
- Specialist support (health and wellbeing, domestic & sexual violence, reducing re-offending)
£289,233 (4.3%)
- Social housing lettings
£2,369,523 (35.1%)
- Education, employment and training, peer support, mentoring, volunteering, and service user involvement
£296,194 (4.4%)
- Reboot West
£907,102 (13.4%)
- Community engagement and fundraising costs
£132,630 (2.0%)
- Heritage Project
£43,444 (0.6%)
- Other
£50,425 (0.7%)

COMMUNITY FUNDRAISING HIGHLIGHTS

Last year the Sleep Out continued to be a highlight of our year. Our supporters came together and raised over £29,000 in vital funds for young people. With sponsorship from Risk and Torchbox, and the support of our corporate partners, the local community and individual supporters, we came together to pull off a fantastic night. We heard some impactful spoken word pieces from our talented Independent People Ambassadors as well as dancing the night away to some incredible music.



We also saw a massive 56 people running The Great Bristol Run for us, raising a huge £10,000. We had a stand at the event itself, and it was wonderful to see so many 1625 t-shirts on the race route, raising sponsorship and awareness for 1625.

In September 2023, we eagerly anticipate celebrating our 40th Anniversary, marking four decades of supporting young people since 1983. Through celebrations with colleagues, a celebration event for our key supporters over the years and a bigger Sleep Out, we hope that everyone can join us to look back on all that has been achieved and look forward to an exciting future.

A huge thank you to all the businesses and community groups that have supported us through fundraising and po-bono work over the last year. We are looking to continue to create meaningful partnerships with local and national businesses. We are also looking to re-engage with our local community groups since the pandemic.

We have lots of exciting campaigns and events coming this year. This includes plenty of spots at the Great Bristol Run, Bristol Bungee Jump for the adrenaline junkie, and we cannot wait for you to join us!



COLLEAGUE DEVELOPMENT

Over the last 12 months, we have built on the successes of the previous year in relation to our Learning and Development provision, our transition to hybrid working and our people management.

We now have a dedicated role in our People team to support our Learning and Development provision, and this has already proven to be instrumental in driving positive change in our Learning and Development arena. We are fine-tuning our Core Training provision and taking steps to not just streamline processes but also ensure our provision is relevant, accessible and valuable.

We have now fully transitioned to an agile way of working, and this has had a positive response from our teams. We have rolled out our Competency Development Framework, informed by organisational values, and we have had some excellent feedback on its application to our recruitment process. We are working on embedding the Framework into every stage of the colleague employment journey, and we are now once again working with Cranfield Trust to develop a coaching culture which will underpin the Framework.

Our 2022 Colleague Well-being Survey results were the most positive we have ever had, with the culture once again coming through as one of the best things about working at our organisation. In the last 12 months, we had a big focus on disability through learning and development for our People managers and streamlining of processes to ensure accessibility and inclusivity.

During the last 12 months, we have built on our previous year's reporting efforts by delving deeper into data to better understand our strengths and our challenges. We have refreshed our People Strategy and have written our first-ever Equity, Diversity and Inclusion Strategy, and we are excited to deliver both over the coming 3 years.



BOARD OF TRUSTEES LIST

AS OF 31ST MARCH 2023

- Nick Hooper (Chair)
- Charmagne Rayman-Bacchus-Thompson
- Dave Rowe
- Danyaal Hamdani (Treasurer)
- Ellen Jones (Vice Chair)
- Holly Meacham
- Jane Keenan
- Jessica Haines
- Leah Morgan
- Melanie Anson
- Robert Bartlett
- Sarah Everett-Cox
- Sarah Gallacher
- Saul Leong
- Craig Wilson (resigned September 2022)

OUR REACH & INFLUENCE

Throughout the year, our primary aim has been to champion the voices of young people in all our communications. To achieve this, we appointed one of our young people, as a Comms and Marketing ambassador, ensuring that young people's perspectives are effectively represented. Additionally, we are actively involving our young people in our Kingsley Hall Heritage Project communications.

This includes empowering young people to photograph Heritage trips and events. In addition, two young people assisted us in implementing communications specific to Ramadan, which included the creation of a Ramadan guide to share with young people and colleagues. By adopting these measures, we strive to amplify the diverse voices of young people.

WE HAVE **7,636**
FOLLOWERS ACROSS
OUR SOCIAL MEDIA

-  **1,375** FACEBOOK FOLLOWERS
-  **3,839** X FOLLOWERS
-  **1,041** INSTAGRAM FOLLOWERS
-  **1,381** LINKEDIN FOLLOWERS

WE MONITOR THE INCREASE IN FOLLOWERS ON EACH PLATFORM. FOR 2022-2023 WE SAW AN INCREASE OF **17.9%** ACROSS OUR SOCIAL MEDIA CHANNELS.

Throughout 2022-2023, 1625's work received extensive media coverage from various news outlets. Notably, BBC Bristol highlighted our South Gloucestershire Mentoring Programme, a dedicated initiative supporting girls and young women. Our Kingsley Hall Heritage Project also attracted attention from BBC News, Bristol Magazine, and B247.

SIGN UP TO STAY UP TO DATE WITH OUR NEWS

WWW.1625IP.CO.UK

STAY IN CONTACT

ON SOCIAL

-  /1625INDEPENDENTPEOPLE
-   @1625IP
-  /1625-INDEPENDENT-PEOPLE

PARTNERSHIPS & HERITAGE PROJECT

The past year has been a hugely successful and exciting, showing the vitally important role our partners play in our work. From our funding and evaluation partners, who have enabled us to research our impact, Voluntary and Community

Sector partners, who work with us to support young people to be the best they can be, to business partners providing critical pro bono support. We would like to thank you all and share a few highlights.

REBOOT WEST 3

Our Reboot work supporting care experienced young people to access and sustain Education, Employment, and Training (EET) goes from strength to strength. Following the success of Reboot West 2, we are now launching Reboot West 3 – a landmark project and the first randomised controlled trial of its kind. This exciting project continues our successful relationships with the four local authorities in the West of England, Youth Futures Foundation, the Behavioural Insights Team and the West of England Combined Authority. The partnership is enabling us to examine the efficacy of delivering values-based support underpinned by DNA-V – the youth version of Acceptance and Commitment Therapy. With this investment, we will be able to reach 270 more young care leavers, supporting them to understand what they are good at and helping them to gain the confidence, skills, motivation and qualifications to progress to meaningful work.

REFURBISHED HOUSING FOR YOUNG PARENTS

In February 2023, we opened the doors to a newly renovated 6-bedroom shared house in a leafy area of Bristol for young parents aged 16–25 who are homeless. Working with Bristol City Council and LandAid, we transformed the house, repairing the roof, installing a new kitchen, laying new floors and redecorating throughout. The young people and families we support deserve high-quality housing and a clean, calm and pleasant home.



SINCE RESIDING HERE, I HAVE FELT SAFE AND SECURE. IT HAS KEPT CLEAN AND TIDY, AND MY SUPPORT WORKER HAS BEEN SO HELPFUL AND ACCOMMODATING. AFTER ONLY A SHORT AMOUNT OF TIME RESIDING HERE, I FEEL COMFORTABLE ALREADY.

- RESIDENT

SPOTLIGHT ON THE HERITAGE PROJECT

In September 2022, we were granted funding from the National Lottery Heritage Fund (NLHF) to bring Kingsley Hall - our charity's base and Grade II* listed building - into sustainable, long-term beneficial use. We are going to transform Kingsley Hall into a brilliant and welcoming space

to support young people, where young people can overcome isolation, develop skills, and rebuild their lives. A special thanks goes out to National Lottery players, National Lottery Heritage Fund and Historic England for supporting our work on Kingsley Hall.

Built in 1706, Kingsley Hall is in Old Market, Bristol's medieval marketplace – a nationally important conservation area. Kingsley Hall has significant historical links with the city, from its medieval cellars and boundary walls to its important role in the history of social change and from the Suffragettes and women's rights to debates about workers' pay and conditions.

A NEW PROGRAMME OF ACTIVITIES

A big part of the project is engaging young people across 1625 to explore heritage in a way that is meaningful for them and support them to benefit from the opportunities, like paid traineeships and our new Heritage Project Youth Board that sits alongside our existing IPA Board.

Over the next 12 months, we will be piloting a range of heritage activities, making sure they coordinate with our existing work and reach young people in all our locations. We are using the building's history to explore the issues that young people have told us matter most in the manner they find most engaging using media such as film, photography, music, oral history and spoken word.

WHAT ARE THE PLANS FOR KINGSLEY HALL?

We are busy exploring the history of Kingsley Hall and developing detailed plans for the building that will create:

- Great spaces for young people to meet.
- New flexible learning and training spaces, including a new skills kitchen.
- A new social enterprise (a cafe run designed and run by young people)
- New social housing for homeless young people.
- Great office space for 1625 colleagues.

YOUNG PEOPLE AT THE HEART

Young people have been central to this project from the start. Through co-design of the new building and activities, we are using heritage as a platform to transform young people's lives. Through involvement in this project, young people will develop agency, ownership, skills and awareness of their strengths and capabilities.

Our consultations have highlighted young people's strong interest in heritage – in their personal and cultural heritage, their interest in challenging narratives and their desire to shape a better future through an understanding of the past. They want to be able to pass on ideas, recipes, and objects to future generations – something they have often lacked in their own lives.

The Kingsley Hall Heritage project provides a unique opportunity to protect the city's heritage and provide a high-quality, welcoming hub from which even more young homeless people and care leavers can receive support.

THANK YOU LIST

- Abri
- ACH
- AE Dance + Fitness
- Aico HomeLINK
- Albert Kennedy Trust
- Alec French Architects
- Alun Griffiths
- Amcor
- Andrews Charitable Trust
- Andrews Property Group
- Avon & Somerset Police & Crime Commissioner
- Strategic Safeguarding Partnership
- Bakehouse
- Balfour Beatty
- Barratt Homes
- Bath and North East Somerset Council
- Behavioural Insights Team
- Bernie Graham
- Bevan Brittan
- Big Give
- Bird & Blend
- Blagrove Trust
- Bloc climbing
- Bottle Yard Studios
- 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 Lieutenancy
- Bristol SU
- Bristol Waste
- Bromford Housing
- Brook
- Brunel Care
- Burges Salmon
- Bush Bristol
- Care Leavers Covenant
- Caring in Bristol
- CAST
- CBRE
- Centre for the Acceleration of Social Technology
- Centrepont
- Changing Futures Bristol
- Chapman Taylor
- CHK Foundation
- Chris Pointon
- 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
- CVS South Glos
- David Pocock
- Dawe Family Trust
- Deloitte
- Department for Education
- Department for Levelling Up
- Housing and Communities
- Department for Work and Pensions
- Diversity Trust
- DOT Project
- Duncan Gillard
- Empire Fighting Chance
- Every Youth
- Enlightened
- Enterprise Rent a Car
- Ernst & Young
- Everyone Active
- Event Bars
- Farscape Family Fund via Quartet
- Fourth Street
- Future Builders
- Geof Cox
- Glasspool
- Gloucestershire Community Foundation
- Gloucestershire Mentoring Project
- Golden Key Partnership
- Grace Church
- Grizzly Design
- Guinness Housing
- Hargreaves Beare Charitable Trust
- Hargreaves Lansdown
- Hays
- High Sheriff of Bristol
- High Sheriff of Gloucestershire
- Historic England
- HMRC
- Hollis Morgan
- Home Group
- Homeless Link
- Home-Link
- Ian and Sarah Robinson via Quartet
- ie Marketing
- Innox Foundation
- J and M Britton Charitable Trust
- Jane Alexander
- Jeremy Woodcock
- JJ Charitable trust
- JLL
- John James Bristol Foundation
- Joseph Ciarrochi
- Josh Eggleton
- Julian House
- Katie Norgrove, Cultural Consulting
- Kane Kirkbride
- Kier
- KPMG
- LandAid
- Landmark Optimus
- LaunchPad
- LiveWest
- Llamau
- Longest Johns
- Louise Hayes
- Lush
- Mackintosh Foundation
- Marvin Rees, Mayor of Bristol
- Matt Dowse
- Mazi Project
- Mike22inks
- Missing Link/Next Link/Safe Link
- Mokoko Coffee
- My Cause Volunteering
- National Lottery Heritage Fund
- National Probation Service
- National Trust - Tyntesfield
- Neighbourly
- Niall Phillips of Purcell UK
- Nick Hooper
- Nigel Irvine
- The Nisbet Trust
- North Somerset Council
- Nuffield Health
- Nurture Landscaping
- OTR Bristol
- Openwork Foundation
- Options Resourcing
- Orchard Computers
- Osborne Clarke
- Ovo Foundation
- Paul Hamlyn Foundation
- Paul McKendrick
- Pirate Studios
- Places for People
- Propflo
- Protecture
- Public Health
- Quartet Community Foundation
- Rayne Foundation
- Ridgewood Centre
- Robin Johnson
- Savills
- Second Step
- Share Cap
- Sift
- Simon Birch, Bristol Civic Society
- Socius
- Sirona Healthcare
- Society of Merchant Venturers
- South Gloucestershire Council
- South West Resettlement Consortium
- Sovereign Housing Association
- Sphere
- Spirit Public Relations
- St Basil's
- Alliance for Youth Justice
- Stonewater
- Suspension Theatre
- TAP for Bristol Ne
- The Bakehouse
- The Barry and Peggy High Foundation
- The Cadbury
- The Darkley Trust
- The Farm
- 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
- University of West of England
- Upfest
- Viridor
- Vodaphone
- Voscur
- Wards Solicitors
- 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
- Youth Education Service
- Youth Futures Foundation



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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CALL KINGSLEY HALL HEAD OFFICE

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