

OUR IMPACT

2024–2025

Between 1 April 2024 – 31 March 2025





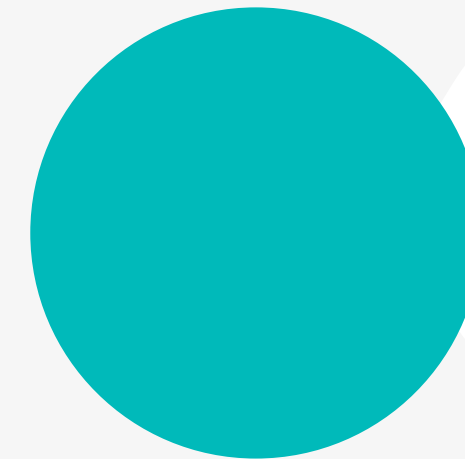
HIGHLIGHTS

““We’ve had a landmark year, securing a strong future for the delivery of vital services for young people who are homeless, at risk of homelessness, and leaving care in Bristol and the Southwest.”

— CEO Dom Wood and Chair of the Board Nick Hooper.

Major successes include:

- Developing detailed plans for our Grade II* listed home, **Kingsley Hall** thanks to generous support from and the **National Lottery** Heritage Fund. We’re transforming our historic building to create new training spaces, affordable homes, community hire spaces, and a new social enterprise café with training kitchen.
- Supporting **265 care-experienced young people** through our **Reboot West Impact Trial**, looking at the impact of a therapeutic approach for care-experienced young people on education, training and employment outcomes.
- Our **Bristol Youth MAPS** and **Woodleaze teams** continuing to deliver exceptional support to young people (homelessness prevention and safe accommodation, respectively) – reflected by securing an extension of both contracts.
- Our **10th annual Sleep Out** event, which raised **£26,382**, and our first-ever **Kilimanjaro fundraising trek**, which raised **£44,000**, in support of our fight against youth homelessness.
- Our **Youth Education Service (YES)** doubled the number of students taking exams after just one year of delivery.



OUR ACHIEVEMENTS ACROSS THE IMPACT AREAS FOR 2024-2025



ACCOMMODATION

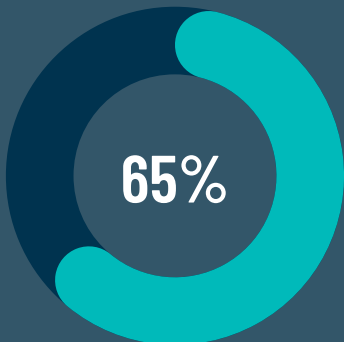


of young people have been supported into appropriate accommodation with the highest appropriate level of independence.



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

FINANCIAL CAPABILITY

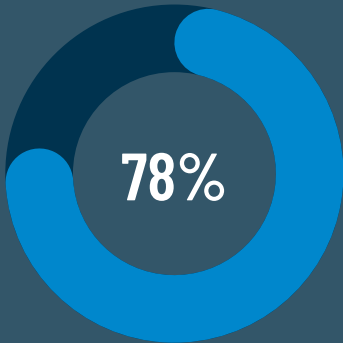


of young people developed or improved their financial skills.

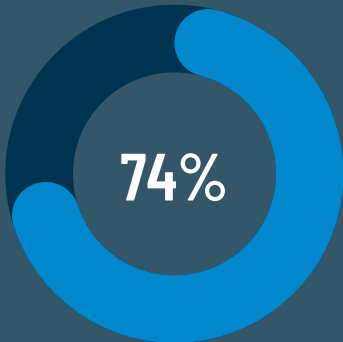
EDUCATION, EMPLOYMENT AND TRAINING (EET)



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.

HEALTH AND WELLBEING



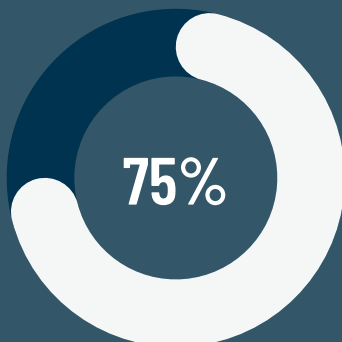
of young people have improved their health and wellbeing, through accessing 1625's services

RELATIONSHIPS



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

POSITIVE CONTRIBUTION



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



29

young people participated in activities making a positive contribution to 1625.



ACCOMMODATION

We believe the first step in supporting young people is making sure they have somewhere safe to live.

Accommodation is core to our service offer. Having a secure place 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 have been supported into appropriate accommodation with the highest appropriate level of independence

81%

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



2024-2025 HIGHLIGHTS



- We were delighted to have confirmation of an extension to our Woodleaze project in Yate, which provides high support for 18 young people, for a further two-years , and in Bristol we have increased the capacity of our Dispersed Housing Team to enable us to allocate bed spaces more quickly when young people move on into independent accommodation.
- Five rooms and a kitchen / diner at St George's House have been renovated in partnership with Kier Construction. This has significantly improved living spaces for young people who are living in this short-term accommodation.



WHAT'S IN THE FUTURE?



- Thanks to funding from The National Lottery Heritage Fund, we're transforming our charity's Grade II* listed home, Kingsley Hall in Old Market. The project will create safe, welcoming spaces for young people — including nine studio flats for those ready to live independently.
- We will expand our accommodation for 16- and 17-year-old care-experienced young people, in partnership with Bristol City Council, including plans for a new Ofsted registered shared house.
- We will implement changes under The Supported Housing (Regulatory Oversight) Act 2023, which aims to improve the quality and regulation of supported housing





FINANCIAL CAPABILITY

We know that for everyone, not least young people, stability with money is critical to accessing other opportunities in our lives and to having a safe and secure home.

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.

65%

of young people developed or improved their financial skills



“

I feel like I am able to get on with stuff better now even though sometimes I might not feel up to it and I don't think I'd be working in this job if it wasn't for Ibrahim's help.

2024-2025 HIGHLIGHTS



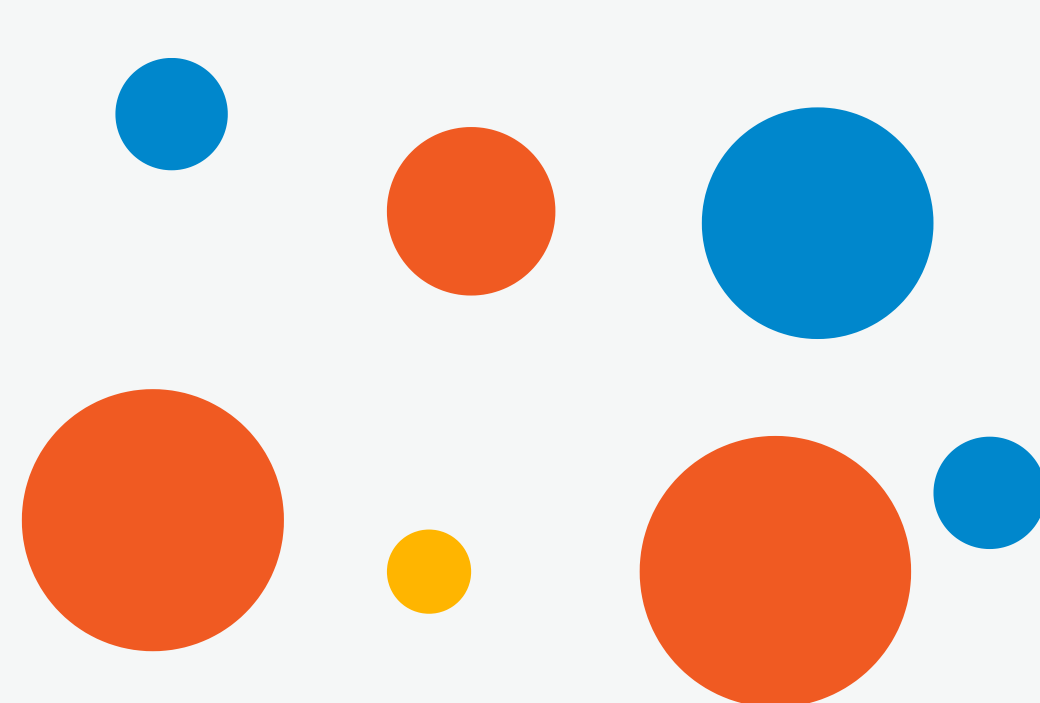
- Supporting all young people at 1625 through the ongoing cost-of-living crisis, which continues to have significant financial and emotional impact. Colleagues were equipped to share up-to-date information and guidance to help young people manage financial pressures.
- Wessex Water recognising our strong partnership and upgrading our status as a trusted debt advice partner, based on the quality of our referrals and ongoing engagement. This means the young people we support can access faster, more tailored support with their water bills.
- Securing free SIM cards from Land Aid and Vodafone to help young people stay connected – both with our services, and friends and family.



WHAT'S IN THE FUTURE?



- The effects of the Cost-of-Living Crisis are still huge for young people who are homeless, at risk of homelessness and leaving care. 1625 will continue to provide support and information on cost-of-living issues and ensure that all colleagues and volunteers are well-equipped to share valuable resources and guidance with young people, helping them manage their financial challenges more effectively.
- We aim to train more colleagues to deliver Move On Training , helping more young people build confidence, gain SQA accredited qualifications, and develop practical skills through employability courses and hands on experience.
- Continuing to deliver free legal advice in partnership with the University of Bristol Law Clinic, addressing issues such as welfare benefits, employment, consumer and contract law





POSITIVE CONTRIBUTION

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

1625 Independent People are committed to providing opportunities for volunteers and young people because we recognise they can bring many benefits from their skills, experience and lived experience. It is important that we offer different opportunities for young people so they can progress towards their goals.

We are also committed to actively involving young people in the improvement, design and delivery of services. We seek to work with young people, particularly through our Independent People Ambassadors Board, in all stages of project planning and delivery.

29

young people participated in activities making a positive contribution to 1625 Independent People

75%

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



2024-2025 HIGHLIGHTS



- Young people played a vital role in shaping our Kingsley Hall Heritage Project, from building design with our architects to developing the Business Plan.
- A group of young people co-created a training package for 1625's Alumni and Alumnaes Programme, which will be delivered in 2025/26.
- Colleagues and young people presented to the Department for Work and Pensions to improve communication and collaboration with their staff.
- Young people creating and delivered presentations to help secure vital funding for our Youth Education Service, Education, Employment, and Training (EET), and Participation and Learning services.
- We Merged our South Gloucestershire and Bristol mentoring services to create a unified support system for young people across both areas.

WHAT'S IN THE FUTURE?



- We will launch our Alumni and Alumnae Programme as part of our commitment to amplify young people's voices through our 2025–2030 strategic plan. This includes recruiting two young people with lived experience to join our Board and providing them with training and mentoring support. Additionally, we will create and embed youth voice training.
- Young refugees and asylum seekers in our services will collaborate with colleagues to create a series of films that show prospective young people how things work at 1625. Featuring young people in both starring and directing roles, these films will share their experiences and insights in a range of languages.





RELATIONSHIP BUILDING

Positive, healthy relationships and friendships with other people are important. They enable us to feel safe and are good for our wellbeing.

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.

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.

81%

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



I have people to speak to about my issues when I need them and Zoe referred me to a healthy relationships coach. When things happen with my ex I know I have someone specialist to turn to."

2024-2025 HIGHLIGHTS



- The design and delivery of our Professional Boundaries guidance and learning tools for colleagues, which supported Trauma Informed Practice by promoting greater understanding and consistency across the organisation.
- Occupational Therapy (OT) students completed a placement at our Charles England House Project. They worked alongside the young people the students to plant a herb garden, hosted film nights, craft workshops, and other activities to create a sense of community and peer support.



WHAT'S IN THE FUTURE?



- Our Trauma-Informed Practice Action Plan involves consistently embedding trauma-informed approaches throughout our work.
- The Heritage Project will continue to support young people to explore their life experiences, heritage, connections, and relationships with one another, helping to build their understanding, identity, and shared perspectives.
- Music workshops with young parents will help build nurturing, learning, and confident relationships with their babies and children.
- We will continue our work to raise awareness of Technology Facilitated Abuse by sharing resources with young people about healthy relationships. We'll also focus on building relationships with specialist organisations to strengthen support and awareness in this area.
- We will implement a new programme, Risks Outside the Home, working with young people, local authorities, and other organisations to support healthy relationships, reduce risk, and encourage and improve information sharing.

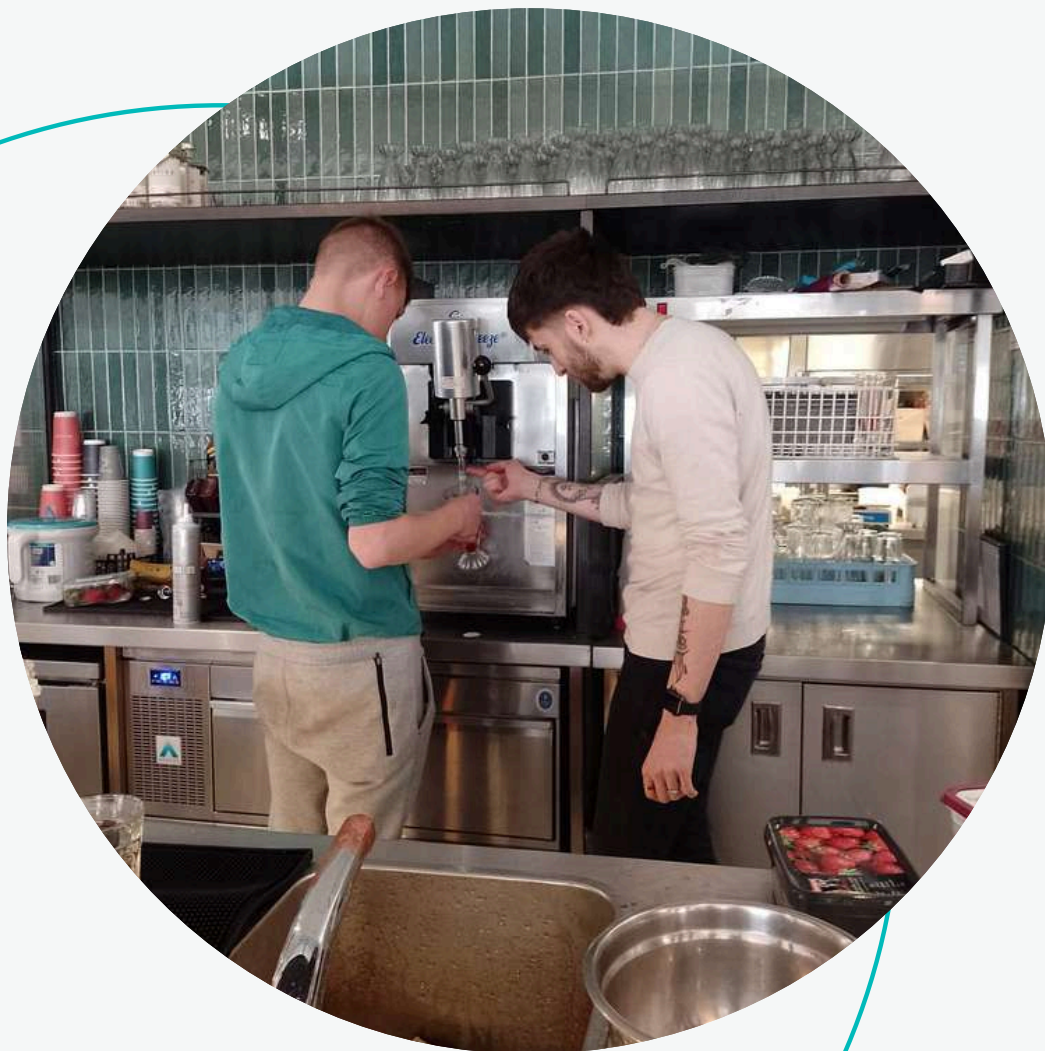


EDUCATION EMPLOYMENT AND TRAINING

We help young people overcome the barriers they face in accessing and sustaining education, employment, and training (EET).

We support young people to develop goals and a clear plan. Through our support, young people can develop core employability skills including confidence, well-being, timekeeping, teamwork, communication, self-belief, and motivation.

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



57%

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

78%

of young people have moved towards their EET goals.

74%

of young people have sustained EET.

2024-2025 HIGHLIGHTS



- Receiving over 400 referrals for the Reboot West Impact Trial – our flagship project supporting care leavers into Education, Employment, and Training (EET) – with 265 young people offered Reboot spaces. We to continue to deliver high-quality support to help young people achieve lasting work and learning outcomes. The project continues to exceed outcome targets for jobs and education.
- 26 students achieving functional skills qualifications in English and Maths, through the Youth Education Service (YES). We also continue to prioritise the growth and sustainability of YES, which included securing new funding.
- Our Education, Employment, and Training Breakfast meetings remaining a valuable space to connect coaches with employers and education providers. This included our partners, hays Recruitment, who delivered workshops to help young people move into work.
- Our other EET Coaches supported a further 55 young people into Education, Employment, or Training in addition to Reboot's work.
- Developing an employer training session focused on understanding and supporting young people in the workplace. It has been exceptionally well received with employers adapting elements into their own staff training programmes.

WHAT'S IN THE FUTURE?



- We will continue to deliver high-quality support for young people through the Reboot Trial to help them achieve meaningful and sustained work and learning outcomes, while carefully planning for the next phase of Reboot, starting in August 2026, when the Impact Trial will end.
- We will continue to work closely with Youth Futures Foundation and the Behavioural Insights Team on all aspects of the Impact Trial, including data collection, qualitative evaluation, and the Implementation Process Evaluation. · We will grow the reach of our Youth Education Service, expanding our offer to more young people and contributing to local and regional education and employment priorities.





HEALTH AND WELLBEING

Our mission is to support young people to be the best that they can be. This means we want to support young people to stay safe and look after their physical and mental health and emotional wellbeing by themselves.

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.



74%

of young people have improved their health and wellbeing, through accessing 1625's services

2024-2025 HIGHLIGHTS



- Reboot West regularly delivering Wellbeing Wednesdays sessions to our young people and our 'Circle of Sistas' peer support group, which provides a safe space for young women to share their experiences and learn from each other.
- Developing and delivering new Training on Technology Facilitated Abuse to all 1625 colleagues, and the development of an awareness raising campaign for young people.
- Consultations with young people to upgrade our Young Person's Handbook, resulting in easier navigation and better links for supportive services.
- Our Wellbeing Coaches joining Bristol's Trauma Informed Community of Practice – a forum to share and develop best trauma practice.



WHAT'S IN THE FUTURE?



- We will explore local, regional, and national opportunities for young people to share their views on mental health support and help shape how services can be improved.
- We will continue to offer our Reboot West Wellbeing Bursary, offering young people resources and opportunities, which enhance and sustain their wellbeing.
- Our partnership with the Sexual Violence Reference Group will continue to raise awareness among young people and support professionals on the potential harms of self-testing kits marketed for use after sexual assault.
- We will update our Informing Futures toolkit website, which provides resources for professionals to support young people's health and wellbeing.
- We will continue to fundraise for our specialist mental health and reducing re-offending coaches, as they have been shown to provide critical additional support to young people using our services.
- We will continue to support delivery of Bristol's new Domestic Violence Strategy in partnership with Next Link. The strategy highlights the importance of dedicated services for children and young people experiencing domestic violence.



COLLEAGUE DEVELOPMENT

Over the past year, we've continued to strengthen a positive and inclusive colleague experience, with a focus on collaboration and connection. We improved internal communications and onboarding processes, streamlined our training offer, and embedded wellbeing and equity into everyday working life.

Highlights include:

- Launching a new **People SharePoint hub** to support colleagues at every stage of their journey with 1625, providing information and resources focused on personal, professional, and workplace wellbeing, along with easy access to guidance and signposting.
- Streamlining our **Core Training Plan** to focus on essential, relevant training — clearly mapping out what's required, how often, and by whom. This review confirmed that our existing approach is strong, with solid oversight and management already in place.
- Meeting the second-year goals of our **Equity, Diversity, and Inclusion (EDI) Strategy** and strengthening how we celebrate diversity across the organisation. This has helped us to mark key events and dates in a more consistent and meaningful way in our communications across a range of formats and channels.
- Preparing for **changes in employment law**, including updates on sexual harassment, family leave, and flexible working, by reviewing our policies, equity impact assessments, and risk practices. We also ran training and shared updates through internal communications to make sure that our approach is compliant, inclusive, and trauma informed.
- Launching our first **Menstrual Health and Menopause Policy**, signing the Menopause Workplace Pledge, and taking steps to build a more informed, supportive, and inclusive culture around women's health.

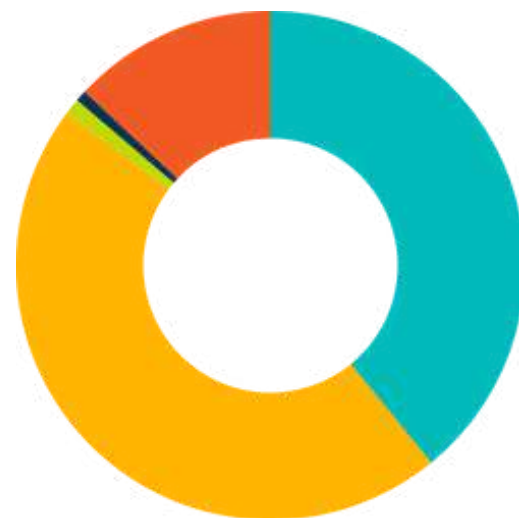


Throughout my journey at 1625, my manager has been incredibly encouraging, coaching me every step of the way.



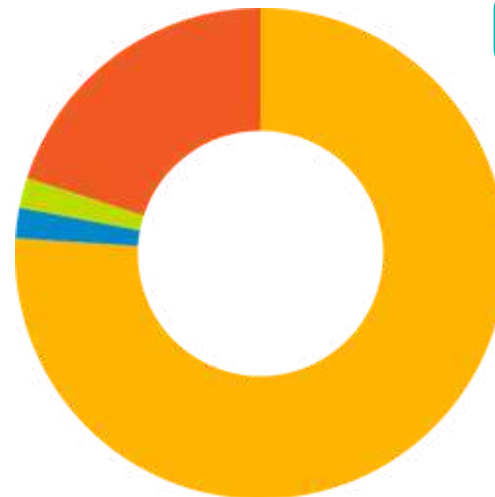
EQUALITY AND DIVERSITY

GENDER



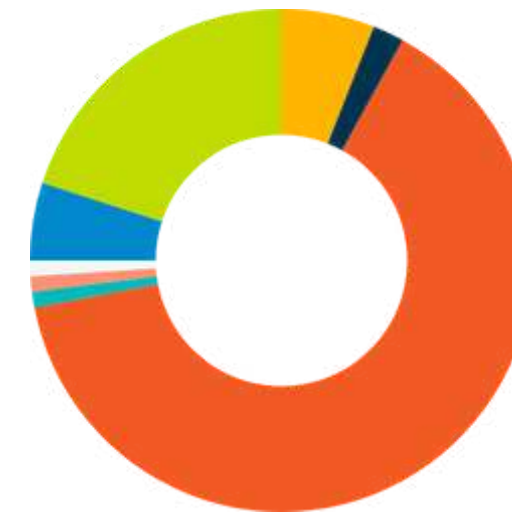
39% Female
46% Male
1% Nonbinary
1% Not Stated

GENDER IDENTITY



76% Cisgender
2% Transgender
1.3% Nonbinary
2% Prefer not to say
20% Not Stated

SEXUALITY



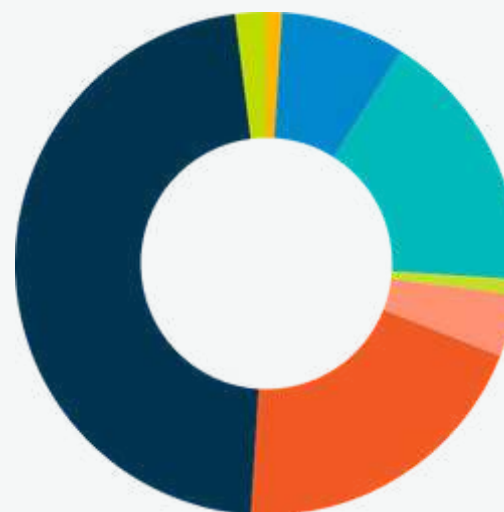
0.4% Asexual
6% Bisexual
2% Gay
64% Heterosexual
1% Lesbian
0% Pansexual
1% Unsure
5% Prefer not say
20% Not stated

DISABILITY



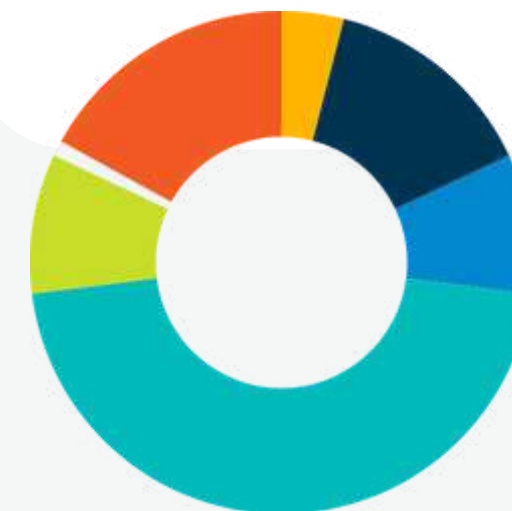
27% Disabled
32% Not disabled
1% Prefer not to say
40% Not Stated

RELIGION



1% Agnostic
1% Any other religion
8% Christian
17% Muslim
49% No religion
4% Prefer not say
20% Not stated
2% Atheist

ETHNICITY



4% Asian
14% Black
9% Mixed
46% White
9% Other
1% Prefer not to say
17% Not stated