

PHASE

ANNUAL

REPORT

2018-19





Contents

Vision, Mission & Values	3
Chair of Trustees Report	4
Director's Report	5
Wellbeing Lead's Report	7
Early Intervention Lead's Report	8
Office Manager's Report	10
Treasurer's Report	12
Summary of Accounts	13
Trustee Board	16
Grants, Trusts & Company support	17

Vision, Mission, Values

Our vision: Who we are and who we aim to be

Phase exists to support the development of wellbeing in young lives, helping them to develop resilience and the ability to cope with the stresses of life and equip them to thrive in today's world.

Our mission: What we do

To provide a presence within and a support to every educational establishment, for the benefit of children, young people and the community.

To see the church support, disciple and nurture children and young people to be active members of their community.

Our three key aims:

Promote wellbeing and resilience for all young people.

Prevent issues from developing.

Support those struggling with mental health difficulties.

Our values

Dynamic | Supportive | Real | Collaborative | Inspiring

"

"Phase really helped me to make simple changes in my life that have had such a big change. I don't get up each day feeling overwhelmed but am excited about life".

Tom, 15

Chair of the Trustees

2019 has been yet another year of growth, change and new challenges. I continue to reflect that we are a small local charity, but we make a big impact. We act with the professionalism and strategic intent of a large organisation, but we do so on a local scale. We expect to deliver a high-quality service and we do this with a compassionate and open heart, with a focus not on ourselves but on the young people that we serve. It continues to be a humbling experience knowing that we are allowed to be such an intimate part of life within the Primary and Secondary schools in our town. We will never take this for granted but continue to strive to make a valuable contribution alongside the other agencies and organisations working with our education establishments. We are very aware of the stresses caused as school funding continues to be squeezed and head teachers are being forced to make hard choices around what they can afford. It is a privilege that we are able to offer our help and support, when it's needed most, at no cost. Long may that continue.

It is wonderful too, that we continue to grow and develop our Trustee Board; Donna Wade has now been with us over a year and Liz Tye has recently joined; Liz is the Special Education Needs Coordinator and Deputy Head Teacher at Preston Primary School and brings a wealth of skills and experience with the year 3-6 children.

Michael is a Founding Trustee and has been on the board since 2001. His contribution has been immense and he has flown the Phase flag with energy and enthusiasm since the beginning.

As we continue to grow and develop our work in primary schools both Liz and Donna will be a great asset to us. And as we bring in new trustees, we also say goodbye to those who have served with passion and commitment over the years. This year Michael Taylor has

finished his time as trustee. Michael is a Founding Trustee and has been on the board since 2001. His contribution has been immense and he has flown the Phase flag with energy and enthusiasm since the beginning. We are hugely grateful for Michael's service. We are very excited that Michael has agreed to continue to serve Phase in a new capacity as Honorary Member.

We are continually blessed with the commitment and skills of our staff and we were delighted in September to welcome Emily Croucher as a full-time staff member. Emily has already made a huge impact and has settled into the team well. Our continued thanks go to Kieran for his strong leadership, setting a high bar for the whole team. What an impact he makes.

As we look back on the past year, we see continued traction in schools around our core areas of Promote, Prevent, Support. And in our town, we have become more visible; from the opening of B&M to being nominated as the charity for the 2019 Hitchin Fireworks. These events all make a huge help to raising our profile and making a greater impact.

We continue to be thankful for all our supporters and we encourage you to journey with us by subscribing to our regular newsletters and engaging with our blog posts; you will be able to see where we are working and how we are supporting young people in Hitchin. There are also opportunities for volunteering so please do connect with us.

With many thanks

Jeremy Rackham
Chair of Trustees



**Phase delivered
115 mentoring
conversations**

Director's Report

Every year it seems that Phase is going from strength to strength, and we have a fantastic team that are passionate, skilled and committed to seeing improving the lives of the children and young people in Hitchin. We are backed up by our committed and enthusiastic volunteers, who are at the core of all that we do.

Over the past 12 months we have continued to grow and develop our programmes and services. We now work in every primary and secondary school in the area to help build the students' wellbeing and resilience. Our work ranges from assemblies, classroom activities and support groups to one of our growing list of new projects. Phase continue to create space and time for young people to explore the Christian faith and ask the big questions about their lives.

I could tell you about all the lesson activities we've delivered, or workshops completed, numbers of young people we have mentored, or staff trained. However, the outstanding moments for me are the stories of change that we hear from the young people, school staff and parents!

'I've been putting the advice you gave into practice and it is really working. I'm on top of things and feeling able to cope with the pressure. I'm trying to encourage my mates to do the same'

Recently a year 12 student stopped me in the corridor, he had a moment before his lesson started and he just wanted to say 'thank you' for the sessions we delivered to help students transition from secondary school to further education, he said, 'I've been putting the advice you gave into practice and it is really working. I'm on top of things and feeling able to cope with the pressure. I'm trying to encourage my mates to do the same'.

Our passion to see children and young people live life in all its fullness has provided

opportunities to engage more and more with parents. As we are all aware, life is difficult for children and young people today, there are a myriad of opportunities, challenges and influences that they face, with not all of these being positive. It is a difficult time for parents too, as they want to love, protect and care for



"we laughed, we shared and I felt like we have built a bridge. Thank you"

their children as well as allowing them safe space to grow and learn. Whilst it can often feel like an impossible challenge for parents, Phase have been able to provide sessions to help parents think about how they support their child through all of this.

Recently after a parents session we delivered, a dad contacted me and said 'thank you for the time and support you gave us all, it gave me the tools and confidence to take my son for a walk and chat. We walked together for over an hour, we laughed, we shared and I felt like we have built a bridge. Thank you'. These words gave me huge encouragement that the work that Phase delivers is helping children and young people in all areas of life and positively impacting both their home and school life.

All of this would not be possible without the generous support of our brilliant 127 Phase Partners, the 11 churches that have committed to financially support our work, along with the time and energy many individuals give in running fundraising activities, we are so thankful. Please remember our work in your prayers and get in touch if you can help!

Kieran Murphy
Director

**Phase engages with
over 150 parents**





PHASE SUPPORT YOUNG PEOPLE
TO REACH THEIR POTENTIAL.

MENTORING
HELPED ME
TURN MY
LIFE AROUND.
MY MUM,
TEACHERS
AND FRIENDS
HAVE ALL
SEEN THE
DIFFERENCE.

JESS, 15

Wellbeing Lead's Report

It has been a very exciting first year with Phase and I have loved being part of the team. Over the past year I have had the privilege of leading our work on promoting wellbeing and resilience in both the primary schools and secondary schools in Hitchin.

The primary schools work continues to grow and develop with Phase able to offer every primary school three transition workshops equipping year 6 students for the move to secondary school. Accompanying this, Phase has two other workshops focusing on the Christmas and Easter festivals, helping students explore the values in these traditions. 92% of the schools rated the quality of the workshops as excellent, with the teachers describing the workshops as '**Engaging and thoughtful**'. 100% of the schools said that they would book the workshops again.

The work in the primary schools could not be possible without the dedication and commitment of our Primary Schools Team. Over the past year we have developed training videos for each of the Primary School Workshops in order to help the team feel equipped and supported for their role, along with increasing opportunities for our volunteers to get involved with, such as our termly retreats. We have received great feedback from our team, with one person saying, 'I feel both trusted and looked after as a volunteer at Phase.'

We also continue to work very closely with all three secondary schools in Hitchin.

I feel both trusted and looked after as a volunteer at Phase.

At both Hitchin Girls' School and Hitchin Boys' School we have delivered over 70 sessions on topics such as resilience, social media and healthy relationships through our RISE Course to those in year 7, 8 and 9.

This year again we had the opportunity to deliver sessions within The Priory School and

Hitchin Boys' School PSHE drop down day programmes. These were focused on Year 9 students (13-14 years of age) looking at the topics of Body image and Healthy Relationships. In July we delivered resilience sessions to every young person preparing to go to 6th form at one of our three secondary schools.

Earlier on in the school year I had the privilege to attend the year 8 Caythorpe trip with Hitchin Girls' School. This was a great way to be able to build relationships with both the pupils and the teachers.

Towards the end of last term, we piloted a new Let's Talk Emotion Group at The Priory School helping a small group of Year 7's expand upon their emotional literacy. One student said, 'I found talking about emotions really helpful because it helped me realise what angers and upsets me and how I can express it safely and in good ways' This course will now be offered to all three secondary schools in a small group capacity.

We have continued to expand the work that we do with parents and staff. Delivering training to school staff on the topic of wellbeing and resilience, in order to help them feel equipped with skills and tools to be able to share with the children that they work with on a daily basis. From the training 100% of the staff felt that the training expanded their knowledge and confidence around the topic of resilience.

In all of this, it is such a privilege to be able to help young people to flourish and thrive in all that they face in today's culture. I am excited and look forward to all that is ahead of Phase in the coming year.

Hannah Dengate
Wellbeing Lead



Early Intervention Lead's Report

I'm Emily and I have just moved to Hitchin from Bournemouth. I studied psychology at University and for the past two years I have been working in a secondary school in Bournemouth as a Teaching Assistant. I have also been involved in leading and volunteering with different youth projects, both in church and outside.

I moved to Hitchin because I was really excited about the job at Phase. I am really passionate about supporting young people to really reach their potential, and about having a positive impact in these really key and forming years. I was particularly interested in the focus on building resilience in young people because so many young people face such tough circumstances and challenges that can really impact their future and change the trajectory for their lives. Although we cannot control these things that happen to young people, working with them to build resilience and teaching them that they have a choice in how to respond is an amazing opportunity to really make a difference.

I was ready for a new challenge and the job at Phase allows me the opportunity to make a significant and lasting difference to young people, to grow in so many areas that I am passionate about and to work with and learn from a really great team. I am particularly excited about focusing on the development of early interventions and how we can build tools and skills, such as resilience, at an even earlier age, to help young people to cope with life, and hopefully resulting in fewer young people struggling with serious mental health difficulties.

Emily Croucher
Early Intervention Lead



Over 730 young
lives equipped for
transition



Phase Annual Report 2018/19 - 8



75% of all mental health problems are established by the time someone is 18.

Good childhood report

**Early intervention
can change this.**

Phase believe this can change, that is why we work with children work from age of 9 to give them the tools to prevent this.

Help us do more by donating at

phase-hitchin.org/join-the-cause

I HAVE BEEN A PHASE
VOLUNTEER
FOR MANY
YEARS BECAUSE
IT IS AN EXTREMELY
REWARDING
EXPERIENCE.
I CAN SEE THE
DIFFERENCE
THAT PHASE'S
WORK HAS MADE
TO THE LIVES OF
MANY YOUNG PEOPLE
OVER THE YEARS



#OURTEAM

Office Manager's Report

Change is inevitable, but change isn't always easy! The main face to face contact that I have with children at Phase is during the three transition workshops we run. Here we help Year 6 children think about how to cope with the big change of moving from Year 6 to Year 7. Last year Phase also saw lots of changes too, as Donna moved on and Helen went on maternity leave and enjoy time with baby Jonathan. As a team we had to cope with these changes, maintain our delivery standards and also preserve our own wellbeing!

It has been amazing to see how a small team of just 3 or 4 people could deliver training, wellbeing programmes & support, on time, with quality, and across so many schools & churches. The help from our volunteers has been critical to achieving this.

One of the highlights of 2018/19 has been the addition of an Administration Assistant working in the office two mornings a week. Lizzie Feltoe has quickly taken on the organisation of all the regular monthly communications work, as well as re-starting the blog schedule – even getting me to start writing blogs too!

The biggest challenge in the office this

year has been to keep consistency in the recruitment of volunteers. Picking up this area of expertise, when Tracy King was unable to continue to organise it, has been difficult. But safeguarding of the children that we work with, is of paramount importance to Phase and so the continuity of quality in this area has remained critical.

2018/19 has continued to see huge support for Phase through fund-raising activities – from pre-school messy play days and recycling programmes, to a London ArcelorMittal abseil, a 10k race and a marathon, a Variety Express Show and a Staff Panto, 480km in 24hrs running event and even an Ironman! Two churches have also donated multiple funds from events held in 2019 as part of their Anniversary celebrations! We are truly blessed by this support. Fundraising administration continues to be a growing office task and the addition of Lizzie allows this area to be better resourced.

Amanda Maylin
Office Manager



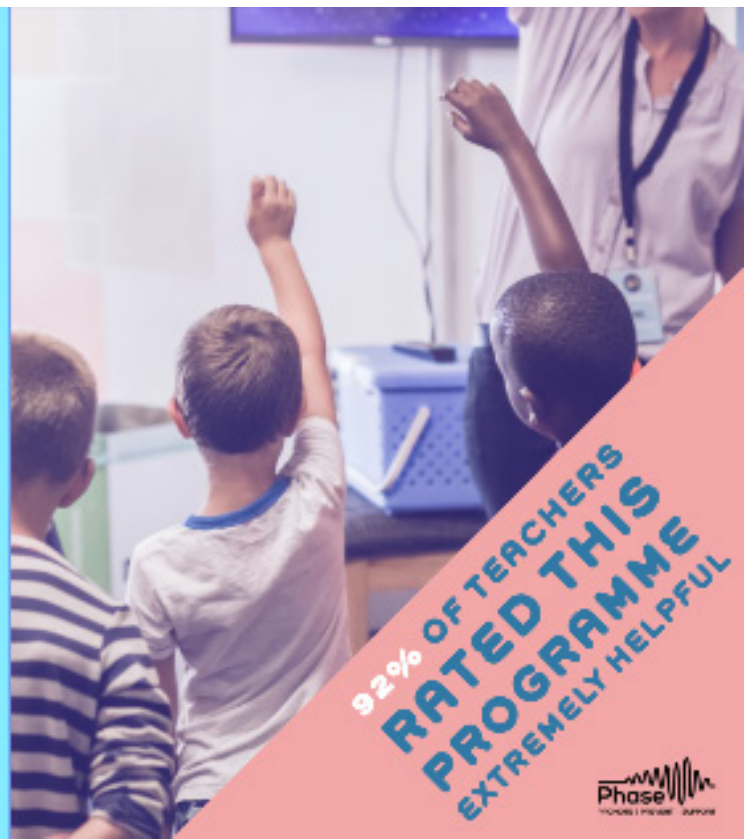


ACTIVITIES IN SCHOOLS

Phase Annual Report 2018/19 - 11

**I'M FEELING READY
TO MOVE UP TO
SECONDARY
SCHOOL
AFTER THE
WORKSHOPS**

JAMES, YR6 STUDENT TALKING ABOUT
THE PHASE TRANSITION PROGRAMME



**92% OF TEACHERS
RATED THIS
PROGRAMME
EXTREMELY HELPFUL**

Treasurer's Report

It was always anticipated 2019 would be a challenging year for Phase in terms of generating the level of income required to continue to fund the ever increasing volume of activities we are performing although I'm delighted to say the Trust dealt admirably with these challenges resulting in a small deficit of £5,723 for the year. This amount being well within budgeted parameters and still leaving us with sufficient cash reserves as a contingency moving forward.

The bulk of our income, in excess of £50,000, comes from specific gifts from our local churches as well as in excess of **120 people making regular monthly donations by standing order**. This is the financial foundation on which Phase is built and we are extremely grateful to all those who give by these routes.

It is also hugely encouraging to see the number of individuals willing to make the effort to take part in all manner of fundraising events on behalf of Phase. From competing

in an Ironman, joining a team running 480 kilometres in 24 hours, performing in a variety show, all the way through to washing some cars and making some cakes! Every single penny raised makes a real difference to us.

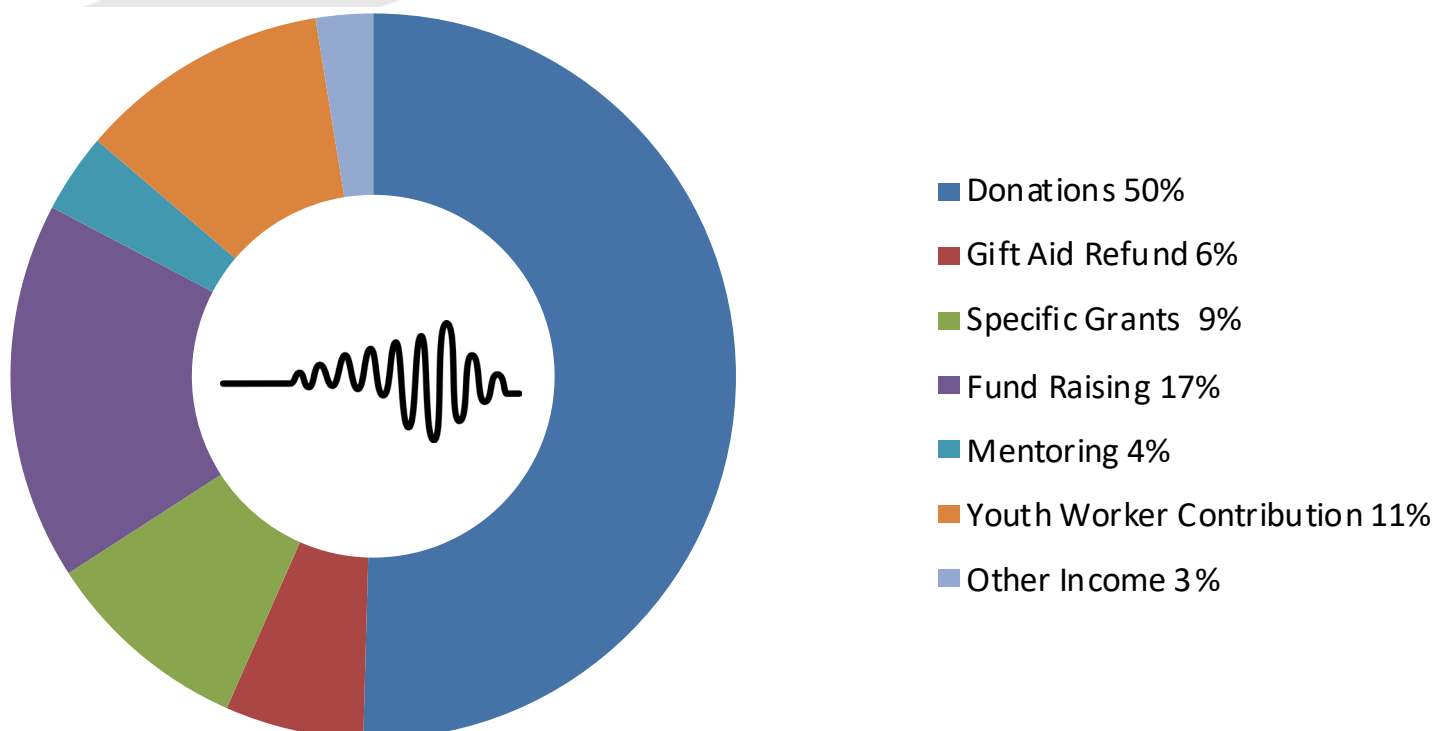
We have always looked as a charity to have as low a fixed cost base as possible and for the 2019 year this meant we able to commit 90% of our annual expenditure directly to payroll costs so going to those directly providing our front line services.

With the expansion of our team August 2019 will be an even more challenging year on the Fundraising front to enable us to continue to enhance the work we are performing although we are confident those challenges can be met – with a little help anyway!

With thanks again to everyone who helps generate income for Phase, however small or large we couldn't function without you.

Chris Maylin
Treasurer

Final Annual Accounts Phase 2019



Final Annual Accounts Phase 2019

HITCHIN CHURCHES SCHOOLS WORKER TRUST (PHASE) - REGISTERED CHARITY No. 1154364 Receipts and Payments account for the Year ended 31 August 2019

	Unrestricted Funds	Designated Funds	Total	Year Ended 31 August 2018
INCOME				
Gifts & Donations from:				
Churches	14,355.92	0.00	14,355.92	24,598.05
Individuals	36,777.96	0.00	36,777.96	33,407.32
Others	<u>157.69</u>	<u>0.00</u>	<u>157.69</u>	<u>582.41</u>
	51,291.57	0.00	51,291.57	56,367.78
Specific Grants / Donations				
All Churches Trust	0.00	0.00	0.00	1,000.00
Casey Trust	0.00	0.00	0.00	1,500.00
Clipsham Foundation	0.00	2,000.00	2,000.00	0.00
Herts Councillors	0.00	501.00	501.00	0.00
Hitchin Youth Trust	0.00	2,450.00	2,450.00	0.00
Pro Action Herts	0.00	0.00	0.00	1,200.00
Shanly Foundation	0.00	2,000.00	2,000.00	0.00
Souter Trust	0.00	0.00	0.00	2,000.00
St Albans Diocese	0.00	0.00	0.00	750.00
Valiant Trust	0.00	0.00	0.00	5,000.00
Xerox Trust	0.00	2,020.00	2,020.00	0.00
Others	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>1,000.00</u>
	0.00	8,971.00	8,971.00	12,450.00
Tax Refund	5,991.25	0.00	5,991.25	6,412.01
Bank Interest	92.20	0.00	92.20	42.91
Fund Raising	16,328.00	0.00	16,328.00	28,454.76
Other Income				
Mentoring	3,440.00	0.00	3,440.00	3,880.00
Youth Worker Contribution	<u>10,865.24</u>	<u>0.00</u>	<u>10,865.24</u>	<u>13,537.00</u>
	14,305.24	0.00	14,305.24	19,637.00
TOTAL INCOME	<u>88,008.26</u>	<u>8,971.00</u>	<u>96,979.26</u>	<u>123,364.46</u>
EXPENDITURE				
Staff Costs				
Salaries and NI	79,765.67	7,785.72	87,551.39	95,394.54
Pension	<u>4,049.71</u>	<u>395.28</u>	<u>4,444.99</u>	<u>4,444.99</u>
	83,815.38	8,181.00	91,996.38	99,839.53
Rent	2,592.00	0.00	2,592.00	2,592.00
Computers & IT	250.00	0.00	250.00	0.00
General Administration costs				
Specific Event Costs	355.00	540.00	895.00	0.00
Insurance	1,208.74	0.00	1,208.74	1,196.39
Other expenses	<u>5,509.90</u>	<u>250.00</u>	<u>5,759.90</u>	<u>6,529.25</u>
	7,073.64	790.00	7,863.64	7,725.64
TOTAL EXPENDITURE	<u>93,731.02</u>	<u>8,971.00</u>	<u>102,702.02</u>	<u>110,157.17</u>
INCOME LESS EXPENDITURE	<u>-5,722.76</u>	<u>0.00</u>	<u>-5,722.76</u>	<u>13,207.29</u>
BALANCE B/FWD AT 1 SEPTEMBER 2018	<u>79,488.47</u>	<u>15,000.00</u>	<u>94,488.47</u>	<u>81,281.18</u>
BALANCE C/FWD AT 31 AUGUST 2019	<u>73,765.71</u>	<u>15,000.00</u>	<u>88,765.71</u>	<u>94,488.47</u>

BALANCE SHEET

Asset balances as at 31 August 2019 are made up as follows.

Cash at Bank	53,493.78	52,689.76
Charities Investment Fund	8,247.30	8,202.86
Scottish Widows	26,981.56	26,954.61
Gift Aid Reclaim	0.00	6,412.01
Petty Cash	43.07	229.23
	<u>88,765.71</u>	<u>94,488.47</u>

Signed
Chair

Jeremy Rackham

Date: 22 October 2019

Signed
Treasurer

Chris Maylin

Date: 22 October 2019

3 key stats on young people and pornography

Pornography usage is growing amongst teenagers. It is distorting their view on relationships, sex and healthy self-image.

72%
SEEN PORN BY AGE 13

156 boys said that they had look at porn by the age of 13. most common age was 11.

1 IN 4
LOOK AT
PORN EVERY WEEK

40% said that they were accessing porn on a regular basis

PHONES
ARE MOST COMMON WAY TO
ACCESS PORN

Pornography is extremely accessible by any internet enable device

**MENTORING PROVIDES
SPACE TO LISTEN TO
YOUNG PEOPLE AND
WHAT THEY'RE GOING
THROUGH; NO JUDGEMENT,
NO PRECONCEIVED
IDEAS, JUST CARE.**

**PHASE LISTENED
TO ME & HELPED ME
UNDERSTAND THAT I REALLY
DO HAVE WORTH**

JACK, 15

Our Trustees

Chair - Jeremy Rackham
Vice Chair - John Maguire
Treasurer - Chris Maylin
Andrew Henton Pusey
Donna Wade
Frances Manning
Liz Tye
Martin Watson
Matt Adcock
Michael Taylor

Clerk to the Board - Heather Pickett

Our Fundraisers

Thank you to everyone that has organised, hosted, supported and sponsored various fundraising efforts and events. We are extremely grateful to you all.

If you would like to know how you can get involved with fundraising please contact office@phase-hitchin.org

Grant & Trust Support

We absolutely love these great people and organisations:

All Churches Trust
Casey Trust
Clipsham Charitable Trust
Herts Councillors
Hitchin Youth Trust
Pro Action Herts
Shanley Foundation
St Albans Diocese
Valiant Trust
Xerox Trust

Company Support



HRJ FOREMAN LAWS
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The Phase Team 2019



Phase Team L to R: Hannah Dengate, Amanda Maylin, Kieran Murphy, Lizzie Feltoe & Emily Croucher (Helen Bainbridge on maternity leave).

Phase
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Charity No. 1154364



@phasehitchin

