



@The Rock

Trustees' Report and Accounts

Year Ended 31 August 2023



The **ROCK** *Transforming Lives*

@The Rock 2022-23 Summary



Significant Impact

- Over 620 young people supported
- Over 90% of young people said that their group work skills had improved
- 88% of young people said that their sense of purpose and direction had improved
- Youth work support rated 5/5 by 78% of young people

Lives Changed

“She’s got more confidence thanks to the Rock and all that you do”

“Less weight on my shoulders”

“You are the only team to use in my opinion”

“Don't give up”

“How to control emotions”

“Team work makes the dream work”



Dedicated Organisation

- 15 employed staff, 20 youth work volunteers, 10 young volunteers
- Income of £217,467 Reserves of 5 months running costs
- Winners, Cheltenham No Child Left Behind ‘Future Leaders’ 2023
- The Rock’s 13th year of youth work support
- Strong partnerships including 13 local schools

[Watch more young people's stories of The Rock](#)



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therock.uk.com 01242700700 Charitable Incorporated Organisation 1190651

Trustees' Report: Year to 31 August 2023

Administrative Information

@The Rock was established as a Charitable Incorporated Organisation and registered with the Charity Commission as Charity Number 1190651 on 30 July 2020. Its correspondence address is The Rock, St. Peter's Church, Tewkesbury Road, Cheltenham, GL51 9AH

The Trustees who have served between 1 September 2022 and the date this report was approved are:

	<i>Name</i>	<i>Date appointed</i>	<i>Date resigned</i>
<i>Chairman:</i>	Mr A Bruckland	30 July 2020	-
<i>Treasurer:</i>	Mr J Daykin	30 July 2020	-
<i>Other Trustees:</i>	Mr D Wallace	30 July 2020	-
	Mr T O'Leary	30 July 2020	31 October 2022
	Ms M Belcher	10 May 2021	-
	Ms G Stevens	10 May 2021	11 July 2023
	Ms H Goodall	20 May 2021	-
	Rev P Andrew	20 May 2021	-
	Mr A Legge	11 July 2023	-

Structure, Governance and Management

The Board of Trustees meets approximately every two months to oversee the organisation, with more regular oversight of the finances being undertaken by the Treasurer, Mr J Daykin and the Safeguarding Trustee role undertaken by Ms G Stevens, with Ms H Goodall taking over following Ms G Stevens' resignation. Ms H Goodall has also undertaken the role of staff liaison Trustee. We are grateful to the contribution of Mr T O'Leary for his contribution as a Trustee, as he stepped down to undertake ordination training in the Church of England.

Day to day running of the trust is delegated to the Operations Director and Head of Education, Mr A Macaulay.

Overview

This has been a positive year with strong growth in both our schools work and community youth work. We saw significant demand for our youth work support, both through schools referrals and our open access youth work. We have worked with over 620 young people this year. In order to meet this increase in need, we have taken on 2 new sessional staff. We have also, jointly with Parish of West Cheltenham recruited a new worker to develop our Elevate project, supporting the primary-secondary transition with a Christian values inspired approach. We developed an additional partnership with Fresh Hope, who run a Community Pantry from the Rock. The Rock was nominated for a number of awards at The No Child Left Behind Awards in 2023, winning the #FunandFulfilment Award for our 'Inspire' confidence building groups. The Rock has continued its commitment to long-term support for young people through its 13th year (formally as @The Rock, a Charitable Trust), choosing to use some of its reserves in challenging financial times to ensure the continuity of support for young people.

Objectives

To act as a resource for children and young people especially the marginalised, dis-enfranchised and excluded; and the residents of Gloucestershire, in particular (but without limitation), the residents of the Cheltenham Borough Council wards of St Peter's, St Paul's and Swindon Village (as those wards constituted on 31 March 2020); by providing advice and assistance and by organising programmes of physical, educational and other activities as a means of:

- A) Advancing in life by virtue of developing skills, capabilities and capacities which will enable them to participate in society as independent, mature and responsible individuals;
- B) Advancing education;
- C) Relieving unemployment through the development of transferable skills to better equip them for future employment;
- D) Providing recreational and leisure time activity in the interests of social welfare for people living in the area who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;
- E) Advancing the Christian religion.

Activities

The Rock combines daytime Educational Support with leisure time Community Youth Work and wider Community Engagement. This opportunity for referred support and optional involvement by young people ensures a wide range of engagement and opportunity for sustained support.

Youth & Community Work Review

I. Schools Work (Re-engagement)

Total Individual Participants: 111

Schools Work Activities:

- Support for ages 6-11 and 11-16
- Group work and one to one sessions
- Focus on Social Emotional and Mental Health needs of young people.
- Sessions combine inspiring activities (eg: bike mechanics, cooking, sports, scoot and skate, art, team building) and sustained youth work support
- Areas of support have included: anxiety, self-harm, school attendance, managing anger, relationship with parents/ family, online safety, friendships, sleep, beliefs, values, employment, managing money

Key Developments

- Primary support has expanded (working from age 6), a primary specialist was recruited
- Home visits have increased in response to more referrals for young people with anxiety (with appropriate protocols in place)
- More emphasis on group or pair work (as appropriate) to encourage social interaction

Schools Work Outcomes & feedback

37 young people achieved Rock Awards

Individuals have been supported to re-engage with education (including successfully completing GCSEs)

Group work has enabled young people to support one another to cope with issues such as bullying

- Over 75% of young people in primary resilience groups reported improved ability to keep going with an activity when it was difficult.
- Over 82% of young people reported that their self-confidence had grown through school sessions.
- 88% of young people said that their sense of purpose and direction had improved through school support.

Young people's feedback on what they gained:

"Don't give up"

"Less weight on my shoulders"

"How to control emotions"

"That team work makes the dream work"

"Confidence and lots of fun"

School Staff feedback:

"You are the only team to use in my opinion and I relay this to anyone who asks"

"He is only engaging with yourselves and you have a good understanding of his needs and safeguarding issues"

2. Community Youth Work

Our regular Community Youth Work sessions meet each week during term-time, providing a dependable point of connection and encouragement, week in week out.

Total Individual Participants 532

Community Youth Work Activities Undertaken

- Age specific youth clubs TNT & Space 51, supporting transition from primary-secondary school and transition to education, employment and training
- Activity focused groups Archery & Scoot & Skate
- Primary aged Cooking Club
- "Elevate" primary-secondary transition group started
- Detached youth work (with St Paul's & St Matthew's) in Pittville Park area
- Young leadership programme, including young leaders residential
- Holiday activities (through HAF scheme)
- Issues supported included: Internet security, data protection, street smart, positive approaches within school, inclusivity, careers, remembrance & war awareness, relationships, comparison, mental health and wellbeing, beliefs, identity, bullying, aggression & violence

Key Developments

- Volunteer team recruited for Elevate community group alongside appointment of joint worker with Parish of West Cheltenham
- Dedicated training programme for young leaders, including First Aid Training, Food Hygiene
- Pattern of engagement within detached youth work established, resulting in increased depth of participation from young people

Outcomes & Feedback

Over 60 young people received awards for achievement and progress

Over 90% of young people said that their group work skills had improved through community youth work sessions.

The support of Rock youth workers for community youth work sessions was rated 5/5 (excellent) by over 78% of young people taking part.

Young people's feedback on what they gained:

"positivity, confidence, happiness and a lot of welcoming to being myself"

"It has helped me make more friends and gave me more courage"

"I've gained some confidence in speaking to others whether that's other young leaders or the children."

"I have also learned leadership skills to help me throughout my time at The Rock"

"I got support when things were 'tuff'"

'an opportunity to express who I am on the inside and on the outside, to show what I can do outside school'

'use your imagination, develop my social skills, it gives a break from any family problems outside'

'she's got more confidence thanks to the Rock and all that you do' (feedback from parent)

3. Community Engagement

The Rock recognises that whilst our work focuses on young people, their families and communities play a key role in their welfare and flourishing. Our model is to encourage young people to play an active part in contributing to their local community, wherever possible.

Ongoing Community Engagement Activities

- Spokes Bike workshop, providing employability training for local young people and affordable bike repairs and sales for the local community
- Support for parents, including wellbeing, hints on supporting young people and vouchers to help with financial crises

Key developments

- Opportunities for local bands to practise (including youth bands)
- Pantry run by Fresh Hope based at The Rock, providing food support and sustained encouragement and advice

Outcomes

- Sustained support through Spokes bike workshop has enabled a young person going through extreme challenges to enrol on a college course (and subsequently attend)
- 39 households had bikes serviced/ repaired through Spokes bike workshop
- Over 60 families supported through Fresh Hope's Pantry
- 3 bands able to practise regularly

Volunteers

A huge thank you to our amazing volunteer teams who contribute so much to young people.

- 12 adult volunteers, 8 partnership volunteers and 10 young volunteers

- 4 University placements through Education Studies Degree course
- “You get to know each other really well and learn leadership and teamwork skills along with other useful life skills. We can gain qualifications that we may not otherwise have access to (first aid, food hygiene, etc). There's lots of help and support from the adult leaders as well as the other young leaders. It's an opportunity to have a say in how the sessions are run and give helpful feedback that makes the Rock better for everyone.” (young leader)

Staffing

- A total of 15 employees across the year (4 full-time)
- Full-time equivalent 6.5 employees
- Primary specialist (Hayley Matthews) recruited to meet need for support for younger children and promote early intervention
- Joint Worker with Parish of West Cheltenham (Josh Vallance) appointed August 2023.
- Staff training has included: Safeguarding, First Aid, Food Hygiene, L3 Child Protection, Child Criminal/Sexual Exploitation, Cyber Safety, Fire Safety, Conversations, Substance Misuse

Wider Support for Youth Work

- Andy Macaulay took on the interim role of Cheltenham Deanery Youth Connector, supporting Christian faith inspired youth work across Cheltenham area (this has been renewed from January 2024)
- Vehicles, buildings and other equipment continues to be borrowed by other youth and community organisations

Public Benefit

The Trustees are aware of and consider the need to provide a demonstrable public benefit to honour the Rock's charitable status. The programmes and facilities offered will continue to develop more self-confident, capable and resilient young people for the benefit of themselves and the wider community. The Rock's services are open to all young people in the area, with special consideration for the most disadvantaged (evidenced by activities being very low cost or free). The Trustees believe that this policy of openness, coupled with genuine commitment to young people and our strong partnerships with community groups, schools, churches and public agencies enriches our society to the benefit of all.

Financial Review

The accounts show a deficit of £44,640. Grant funding was not as strong this year as in the previous year, partly due to the timing of receiving grants.

We are very grateful for all the individuals and funders who have supported our work. We are particularly appreciative of committed ongoing financial support, as it is clear that the environment for canvassing and receiving grants and other funding has become much more challenging, not least because of the much-discussed inflationary pressures.

We have seen strong growth in the income from educational support, following the gradual 'opening up' of opportunities to work with schools and needs of young people following Covid. This trend of growth has continued into 2023/24.

The Rock has continued its commitment to long-term support for young people through its 13th year (formally as @The Rock, a Charitable Trust), choosing to use some of its reserves in challenging financial times to ensure the continuity of support for young people.

Reserves Policy

It is the policy of the Trust to maintain general reserves at a level which will enable it to securely plan its programme for young people. This is estimated to be equivalent to six months' operating costs. As at 31 August 2023, the Rock had total reserves of £130,938 (including £35,793 of restricted funds) with estimated six-month running costs in 2023/24 of £150,000. Therefore, the reserves are below the targeted level, but use of the reserves has allowed The Rock to remain committed to investing in a consistent youth work team, and to sustaining all its community youth work projects through 2022/23.

Risk Management

The Trustees recognise that there is a variety of risk inherent in the activities of the charity and have implemented a risk management policy in order to help minimise the risks. The key areas of risk identified by the charity are finance, property, staffing, safety, cyber security and safeguarding. The Trustees have implemented policies and procedures that they consider are appropriate for the management of these risks.

Approved by the Trustees on 15 May 2024
and signed on their behalf by Andrew BRUCKLAND - Trustee



Independent examiner's report to the trustees of @The Rock

I report to the Trustees on my examination of the accounts of @The Rock ("the Trust") for the year ended 31 August 2023.

Respective responsibilities of trustees and examiner

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

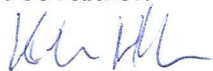
Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Name:

KEVIN HOLMES

Professional Qualification or membership of professional bodies (if any): ICAEW

Address: 29 CLEEVE MOUNT ROAD, CHELTENHAM

Dated: 24 MAY 2024

Statement of financial activities

For the year ended 31 August 2023

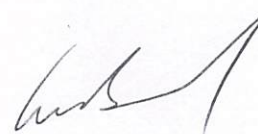
	Notes	General Funds	Restricted Funds	2023	2022
Incoming Resources					
Donations and Legacies	1	23,052	64,189	87,241	164,519
Other Trading Activities		12,331	-	12,331	11,888
Income from Charitable Activities	2	117,895	-	117,895	69,813
Total Incoming Resources		153,278	64,189	217,467	246,220
Outgoing Resources					
Expenditure on Raising Funds	3	10,267	-	10,267	9,847
Expenditure on Charitable Activities	4	199,276	52,564	251,840	212,284
Total Outgoing Resources		209,543	52,564	262,107	222,131
Net Incoming Resources		(56,265)	11,625	(44,640)	24,089
Funds brought forward 31 August 2022		151,410	24,168	175,578	151,489
Funds carried forward 31 August 2023		95,145	35,793	130,938	175,578

Balance Sheet

As at 31 August 2023

	Notes	2023	2022
Tangible Fixed Assets	6	21,180	35,300
Cash at bank and in hand		126,965	139,098
Debtors and prepayments	7	5,321	6,375
Total Current Assets		132,286	145,473
Creditors: Amounts falling due within one year	8	(22,528)	(5,195)
Net current assets		109,758	140,278
Total assets less current liabilities		130,938	175,578
Net Assets	9	130,938	175,578
Restricted Funds	10	35,793	24,168
General Funds (unrestricted)		95,145	151,410
Reserves		130,938	175,578

Approved by the Trustees on 15 May 2024
and signed on its behalf by *ANGEL BRUCKLAND* - Trustee



Accounting policies

For the year to 31 August 2023

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Rock meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The principal accounting policies adopted are as follows:

Basis of accounting

The financial statements are prepared under the historical cost convention, modified to include the revaluation of investments. There has been no change in the accounting policies (valuation rules and methods of accounting) since last year.

Incoming resources

Donations are recognised when received. Legacies are recognised when there is reasonable certainty as to both entitlement and amount. Grants are generally included in the financial statements when received, to ensure that there is reasonable certainty as to both entitlement and amount. However, in cases where the grant relates to a specific project, it is recognised when the project expenditure takes place. Interest and dividends are included in the financial statements when received. Contractual income is recognised once the contracted services have been delivered.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of the resources.

Depreciation

Depreciation on equipment is calculated on a straight-line basis at annual rates estimated to write off the assets over their respective expected useful lives, as follows:

Office, IT & AV equipment	3 years	Telephone equipment	3 years
Vehicles	3 years	Office furniture	3 years
Skate park equipment	5 years	Property improvements	5 years

Small items are expensed rather than held as an asset and depreciated on the grounds of materiality.

Notes to the accounts

For the year ended 31 August 2023

Note 1

Donations and legacies

	2023			2022		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
Advent Charitable Trust	-	-	-	2,000	-	2,000
Barclays Football Fund	-	-	-	-	500	500
Barnett Waddingham	-	-	-	-	1,500	1,500
Barnwood Trust	-	-	-	-	1,866	1,866
BBC Children in Need	-	-	-	-	42,360	42,360
Benefact Trust	-	19,380	19,380	-	-	-
Cheltenham Borough Council	-	388	388	-	-	-
Cheltenham Deanery Churches*	9,274	-	9,274	6,700	-	6,700
Ecclesiastical	1,061	-	1,061	-	-	-
First Great Western	-	7,383	7,383	-	-	-
Garfield Weston	-	-	-	25,000	-	25,000
Gloucester Diocese Board of Finance	-	10,000	10,000	-	15,000	15,000
Gloucestershire Community Foundation	-	3,500	3,500	-	-	-
Gloucestershire County Council	-	9,788	9,788	-	16,439	16,439
Gloucestershire Police & Crime Commissioner	-	7,500	7,500	-	5,000	5,000
Good News Evangelical Mission	-	-	-	-	2,000	2,000
Honourable Company of Gloucestershire	-	1,000	1,000	-	-	-
Jane Cook Educational Fund	-	1,350	1,350	-	1,400	1,400
Joanies Fund	-	-	-	-	2,000	2,000
Matthews Wrightson Charity Trust	600	-	600	-	-	-
Madle IT Services	-	-	-	500	-	500
Mid Cotswold Evangelical Alliance	175	-	175	125	-	125
Pied Piper Appeal	-	150	150	-	-	-
Rotary Club of Cheltenham	-	-	-	300	-	300
Rowlands Trust	-	150	150	-	-	-
SMB Charitable Trust	-	-	-	2,000	-	2,000
Southall Trust	-	-	-	-	2,000	2,000
St James Place Foundation	-	2,500	2,500	-	-	-
Sylvanus Lysons	-	-	-	-	18,750	18,750
Waitrose	-	-	-	600	-	600
Other grants & donations	11,942	1,100	13,042	18,479	-	18,479
Grants, donations & legacies	23,052	64,189	87,241	55,704	108,815	164,519

*This is made up of gifts from a number of different churches in Cheltenham.

Notes to the accounts

For the year ended 31 August 2023

Note 2

Income from charitable activities	2023	2022
Youth support services	117,894	69,813
Income from charitable activities	117,894	69,813

Note 3

Expenditure on generating funds	2023	2022
Fundraising staff costs	10,052	9,424
Fundraising costs	216	423
Expenditure on generating funds	10,268	9,847

Note 4

Charitable expenditure	2023	2022
Staff costs	178,373	151,279
Operating costs: Depreciation	14,120	7,060
Other	43,796	32,022
Premises costs: Depreciation	-	-
Other	15,551	21,923
Charitable expenditure	251,840	212,284

The Rock is in discussions with the Landlord (Gloucester Diocesan Board of Finance) to finalise a longer-term lease on the premises from which The Rock operates. This will increase rental costs over the next few years.

Notes to the accounts

For the year ended 31 August 2023

Note 5

Employees

Costs of employees

	2023	2022
Employee costs for the year	188,424	160,703
salaries and stipends	166,814	140,509
social security costs	12,489	10,743
pension costs	4,407	3,837
other staff costs	4,714	5,615
Number of employees (as at 31 August)		
Employees	15	10
Full time	4	3
Part time	11	7

Notes to the accounts

For the year ended 31 August 2023

Note 6

	Skate Park	Equipment	Vehicles	Total
Tangible fixed assets				
Cost or valuation:				
As at 31 August 2022	42,550	33,178	71,981	147,709
Disposals	-	(414)	-	(414)
As at 31 August 2023	42,550	32,764	71,981	147,295
Depreciation:				
As at 31 August 2022	42,550	33,178	36,681	112,409
Charge for the year	-	-	14,120	14,120
Disposals	-	(414)	-	414
As at 31 August 2023	42,550	32,764	50,801	126,115
Net book value:				
As at 31 August 2022	-	-	35,300	35,300
As at 31 August 2023	-	-	21,180	21,180

Notes to the accounts

For the year ended 31 August 2023

Note 7

Debtors and prepayments	2023	2022
Trade debtors	1,740	2,582
HMRC – Gift Aid outstanding	-	679
Prepaid expenses	3,581	3,114
Total	5,321	6,375

Note 8

Creditors due within one year	2023	2022
Trade creditors	20,039	3,107
Taxation and social security	2,489	2,088
Creditors due within one year	22,528	5,195

Notes to the accounts

For the year ended 31 August 2023

Note 9

Analysis of net assets by fund:

Funds at 31 August 2023 are represented by:

	General Funds	Restricted Funds	Total
Tangible fixed assets	21,180	-	21,180
Current assets	96,493	35,793	132,286
Creditors	(22,528)	-	(22,528)
Net Assets as at 31 August 2023	95,145	35,793	130,938

Note 10

Restricted funds

	Balance at 31 August 2022	Incoming Resources	Resources Expended	Balance at 31 August 2023
Grants to fund staff positions	5,000	19,380	(5,808)	18,572
Grants to fund specific projects	17,954	44,809	(45,542)	17,221
Grants to fund vehicles	1,214	-	(1,214)	-
Total	24,168	64,189	(52,564)	35,793

Restricted funds may only be used for the purposes for which the money was originally gifted or bequeathed to the Trust.

Grants to fund staff positions are restricted to funding staff costs including salaries, related payroll costs and other staff related costs including training, CRB checks etc

Grants for specific projects include Bike Project, Cooking Club and Faith Development. These grants may meet all project-related costs including staffing costs.

Notes to the accounts

For the year ended 31 August 2023

Note 11

Costs reimbursed to Trustees

During the year, expenses of £498 were reimbursed to one Trustee, Mr J Daykin to reimburse the cost of subscribing to the Xero accounting software used for financial records. No other Trustees received any reimbursements.

Note 12

Donations from Trustees

During the year, donations totalling £2,160 were received from the Trustees.

Note 13

Total paid to key management personnel

The total paid to key management personnel during the year was £38,705. The key management personnel were as follows:

Operations Director and Head of Education – Mr A Macaully