

ANNUAL REPORT 2022

highfields
centre

Head of Centre:

C. Priya Thamotheram

B.Sc (Hons) Soc., PGCE,

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Annual General Meeting:

Highfields Community Association, 6pm on Wednesday 12th October 2022

Agenda:

1. Registration and Guidance for the conduct of the meeting
2. Apologies
3. Approval of the minutes of the Annual General Meeting of HCA held on 17/11/2021 (see attached copy) and any matters arising.
4. Consideration and adoption of an Annual Report for the period ending 30th September 2022 (copy to be circulated subsequently and also available at the AGM).
5. Consideration and adoption of the accounts of HCA for the year ending 31 March 2022 (copy to be circulated subsequently and also available at the AGM).
6. Appointment of auditors and fixing of their remuneration
7. Appointment of Individual Members' representatives (see below)
8. Appointment of Directors (see below)

This will conclude the formal business of the AGM.

We will then proceed with celebrating HCA's 50th Anniversary, with our following guest speakers:

- Professor Gus John (Academic, Activist & International Consultant)
- Dr Amrit Wilson (Writer & Activist)
- Claudia Webbe (MP, Leicester East)
- Lowkey (International Rapper & Activist)

This will be followed by a Q&A session and then, with Lowkey speaking about his songs and performing the same, and the evening will be concluded with a hot dinner!

NB. If for any reason you're unable to attend in person and would like to join via a zoom link, please state so when you reply to our Invitation.

Highfields Community Association: Annual General Meeting – 17th November 2021

Present: As per Attendance list.

Zoom Attendees: As per Attendance list.

1 Registration and Guidance for the conduct of meeting:

Monica as Chair of HCA opened the meeting and welcomed everyone in attendance and a special thanks was extended to Prof. Gus John for his attendance. She stated that the first part would be the formal business which was about holding ourselves to account. We have a community asset, and it was about how we rebuild our community ravaged by Covid and austerity. This is a report of 'our news' and it is about how we engage together in our collective struggle.

She handed over to Priya to briefly go through the technical guidance for the AGM which was being hosted through a blended approach with face to face and online attendances.

2 Apologies: Val Fisher

3 Approval of minutes of the Annual General Meeting of HCA held on 24th February 2021

Minutes agreed as an accurate record – proposed by Tirathpal Naute and seconded by Mark Mizzen.

4 Matters Arising from meeting held on 24/02/2021.

None

5 Consideration and adoption of Annual Staff Report

Priya spoke to the report outlining key points. Seven years ago, HCA had faced a funding cut from the Council amounting to £0.5 million adversely affecting services we had provided for Adult Learning, Advice Services, Early Years and Youth and Community activities. Over this period, as a cumulative total some £3.5 million has been taken away from this disadvantaged community.

Staff at the Centre had taken pay cuts of between 10%-65% over a two-year period. However, in October '21 a decision was taken to restructure and re-grade roles for some of the posts. We are now able to rebuild the Centre's activities and remunerate staff in line with new re-gradings. The success of HCA is closely linked to the efforts of the staff team and the Governing Body. He thanked Iris Lightfoote for taking the role of Interim Chair some 6 years ago and who is now the Vice Chair.

Priya reported on new staff who have recently joined the staff team. Pat Gardner who remains the Deputy Head of Centre has reduced her working hours. Linda has been appointed as the Office Manager. Tarek and Kaenat have taken up post for the L-GWASP project. Aiyub, Fatimah and Rafik have taken on additional responsibilities.

Priya referred to the last page of the report saying that the numbers in 2020 were lower compared to 2019. Unique beneficiaries total was 3,500 in 2020 which represented a 70% reduction on the previous year, and this was because of the lockdown that was imposed in this period.

We are responding to the Climate Emergency by reviewing out electricity usage and reducing consumption.

Staff report follows from page 8 onwards. Priya referred to the challenges on page 9 for Adult Education Services as the ESFA contract had expired earlier this year. The number of contacted providers had been reduced from 280 to just 88 and voluntary sector organisations had been virtually removed from delivery. We are however, in contact with our local college and some other funded agencies to see how we maintain our provision.

Last year, we secured funding for a for a Community Health Worker post to support local people suffering from the effects of Covid. We also purchased PPE and distributed it to local centres.

The L-GWASP project has commenced with two new staff in post, following intense work with the brands and trades unions to fund the locally based project at the Centre.

The Youth provision has been running well with the summer playscheme having taken place with indoor and outdoor activities successfully planned and delivered. The Yes Media project is going well with one young person from our project being highlighted in BBC News East Midlands.

The activities funded through Children in Need for young people are continuing.

Priya stated it was good to see young people engaged with the work of the Governing Body.

Priya referred to Alice who is the new Arts Development Worker at the Centre. She is developing new arts activities for adults, young people, and pre-school children.

Our bid for the Urban Roof Garden was unsuccessful and Priya has raised a formal complaint as the funders do not keep records based on the ethnicity of the groups they have funded. Friends of the Earth have raised concerns to support our complaint.

Our bid to the Arts Council under the New Creative People and Places programme was unsuccessful. However, Priya has received feedback and will be pursuing other opportunities.

6 Consideration and adoption of accounts.

Following technical issues, Priya reported and provided a summary on behalf of Rafique Patel (Treasurer).

Pages 6-8 highlight the main points in the report. It has been a challenging time for HCA. However, we have turned the situation around. HCA has been assessed as a going concern. Pages 18-19 provide relevant figures on income and expenditures for the year ending 2021. From a loss of £110k in 2020, we have a surplus of £218k in 2021 and this is the result of some of our successful bids in 2020.

No questions were raised and the accounts, and the Report were formally approved.

7 Appointment of Auditors

It was agreed that we will go out to tender and invite three quotes and decide on our auditors for the next 3-5 years in line with the Charity Commission's advice.

8 Appointment of Individual Members – No change reported to existing list.9 Appointment of New Directors

It was reported that Syl and Sumiyah had stepped down from their roles due to personal situations.

Winifred's re-nomination to the Board was agreed.

Monica thanked Priya and everyone else who have contributed to make the AGM possible.

The meeting closed at 6.35pm and after a short break, Monica introduced our Guest Speaker, Professor Gus John who spoke on 'Harnessing our powers to confront the threats we face', and this was followed by a Q and A session.

HCA/HC Annual Report (2022) – Introduction & Welcome!

Hello and a special welcome to you all on our second 'blended' AGM!

2022 has been a very different and challenging year, not only for us here at Highfields Centre but across the nation and indeed, globally. But it now appears the ravages wrought on us by the pandemic and the brutal 'televised' murder of George Floyd, and which highlighted the gross inequalities within our global societies, and exposed the sheer inadequacies and hypocrisy of governmental responses, both here and abroad have now largely been forgotten, with a return to the failed and discredited trickledown economics!

As per the following pages, we have returned to providing an almost full programme of our community educational and developmental activities, with the launch of our new FAB-L service being this year's highlight.

With no regular core funding being provided by either national or local government, we have continued to seek alternative funding through grants and contracts, as well as through our own venue hire and service delivery arrangements, and as our Treasurer will be reporting shortly, our financial resilience has been strengthened. However, it's a sorry state of affairs when the wanton removal of over £4m funding over the last eight years for vital adult learning, advice, under 5's, children and young people's services from this neighbourhood has not merited serious exposure and scrutiny!

As we go into the winter months, it's to be hoped we can continue providing our much-needed services over the next few months. It will also enable us to make headway with our youth, adult learning and arts programmes.

As in previous years, the Centre's staff, users and the local communities have been particularly grateful for the dedicated support and commitment of its Governing Body, including its longer term members, as well as the newer members.

Another highlight during the year was Pat Gardner's retirement party and whilst she'll continue to provide a book-keeping service, her absence from the everyday operation of this Centre will be a huge gap to fill. However, our current staff team, with a mixture of new and not-so-new members have risen to that challenge and will ensure our continued success.

We'd also like to thank the Premises Team for keeping the expanded building safe and clean and take this opportunity to thank all our other staff, users, colleagues and friends (from near and far) for their invaluable support and encouragement over the last year and we look forward to working with you all in the coming year to not only benefit our Centre users but also, the Greater Highfields community and indeed, the city and county wide residents.

There's much to look forward to over the coming year, albeit the recent series of street disturbances have also to be tackled, as we have done over the last few decades, so that we can continue our journey not just as an independent Centre but also, as a growing and confident local community.

With all good wishes.

**Priya Thamotheram,
Head of Centre.**

Highlights 2022



Playscheme July 2022



Elders Group May 2022



Summer Activities July 2021



Women's Environmental Workshop 2022



FAB-L Launch May 2022



UK Youth Conference 2022



Pat Gardner's Retirement Party - Aug 2022



VAL Awards (September 2022)

HCA Chair's Report 2022

In my first year as Chair of Highfields Community Association, I've been thinking about *sankofa*. This word means to learn from our past to inform our future (in the language Twi, spoken by Akan people in Ghana). Our Annual Report is a chance to reflect on key events over the year to help spark ideas for our future:

Enhancing lives

This year we celebrated the retirement of Pat Gardner from her role as Deputy Head of Centre. We thank her for 40 years of dedicated service to HC and as a pillar of support in the community with her patient, practical and compassionate approach to justice for all. At HC, we commit to enhancing lives through educational and community development approaches. In Pat's retirement speech, we heard not just of her own career growth but how this has nurtured confidence among her wider family members. We've all learned hugely from Pat and wish her a long, happy and healthy retirement.

Empowering communities

Our communities face decades-long economic, health and social challenges and our work is long-term through outreach and engagement in a safe and inclusive space. Opportunities for children and young people to express their ideas and create brighter futures offer hopeful alternatives. We say, "Come outside, move around, live, eat and play together." We continue to support workers' rights through FAB-L, in partnership with unions, brands and NGO's.

Enterprise for All

One of my greatest joys this year has been to sow seeds and watch HC's Community Garden flourish. As we mark Priya Thamotheram's 40+ years of service as Head of Centre, we imagine his role as a dedicated gardener leading a team in creating the conditions for enterprise to thrive. We celebrate diversity and unity at HC in the community, the staff team, the Governing Body and in our internationalist vision - preparing for the winter and heralding spring.

Monica Hingorani
HCA Chair

Treasurer's Report

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and activities

Its mission is to help provide, develop and manage a family oriented community, sports and arts learning centre and to serve Leicester's (and now extended to Leicestershire's) population, with a particular emphasis as a community anchor organisation for the Highfields area wide communities. The charity continues to pursue these objectives by overseeing the working of Highfields Centre.

Consistent with these objectives, the charity has continued to provide a wide range of programmes related to lifelong learning and community development throughout the year. During the last year and given the excellent platform provided by the EESE (Economic, Effective, Successional and Extendable) Measures we had previously implemented, we have continued to focus on developing the potential for boosting our self-generated income through the Power to Change funded New Spaces building development programme.

Stalwart elements of our services such as the youth work, adult education and sports have also continued to be provided and enjoyed by our service users during 2021/22. However, the downturn caused by the pandemic induced lockdown resulted in us having to take various measures to ensure a projected significant deficit was converted into a very modest surplus over the last year.

Public benefit

The trustees have referred to the information contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities, with all of the charity's expenditures being incurred in pursuit of its public benefit duties.

Evidence of this benefit is continued to be demonstrated by the uptake of the charity's services by nearly 25,000 users (in 2020), with a substantial majority of those users from the local area. The range of services provided at Highfields Centre reflects the priority service needs for children, young people, elderly, adult learners, advice, arts, sports and community development, with these services provided over a seven day week (by arrangement) and over an extended year.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

The achievements and performance of the charity in the year in overseeing the working of Highfields Centre has been coterminous with discussions with other public and voluntary sector agencies about effecting new service delivery partnerships. The completion of the Power to Change funded remodelling building work in 2018 provided a much-needed stimulus to achieving our objective of seeking economic independence through increasing our self-generated income.

The growth in activities and income evidenced in 2019 was temporarily halted during the pandemic linked period, and it also resulted in us refocussing our work on health and wellbeing programmes. A major achievement during the year has been the setting up of our new FAB-L (Fashion workers Advice Bureau - Leicester), funded by both trade unions and clothing brands, and it has already made considerable positive differences to the lives of those workers!

Through our EESE Measures and in recognising that we weren't able to directly provide all of the services at this Centre, TREC and Leicester Fitness Hub's relocation to Highfields Centre has been positive for both them and us.

FINANCIAL REVIEW

Principal funding sources

The charity's main income had been through its three different contracts with Leicester City Council. The cumulative loss of over £500,000 in contracted income during 2014/2015 had adversely impacted the level of reserves as well as the Association's financial standing and the trustees have continued to carefully consider the necessary actions in relation to ensuring not only its continued viability but also its renewal and development.

The 2021/22 outturn, given the onset of the pandemic and the related lockdown has been remarkably good, especially as the trustees had envisaged a significant loss being incurred during that year, and had taken the necessary actions. This situation was also considerably aided by our successful funding applications towards the end of 2021. The trustees' actions has ensured we are well placed to negotiate our way forward and especially post the severe financial, organisational and programming challenges arising from the pandemic and the requirements for social distancing and rebuilding our service users confidence in returning to take up our services.

Reserves policy

In accordance with Association's reserves policy and taking account of the trading surplus experienced during the 2021/22 year, the trustees have effected appropriate changes to Association's designated funds, including the Asset Replacement Fund, Programme Support Fund and Transforming Services Fund.

Going concern

The Governing Body has considered the impact of COVID-19 in relation to their assessment of going concern and in their opinion they have taken all reasonable steps to mitigate these factors. As at the point of authorising the accounts, and for the foreseeable future, the Governing Body considers the going concern assumption to still be appropriate. They acknowledge that given the currently rapidly changing social environment including regular identification of new variants of COVID-19, there are likely to be significant unknown factors which may present themselves. Such factors are considered by the Governing Body to represent a general inherent level of risk in relation to the going concern assumption albeit not quantifiable at this time.

FUTURE PLANS

The charity's plans for the future will be closely related to the fuller development of all the new services at the centre and to complete the replacement of the discontinued Leicester City Council services at this Centre, whilst at the same time providing the necessary infrastructure and systems to enable its smooth and effective operation and to manage the transition occasioned by the local authority's funding decisions.

The charity's updated Strategic Plan has been successfully updated and it was the a key element for consideration at the last Strategic Review Day when the Trustees met with the Centre's staff to consider key priorities and developments for the forthcoming year.

With the charity established in 1972 and now in its 50th Anniversary Year. it has become well established, respected and trusted by not only its staff and service users but also a range of local, regional, national and international partners. The pace of this recognition has increased over the last decade and is reflected in the charity's increasingly recognised status as partner of first choice for many community development related service provision.

The trustees are satisfied that the charity is very well placed to further enhance its provision of much needed services in the coming years through its already well-established role in accessing non-local authority external funding contracts as a member of several different service consortiums.

For these reasons, the trustees believe the charity is very definitely a 'going concern.'

Rafique Patel
HCA Treasurer.

Community Services

Community Services:

Welcome to this year's Annual Report for 2022 on behalf of the Community Service Team.

I have now completed my first year as the Centre's Office Manager, and it has been a learning curve for me in many ways, not least in gaining lots of valuable knowledge and different experiences from my new role but I have missed my Line Manager's (Pat Gardner) presence in the office!

Staffing: As a result of HCA facing a significant deficit a few months ago, the Centre had to lose our afternoon part time receptionist, Zainab Shaikh, and I would like to take this opportunity to thank her for her commitment over the last 12 months and wish Zainab all the best in her future career.

On a positive note, the Centre's core staff team have worked exceptionally hard throughout the year, to ensure that we have been able to continue with the smooth running of the Centre, with the premises staff, contributing equally to deliver our high standard of service to the local community. We have had valuable support from the four members of the Kick Start team in the various roles at the Centre, including the support for the premises staff team and being able to cover the reception. Unfortunately, this funding was for 6 months, and we have had to say goodbye to the team at the end of September. Again, on behalf of the Office and Premises staff, we wish them all the best for their future careers.

Building/Refurbishment: This was something that Pat Gardner solely dealt with and made the right decisions when it came to the maintenance of the building. The Premises Staff and the Duty Managers have taken responsibility and action for this role, of course under the guidance of Pat Gardner who still supports us when required.

Affiliation: HCA membership continues to maintain a wide range of community organisation that represents the local community and area, currently standing at 25 groups in total.

Membership: The Centre is actively working with an external consultant to introduce a new membership system for all service users.

Website: The Centre's website has been upgraded by Digital Marketing Mentor and is currently viewed by 90% of the service users. This new website has been instrumental in boosting the Centre's profile, and this in turn has increased the Centre's venue hire and footfall, and we look forward to continuing with this upward trend. Please look at the new web site for further information.

Statistics: This year's user statistics cover 1st January 2020 - 31st December 2021.

Total Users - 13700

Asian – 8762

African Caribbean – 2741

White - 1281

Other- 916

Male - 5400

Female- 8300

The Centre's opens to the public at 9.00am, with closing times depending on our programmes of activities, and currently, we are open to the public 322 days per year. We also continue to support all reasonable requests for venue hire outside of these times (staffing permitted).

In conclusion, we have had a challenging year working in the post Covid 19 period, with lots of uncertainty and pressures, especially with the current sharp rise in inflation and the ever-increasing energy prices putting us under a lot of financial stress.

However, we will continue to work with our committed staff team, as well as the continued excellent support of our Governing Body to deliver an outstanding service to all our service users. I would like to take this opportunity to thank all the core staff team and the premises staff who have helped me and supported me in my new role.

Linda Castanha
Office Manager

Adult Learning and Advice Services

Digital Poverty Programme

We have been actively working to re-establish our Adult Learning provision at the Centre following the end of contract with the ESFA in July 2021. Our funding application to address digital poverty issues was successful through the Leicester and Leicestershire Economic Partnership.

Digital poverty has been highlighted as a key issue affecting both adults and young people. The key issues affecting young people's ability to access digital media include affordability, access to the right device and connectivity issues. We have introduced digital skills within the Youth Work programme to support young people to access digital skills, provide help with job search and employability skills.

We are now able to provide laptops with Wi-Fi accessibility for young people and to help them with their assignments for college, to conduct research or for job search and employability purposes.

Exclusion from the digital world is a symptom of social and economic deprivation. Approximately five million adults are excluded in the UK and are often marginalised with lack of education or employment, disability or age identified as risk factors. This means the most vulnerable individuals in society, who could benefit from the implementation of digital public services, are typically those least able to use them.

The key issues that adults face cover basic or no digital skills, lack of English language skills, access to right devices, affordability and Wi-Fi access linked to affordability. Digital exclusion for adults has meant barriers to services which are increasingly on-line, including support services.

We have courses and programmes on offer to support adults with acquiring both English language skills and digital access, so they can learn about online safety, using e-mail and social media, online shopping and banking and use electronic devices such as smart phones to conduct personal or work-related tasks.

We have been able to re-connect with our learners who we lost over the Covid period, and they are pleased to be back for face-to-face learning opportunities at the Centre.

Over the last 12 months, we have offered Arts and Crafts, Sewing and Garment Making, ESOL, First Aid courses for adults that have been partly subsidised by the Highfields Community Association.

We are also pleased to have developed an Arts programme with the help of Alice Safrazayn and newly appointed staff Aaron and Ross with courses aimed at adults covering Introduction to Photography; Creative Coffee Morning; Introduction to Video Making; Introduction to Music Production and Embroidery for Beginners. These courses are planned to start soon.

Level 2 Youth Work Award

We have supported our young people to develop their skills for them to become Youth Workers. In January, we enrolled ten students who have completed the Aim Awards qualification at Level 2 which has covered four main themes: Engaging and Communication with Young People; Safeguarding in Youth Work Setting; Theory of Youth Work and Young People's Development. I have collaborated with the tutor and have provided internal verification for the course which has been successfully completed.

We are currently planning to offer a further Level 2 and 3 course to upskills our young people to become fully fledged Youth Workers and apply for any job opportunities that arise at the Centre or in the locality. The skills learnt can be used in a variety of settings and is a positive motivator for young people contemplating working with children and young people.

Kickstart Scheme

We are pleased to have been working in partnership with the Job Centre Plus to offer practical work experience opportunities for four young people who had been unemployed for some time prior to joining us in March 2022. As a team, we have supported these young people to be mentored and supported so they can work effectively in wide ranging roles to cover premises support, reception, youth and adult work support. The young people have gained valuable practical skills working with both adults and young people to develop their confidence and skills and to be able to use their knowledge and skills to confidently apply for any job opportunities that arise before they finish their six months work experience programme with us. I would like to thank the Management Team, Alice and all staff at the Centre who have helped to make their work experience worthwhile.



The VCSE Health and Well Being Alliance Steering Group

I have contributed to the national steering group to provide our voice at a national level about the health and care system, so that there can be improvements to the quality of service provided to people within deprived communities and to address funding and issues of inequality within the Integrated Care System.

The Steering Group is keen to ensure that policies around health and care systems reflect the needs and issues affecting racially minoritised communities and the policies that are shaped by the health service take account of the issues identified.

Both Fatimah and I have also made good connections locally with the Public Health team at Leicester City Council and have received limited funding to promote positive messages around vaccinations to our service users and local community members for them to stay safe and to have the vaccination as the winter approaches.

National Accreditation

As a registered and accredited Centre through the Aim Awards, I have liaised with the Quality Manager for annual monitoring purposes and am pleased to say that we have the approval to offer accredited qualification through Aim Awards.

Our accreditation through the British Computer Society continues into next year and we will be entering candidates for accreditation through the Digital Skills courses we have on offer at the Centre.

Marketing, Website, and the CRM System

We have contributed to the development of the Highfields Centre website and marketing strategies to increase the number of people we support from the delivery of services and for us to market the venue hire services for us to generate much needed income for the Centre. Our efforts are ongoing to develop a Client Management System for the Centre that will support all departments at the Centre from client registrations to data extrapolations.

Safeguarding Lead

Jointly with Fatimah, I have the responsibility as a Safeguarding Lead. We share information with colleagues about how to keep children and adults safe when they are using our Centre facilities. We also ensure that all staff are DBS checked and any concerns raised by service users or staff are followed up in line with reporting requirements.

I must thank the Management Team and the Governing Body for their support in what has been a fast-changing environment for us all.

Aiyub Zamakda
Senior Adult Services Worker.

Children and Young People's Services

Children in Need and Highfields Youth Inspiring Futures

Our work with children and young people is currently funded by BBC Children in Need and Youth Futures Foundation for the delivery of the Youth Inspiring Futures Programme post Covid-19. The key focus this year was to deliver various positive activities for children and young people to achieve their potential to better prepare for work, training, and education.

Our programme was delivered across 4 late afternoon/evenings a week, as well as 10 Saturday sessions to enrol and deliver an accredited level 2 Aims Qualification in Youth Work Practice. We further piloted Saturday Multisport/wellbeing sessions In December 21/January 22 to widen our reach and offer to young people from the Eritrean Community who were attending educational programmes at the Centre.

Our main objectives are to support young people aged 10-19 years from Leicester who are involved or at risk of being involved in anti-social/offending behaviour and NEET's. They also face additional barriers to completing their formal education and/or finding work, and these barriers include issues such as

- Low self-esteem and confidence
- Language and cultural barriers
- Mental health issues
- Substance abuse
- Homelessness and Previous offenders.

Our offer aims to change lives for the children and young people that engage with us. We provide opportunities for personal achievement and community involvement, support children and young people to develop life and social skills, and our interventions promote physical and mental wellbeing, and open pathways to employment, further education, and positive futures. We have supported 25 young people into voluntary placements in the last 12 months, and this has helped young people get a greater understanding of their own self-worth. By directly having contact with different service users and the public and facilitating the delivery of different activities, young people have boosted their confidence and social interaction since the pandemic.

We know our youth sessions have created many positive experiences , particularly for vulnerable and disadvantaged young people who often face a lack of other sources of support and stability. So, our priority by the end of this year is to ensure we can secure some further funding to continue delivering these activities to new and existing young people to support and raise the attainment for young people and families who are accessing our services. The huge cuts to the youth service have had a devastating effect on young people's mental health and wellbeing as well as access to safe spaces. We need to have direct conversations with local authority and youth funding agencies to ensure our work is being recognised and the direct beneficial impact it makes to our community.

Delivery of Youth Activities

We use an initial baseline/needs form to assess young people's wellbeing, interests and achievement/confidence levels which helps us put together an accurate picture of the interests, aptitudes, abilities and needs of each young person. Our workers create personalised action plans to support young people to pursue and achieve their goals. We do this by building and gaining their trust. We provide a safe space where young people can speak freely about their fears and concerns. We involve young people in the consultation and decision-making process when we are developing and delivering activities and programmes to support them.

Our work is mainly to improve soft skills and build young people's resilience by offering various activities to increase their confidence and enable young people to make decisions best suited for them. Our sessions encourage young people to be involved in planning, decision making and evaluating so we get the opportunity to get feedback on our delivery directly from young people.

Our sessions involve creating a safe space for young people to access 1-1 support, work in small groups, pursue their goals and interests, access wider opportunities and seek information, advice, and guidance to overcome disadvantages and barriers they are faced with.

Young people have also been a part of the Centre's governing body to have a say on young people related issues and have an opportunity to have a say on how services are delivered and run.

Young people can access different experiences by participating and engaging in different forms of activities, sports, media, photography, arts & crafts and debates and discussions.

These youth sessions have led our young people to feel more confident, gain new skills and get in to paid work or progress to further/higher education. It has also helped to deflect young people from getting involved in anti-social/offending behaviour and this has been favourably commented on by both their parents and local agencies, including the Police. We have delivered leadership skills through our after-school clubs working closely with 3 local schools, and with over 85 young people having had regular access to multi sports to work on their core skills such as

- Self-belief
- Teamwork
- Self-management
- Problem solving
- Developing leadership & life skills

These have all contributed to young people's self-motivation, having positive attitudes and increased levels of self-awareness. We have seen improvements in young people's body language and showing empathy to their peers, being more articulate, as well as setting new goals for themselves and wanting to achieve them.

We have delivered accredited Level 2 and 3 Aims Awards Qualifications and successfully had 20 young people get a level 2/3 qualification in youth work practice in the last 20 months. We have been able to recruit an experienced youth worker who has a real passion for enhancing young people lives by leading and delivering digital arts programmes. Our staff team is now comprised of young people who were employed under our Kickstarter scheme and who had previously accessed our youth provision, as well as gained vital skills to be qualified youth workers in the last 12 months.

Fatimah Li
Senior Youth & Community Engagement Worker

Arts Development Programme

Power to Change

A portion of our Power to Change funding was converted into a creative arts budget post the pandemic to enable the delivery of arts activities.

This programme was developed to engage different age groups in a range of creative activities to begin to develop a rapport with the community and to be used as a vehicle for discovering what arts activities the community wanted.

Funding

Throughout my two-year post, we submitted two Arts Council (ACE) bids, with the first application focused on developing music, photography, arts and crafts for children, adults, and young people. During this period, the creative peoples and places bid came back unsuccessful as well as the arts council bid.

Therefore, we made a collective decision to re-look at our Arts strategy and focus on developing stronger partnerships with NPO's (National Portfolio Organisations) to strengthen our opportunities. This led to a re-developed ACE funding application that encompassed a Test and Learn delivery model through music and creative writing. We are yet to be successful with a funding application, however this process has enabled us to develop greater knowledge in this area and develop a stronger bid in reflection to the feedback. We will be looking to resubmit another bid soon.

Yoga for 50+

This session was developed after my previous engagement with the elders group through another project which ended. The group had expressed a keen interest in getting involved in physical activity and once I advertised the sessions, they soon filled up and we had around 15-25 women attending on a regular basis.

Our sessions involved warmups and cool downs, beginners chair-based yoga and meditation. We also embedded a social aspect to the sessions to bring the women together and provide an opportunity for the group to socialise with other likeminded individuals, make friends and share life experiences.

It became apparent to me through these sessions that a lot of the women had been very isolated throughout the pandemic, and this had impacted their lives in many ways such as communication, loneliness, mental health, and lack of physical mobility.

This group was paramount in aiding the attendees' mental health through feeling connected to others, having something to look forward to in the week. I tackled the lack of physical mobility within the sessions, and also provided the group with a home resource booklet which was developed from a request by the group.

Health and Wellness group 50+

The Health and Wellness group was established off the back of the two previous short projects that the Elders were involved in. This was a six-month programme focused on encouraging women to be more physically active using the gym facilities at the centre and to positively impact their wellbeing.

We had a very high number of women attending around 20-26 on a regular basis. I worked with this group mainly on yoga, dance, fitness and arts and crafts. Over the six months I worked with this group, I began to develop a greater understanding of their needs and what interventions they needed. I incorporated stimulating brain activities and exercises that continually challenged them in a positive way.

From the start of this project, I could see the same issues facing these women as I had seen in the yoga sessions. For many of the women, this would be the first time in two years that they would be joining a group or social environment.

Six months on I can see a difference in the women, more positive, more active and improved social skills. This group is a lifeline for many of the women in the group, with one saying, "I have enjoyed coming to this group. On Sunday evenings I start thinking of the week ahead and I look forward to my Monday morning class. I look forward to seeing my friends, if I didn't come here, I would be stuck at home doing the same routine everyday". (R.J 2022) Another woman said, "This group has helped me with my mental health, I come to socialise and see my friends its something to look forward to". (Z.P 2022).

This project has highlighted there is a need for mature women in the Highfields area to be able to access a supported service that encourages them to be more physically active and that aids their wellbeing.

Creating opportunities to engage the community and fostering partnerships

This journey began once I had the go ahead from Power to Change to develop a programme of activities and some of these activities were part of the original plan, others were developed along the way out of need and interests of the community.

One of the sessions I started with was the already established Arts and Crafts for Adults which hadn't been running for a few years. I ran this class for around four weeks; however, the numbers weren't great. After reflection and listening to learners I took a different approach and rebranded the class as the Creative Coffee Morning. This session focused on bringing the community together in a relaxed environment to try out a range of different activities on a weekly or bi-weekly basis.

Over the past five months, I have worked with a group of 6-12 women on a weekly basis. Alongside the learners, I developed a programme of activities that explored a range of craft-based activities such as clay making, painting, drawing, baking and so on.

Throughout the summer holidays, these sessions continued and to make the sessions accessible I agreed to allow children into the sessions for parents without childcare. The numbers stayed consistent, and I had an increase of male participants accessing the service (1 adult male and 6 male children). I have received positive feedback about the group, and we have plans to continue these sessions in September.

Another area of development was the Family Craft Workshops I delivered with the local artist Elizabeth Dyer. These workshops were focused on engaging new families with children up to the age of 16 in creative arts workshops. The aim was to meet new families in the Highfields area and get them into our spaces. Over the expanse of these workshops, we engaged around 100 participants. These workshops received very positive feedback, during each workshop we took feedback from participants and fed this into the development of the next sessions. This project was put into the Arts Council funding application with hopes to continue this work in the near future.

Throughout the past year, I have developed many strong partnerships and strong working relationships with other local and Leicester based organisations to expand on the Arts Development Work both in the Centre and externally. Since January this year, I have worked closely with Uplands Juniors on their Dance classes on a weekly basis, co teaching and creating alongside Terina Wood (P.E Leader). The plan for this was to put on a show at the end of the summer term. Unfortunately, due to unforeseen changes this didn't go ahead.

Similarly, I delivered a weekly Arts and Crafts group with Uplands Juniors based at HC in partnership with the school. Over this period, we engaged the children in a range of arts, including clay sculpting, photography, editing, and general arts and crafts. Both projects enabled me the opportunity to not only

make connections with the staff at the school but also to engage around 30 children in creative activities over a six-month period.

The impact of these sessions was increased creative expression, expanded creative skills, creative problem solving and to engage children in fun no curriculum or marks based sessions.

Over the past year, I also delivered several workshops in connection with Daisies Nursery and Ansaar. My work with Daisies consisted of delivering themed specific creative movement workshops to meet the need of the Nursery. These included workshops on Diwali, Navratri, Chinese New Year, and Children in Need. Out of this, I have developed strong relationships with Esme (Nursery Manager) the staff and the children, and subsequently, I have had parents and children join my other sessions.

My work with Ansaar has consisted of running themed creative arts sessions for 12 young females and adults with complex needs. Through these sessions, I developed a strong rapport with the users and the staff at Ansaar. Due to the success of the partnerships, we incorporated the group in our Arts Council bid to continue this work.

Digital Arts Developments and Music

This year we have focused on increasing our usage of our digital media spaces at the Centre through the P2C project money. The way in which we have done this is through running an Introduction to Photography course, an Introduction to Music Production course for both adults and young people and a drumming workshop. These short courses have been a great indicator and trial to see how well the community would take to these activities.

Our photography course ran for 4 weeks, and we initially had 9 adults signed up to the course. Unfortunately, covid impacted this course, therefore we had only 2 students who completed the course.

Mid way through the course development, we received positive news that we received funding to employ two audio visual workers. Over the past four months, Aaron and Ross have taken over this area of work and focused on developing in house relationships with our existing projects and participants. Both Aaron and Ross worked together on the Photography course.

We have now collectively created a programme of courses that will be rolled out in September. This will start off with a Tasters week where the community can meet the staff and see the spaces that the courses will be offered in.

Immersing the community in new experiences

Over the past year, I have ensured that I put a focus on creating new experiences for my participants through providing them with various external excursions. As part of our Photography course, we took 3 young people to Attenborough Arts Centre (AAC) to visit an exhibition. This was a great experience for the group as none of them had been to AAC before.

I also took a group of 12 young people from the youth club to the National Ice Centre in Nottingham to experience their festival themed ice-skating event. This trip was fully funded through the P2C funding. All the children that came on this trip had never been ice skating before, so this was a fantastic opportunity for the group to gain a new experience and a new skill.

In the final week of the summer playscheme, I took a group of 12 children to Leicester Museum and Art Gallery. The children explored the museum and took part in the troll trail that the museum had put on. The children thoroughly enjoyed looking at the different exhibitions and discussing these with their friends. There was a mix of children who had and had not been to the museum before. This was a great experience to broaden the children's horizons and give them expanded learning opportunities.



Alice Safrazyan
Arts Development Worker

Fashion-workers Advice Bureau (FAB-L)

- **Funding Bodies:** 8 Clothing Brands & 3 Trade Unions
- **Project Duration:** Initially agreed for an year ending October 2023 and subsequently, extended for another year!
- **Staff Members:** Tarek Islam & Fatimah Li (1.5FTE)
- **Reason and need for the Project:** Widely shared reports by various universities, NGOs, government agencies and media showed garment workers amongst the least represented in the UK without access to basic welfare and workers' rights services. Reports highlighted some workers getting paid as low as £3 per hour and others reports highlighted many workers have been the victim of wage theft without any support or resolve.
- **Aims & Objective of Project:** Improve garment workers working and welfare conditions through outreach, community engagement, and IAG (Information, Advice & Guidance).

Project Timeline:

- The project staff were recruited in November 2021
- FAB-L services were made publicly available from 24th January 2022
- Official Launch event & Community fun day held on 29th May 2022
- First-year end date of 31st October 2022
- 2nd Year funding agreed and mostly received.



FREE HELP AND ADVICE FOR ALL GARMENT & FASHION WORKERS IN LEICESTER



- Benefits Advice & Welfare Advice
- Form Filling & Letter Writing
- Housing & Living Conditions
- Immigration & Legal Advice
- Financial Hardship Support
- Courses & Training
- Domestic Violence & Harassment
- Missing Wages / Non Payment of Wages
- Forced Work & Labour
- Modern Day Slavery Issues
- Workers Rights & Employment Law
- Health & Safety, & Injuries at Work

безплатна помощ и съвети за всички работници в
облеклата в Лестър. Ако не може да говори английски,
моля WhatsApp ни на български език и можем да
използваме Google, за да преведем. Можем да

MAKING A DIFFERENCE, ICE -
FASHION WORKERS LIVE! LIVE!



- Directly reached out to 3000+ people from the community city-wide through information stalls, community events, networking, and factory visits.
- Project received coverage on various national and international platforms - for example, BBC Radio, Financial Times, Guardian, Just Style & iNews.
- Attended as a panellist or as a guest speaker at various events and conferences with national and international coverage with the likes of The TUC, Labour Behind The Label, Fashion Revenue, Stronger together, Leicester University and the University of Sussex.
- Organised research and contributed to high-profile studies by government agencies such as the Low Pay Commission and The Office Of Labour Market Enforcement.
- Made contact with 700 Garment workers through factory visits and information stalls
- 300 individual beneficiaries benefited from our services directly or indirectly.
- Registered 80 Garment workers, 1 person can come with multiple queries and cases.
- Helped recover 30 garment workers' missing wages with a total average value of £15,000
- Helped 5 workers with workers' rights and unfair dismissal cases, saving them legal fees valued at £5000.
- Resolved over 100 welfare, housing and benefits cases & enquiries, saving garment workers from paying fees to private agents valued at £10,000.
- Contributed to 1 international documentary film by ZIN TV, ACHACT AND LABOUR BEHIND THE LABEL "Open Secret: Where Fashion Goes Exploitation Follows" and currently working on another documentary with local filmmakers.
- Organised over 50 meetings with various stakeholders, agencies and trade unions, raising awareness and advocating for better welfare rights conditions and better working conditions.
- Hosted 4 major community and stakeholder events
- 4 racially minoritised garment workers have become trade union members for the first time in the last 15 years according to trade unions.
- Partnered with the Leicester Employment Hub to organise a jobs fair in the inner city for the first time in many years, we will have over 25 employers present with 100s of vacancies.



FREE

Fashion-workers Club
October 2022 to March 2023

English Classes
Computer Classes
Workshops
Gym & Sports
Games & Quizzes
Community Trips
Legal Clinics
Form Filling
Benefit Advice

Men's session
Every Tuesday
6pm to 8pm

Women's session
Every Thursday
6pm to 8pm

Tarek Islam
Senior Community Engagement Worker

HIGHFIELDS COMMUNITY ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	31/3/22 Total funds £	31/3/21 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	-	-	-	98,966
Charitable activities					
Incoming resources from charitable activities		182,800	305,945	488,745	468,410
Other trading activities	3	<u>254</u>	<u>2</u>	<u>256</u>	-
Total		<u>183,054</u>	<u>305,947</u>	<u>489,001</u>	<u>567,376</u>
EXPENDITURE ON					
Raising funds	5	482	-	482	-
Charitable activities					
Costs of charitable activities	6	<u>210,613</u>	<u>275,393</u>	<u>486,006</u>	<u>349,319</u>
Total		<u>211,095</u>	<u>275,393</u>	<u>486,488</u>	<u>349,319</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	16	<u>(12,216)</u>	<u>12,216</u>	-	-
Net movement in funds		<u>(40,257)</u>	<u>42,770</u>	<u>2,513</u>	<u>218,057</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		575,833	223,950	799,783	581,726
TOTAL FUNDS CARRIED FORWARD		<u>535,576</u>	<u>266,720</u>	<u>802,296</u>	<u>799,783</u>

HIGHFIELDS COMMUNITY ASSOCIATION

STATEMENT OF FINANCIAL POSITION
31ST MARCH 2022

	Notes	Unrestricted funds £	Restricted funds £	31/3/22 Total funds £	31/3/21 Total funds £
FIXED ASSETS					
Tangible assets	13	304,003	61,486	365,489	353,282
⊕ CURRENT ASSETS					
Debtors	14	21,774	26,460	48,234	76,578
Cash at bank and in hand		<u>236,631</u>	<u>241,522</u>	<u>478,153</u>	<u>475,383</u>
		258,405	267,982	526,387	551,961
CREDITORS					
Amounts falling due within one year	15	<u>(26,829)</u>	<u>(62,751)</u>	<u>(89,580)</u>	<u>(105,460)</u>
NET CURRENT ASSETS		<u>231,576</u>	<u>205,231</u>	<u>436,807</u>	<u>446,501</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>535,579</u>	<u>266,717</u>	<u>802,296</u>	<u>799,783</u>
NET ASSETS		<u>535,579</u>	<u>266,717</u>	<u>802,296</u>	<u>799,783</u>
FUNDS	16				
Unrestricted funds				535,579	575,833
Restricted funds				<u>266,717</u>	<u>223,950</u>
TOTAL FUNDS				<u>802,296</u>	<u>799,783</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

HCA MEMBERSHIP AFFILIATION LIST (2021 -2022)

No:	ORGANISATION NAME:
1	Artreach
2	Al- Islamia School
3	Art Reach Trust
4	Barbuda Association
5	British Eritrean Community
6	Crown Hills Community College
7	Dallaglio Rugbyworks
8	ECB Cricket Club
9	Ejaz Monday Badminton Group
10	EQSD (Enhancing Qualification & Social Development)
11	Goa Welfare Association Leicester
12	Insecta Collective
13	Leicester City Football in the Community
14	Land Of Learning
15	Leicester South Constituency Labour Party
16	LMKA
17	Moat Community College
18	Nevis Development Association
19	Panthers Fitness & Well Being
20	Saracen Archery Society
21	Shubaan Youth Group
22	TREC
23	Unit for Diversity Inclusion & Community Engagement -University of Leicester
24	Viking International Y/C
25	Zafar Wednesday Football Group

Highfields Centre – 2021 User & Staff Profile

The Centre's ethos of serving all sections of the local community is brilliantly supported by our 2020 user and staff statistics, with the key findings and 2020 comparator figures (in brackets) as follows:

- Unique Beneficiaries = 4723 (2020 = 3453)
- Users: Male = 45% Female = 55% (2020: Male=53% & Female=47%)
- Users: Asian = 71%; African/Caribbean = 15%; White = 7%; Other = 7% (2020: Asian = 68%; African/Caribbean = 25%; White = 4%; Other = 3%)
- Over 50000 users have attended various activities and events at HC in 2021 (2020: nearly 25000)
- HC Staff = 11 males & 13 females, with 67% Asian, 17% African/Caribbean, 8% White & 8% Other (2020: 8 males & 12 females, with 55% Asian, 25% African/Caribbean, 15% White & 5% Other)

		HCA Managed Services	External Managed Services	Total	%
Number of Sessions		1033	2008	3041	Approximately 17 people per session
Unique Beneficiaries*		3089	1634	4723	100
Participant Number		30504	19579	50083	100
Participant Gender	Male	12333 (40%)	9989	22322	45
	Female	18171 (60%)	9590	27761	55
Participant Ethnicity	Asian	20183 (66%)	15542	35725	71
	Afr/AC	5425 (18%)	2015	7440	15
	White	2390 (8%)	1115	3505	7
	Other	2506 (8%)	907	3413	7
Volunteer Number		33	15	48	100
Volunteer Gender	Male	7 (21%)	6	13	27
	Female	26 (79%)	9	35	73
Volunteer Ethnicity	Asian	29 (88%)	5	34	70
	Afr/AC	0 (0%)	5	5	11
	White	1 (3%)	3	4	8
	Other	3 (9%)	2	5	11
Staff Number	FT	2 (8%)	8	10	23
	PT	22 (92%)	11	33	77
Staff Gender	Male	11 (46%)	6	17	40
	Female	13 (54%)	13	26	60
Staff Ethnicity	Asian	16 (67%)	8	24	56
	Afr/AC	4 (17%)	5	9	21
	White	2 (8%)	5	7	16
	Other	2 (8%)	1	3	7

* **Unique Beneficiaries (UB)** is the number of actual individuals who have attended the sessions, eg. If 10 people attend a class for 8 weeks, the UB will be 10 but the participant number will be 80.