

ANNUAL REPORT 2023

highfields
centre

Head of Centre:

C. Priya Thamotheram

B.Sc (Hons) Soc., PGCE,

M.Sc.Soc (Econ)

Charity Number: 1118624
06078193

96 Melbourne Road
Leicester
LE2 0DS
0116 253 1053
highfieldscentre.ac.uk
info@highfieldscentre.ac.uk

Company Number:

Annual General Meeting: Highfields Community Association, 5.30pm on Wed 11 Oct 2023

Hope you and your family are keeping safe and well in these challenging times, and you are warmly invited to HCA's 2023 Annual General Meeting which will be held at Highfields Centre, with a zoom link available for those unable to attend in person, and if so, this will be sent to you once you've registered your interest in attending.

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 12/10/2022 (copy to be available at the AGM) and any matters arising.
4. Consideration and adoption of an Annual Report for the period ending 30th September 2023 (copy to be available at the AGM).
5. Consideration and adoption of the accounts of HCA for the year ending 31 March 2023 (copy to be 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 our guest speaker, Professor Ivan Browne (De Montfort University and ex-Director of Public Health, Leicester City Council), speaking about 'Black Health Matters'.

This will be followed by a Q&A session 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 – Wednesday 12th October 2022

Present: As per Attendance Sheet.

Zoom Attendees: As per Attendance list.

Apologies: As per sheet.

Jon Ashworth MP unable to attend but sent his congratulations to HCA for reaching the milestone and thanked staff and volunteers for their contributions.

1 Registration and Guidance for the Conduct of the Meeting

Monica (HCA Chair) opened and welcomed everyone in attendance, and a special thanks was extended to the guest speakers: Professor Gus John, Dr Amrit Wilson, Claudia Webbe MP and Lowkey. She stated that the first part would be the formal business to be followed by HCA'S 50th Celebration event and contribution from our guest speakers.

Monica handed over to Priya to briefly go through the technical guidance for the AGM.

2. Approval of Minutes of the Annual General Meeting of HCA held on 17th November 2022

Minutes agreed as an accurate record.

3. Consideration and Adoption of Annual Report

Priya provided a summary of the annual report and citing page 4, stated that the trickle-down approach had failed to distribute resources both locally and nationally.

He cited that over £5m had been lost to the Highfields area over the last 8 years. In 2022, there was not a single local authority funded youth session in the Highfields area. He referred

to the recent street disturbances and noted that the issues need to be tackled. However, there is currently no funding to do youth work activities in the area.

Priya thanked all Centre staff, volunteers, and the governing Body members for their contribution over the year. Special thanks extended to Pat Gardner who has retired this year and for her dedicated long service to the Centre.

Referring to page 9 and Community Service, Priya said that Linda had taken over the role of Office Manager. We have updated our website and marketing and are working to increase our venue hire and footfall at the Centre.

Priya said that we have supported four young people to gain Kickstart work experience for 6 months. The programme has ended in September and 3 staff are currently working at the Centre on a part time basis and the other has set up a small business.

Priya spoke about the ESFA funded contract that ended in 2021 following their decision to reduce the number of providers from 280 to 88. Third sector organisations were virtually wiped out he noted.

We have been successful in attracting funding to address digital poverty issues affecting young people and older adults. Through the support of HCA, a limited number of other courses have also been subsidised.

We now have an Arts programme on offer for both young people and adults supported by two part-time arts staff.

The Level 2 Youth Work course has been completed this year and certificate presentations will be made to students this evening.

We are contributing to the VCSE Alliance Health and Well Being Group nationally through Locality. This group provides a voice at national level about the health and social care system and to suggest quality of service provided to people and to address inequalities within the Integrated Care System.

Priya referred to pages 13-14 around Youth Work saying that the current delivery is supported through Children in Need funding as there's no funding from the local authority and hence the need to rely on charitable funding for a limited provision. The Arts Co-ordinator post has ended at the end of September '22 and we currently have two half-time Audio Visual and Arts Workers, Aaron and Ross who are leading on the arts initiatives.

Referring to page 19 the Fashion Workers Advice Bureau (FAB-L), Priya stated that this has been a new piece of work for us with Highfields Centre being the only community-based organisation on a national group examining garment worker issues in a sector where many workers do not have access to trade unions or legal advice. The project is funded by clothing brands and trades unions with the second-year funding now agreed. The project was launched on 24th January this year and the achievements are highlighted on page 20. Tarek and Fatimah were thanked for their work on the project.

Consideration and Adoption of Accounts

Rafique referred to the Treasurer's report on pp7-9 and pp 21-22. The finances are critical for us in the next 12-18 months as is the case for everyone. We are operating in an environment of cuts nationally and there are more demands on charities such as Children in Need. It was good to see the brands being involved through their Corporate Social Responsibility angle.

Referring to pages 21-22, Rafique said the HCA finances are healthy and he would recommend that they are approved.

Monica asked for the AGM report and accounts to be formally approved. It was proposed by Monica, seconded by Iris, and approved.

Appointment of Auditors

The Governing Body has decided to award the new contract to Watergates as auditors.

Appointment of Individual Members – None

Appointment of Directors

Nominations submitted for Umaymah Dakri, Helen Lentell and Alisha Flaherty.

It was agreed that the three individuals will now be joining as full Governing Body members

Monica said for us to celebrate 50 years today is a big achievement together with our values and the 3 E's that we actively promote. There has been a huge amount of learning for us and recognised the achievement of our parents, grandparents and everyone present here today who have made this possible.

She recognised the work of the Centre and the involvement with climate change and the women's environmental network.

Monica thanked all GB members for their support, and it was a collective effort to support the work of the Centre.

Monica thanked Priya for his comprehensive report. The formal business was concluded at 6:40pm.

HCA/HC Annual Report (2023) – Introduction & Welcome!

Hello and a special welcome to you all on our return to an in-person AGM!

2023 has been a very different and challenging year, not only for us here at Highfields Centre but across the nation and indeed, globally. 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 expanded 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 £5m funding over the last ten 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!

The extent of our success can be gauged from the number of sessions we've delivered and the number of people who've attended here over the last 10 years as follows:

HC – Usage from 2011 – 2020

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	Total
Sessions	5900	4924	5183	5206	4218	2368	8925	2994	3866	900	44484
Participants	105512	106458	97372	81223	66934	56956	62492	57114	67147	18000	719208

As we go into the winter months, we will 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.

Following Pat Gardner's retirement and the huge gap to be filled, it's been wonderful to see that challenge taken on in such a positive manner by our staff team and especially our Management Team (Aiyub Zamakda, Fatimah Li and Tarek Islam).

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, 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 2023



Playscheme July 2023



Chain-makers Festival 2023



Elders Group Walking Cricket 2023



Women's Digital Class 2023



FAB-L Event 2023



Jobs Fair October 2022



Youth event - December 2022



FAB-L Sri Lanka event 2023

HCA Chair's Report

In my second year as Chair, I'm delighted again to reflect on achievements and spark ideas for the future. I've been involved at Highfield Centre (HC) in one way or another for 20+ years and I've been thinking about this longer-term view. In my own research at De Montfort University on creativity, I've been talking with (and playing with) three generations of local families – from babies to grandparents. It's fair to say that creativity happens everywhere: in the park, library and at home. I took part in a wonderful music session here at the Centre, where I heard songs that families had passed down through the generations. It reminded me of how my mother sang to me and then I sang to my babies. Alongside the old songs, we learned 'silly' songs that we made together! Songs are such an important opportunity to learn about the world and each other.

I use our HCA 3 Es to share my reflections:

Enhancing lives

I've been heartened by the number of young people taking part in Governing Body meetings this year. Staff, volunteers and young people themselves create safe spaces to express ideas and to lead the direction of work at the Centre together. Youth work, FAB-L and our Adult Learning offer are ripe for further growth through co-production with community members and local/national partnerships. I'm pleased that several of our GB members have expertise in funding, community development and adult learning and are keen to share their experience.

Empowering communities

Attending the inspirational rally (supported by FAB-L) on Spinney Hill Park on 1st October 2023, I was struck by the warm relationships with community members. If we can sustain this project over the longer term in addressing the wider social determinants of health – poverty and discrimination - we should see improved educational and health outcomes for all our communities. As a teacher in the school next door to HC, I dreamt of a project like FAB-L supporting families, so that children could come to school relaxed, nourished and ready to learn. We improve the health of everyone in the city when we improve living and working conditions and support economic inclusion of all our families.

Enterprise for All

In a wonderful alignment of stars, Karibuni Café opened on 5th June this summer. I was delighted to spend my birthday in the company of good friends, sampling delicious food. This is just one example of how those at HC have supported enterprise for all through creative and inclusive partnership working – long may it continue!

Monica Hingorani
HCA Chair

Treasurer's Report

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. The programmes include the provision of services in arts, sports, youth clubs, adult classes and advice work.

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 venue hire and rentals. Stalwart elements of our services such as the youth work, adult education and sports have continued to be provided and enjoyed by our service users during the last year. However, the slow recovery from the pandemic and its related lockdown and collapse in confidence, and the more recent cost of living crisis and energy price increases resulted in us having to take various measures to minimise a projected significant deficit 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 just over 50,000 users (in 2021), 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.

Our new FAB-L (Fashion workers Advice Bureau - Leicester), funded by both trade unions and clothing brands has already made considerable positive differences to the lives of local garment workers!

Through our ESE 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 2022/23 outturn, given the ongoing financial challenges 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 2022. 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 ongoing financial challenges.

Reserves policy

In accordance with Association's reserves policy and taking account of the outturn experienced during the 2022/23 year, the trustees have effected appropriate changes to the Association's designated funds, including the Asset Replacement Fund, Programme Support Fund and Transforming Services Fund.

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 having celebrated its 50th Anniversary last October, 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

Welcome to this year's Annual Report for 2023 on behalf of the Community Service Team.

As the Office Manager, this year has been challenging for me but overall, an encouraging and rewarding experience.

Staffing: The Centre now has given volunteers the opportunity for work as casual office staff. The Centre is actively investing time in offering volunteering opportunities to those who want to gain office skills or experience, who in return help in the smooth running of the office by offering support whenever required. The core staff team takes responsibility when major events are booked in the centre.

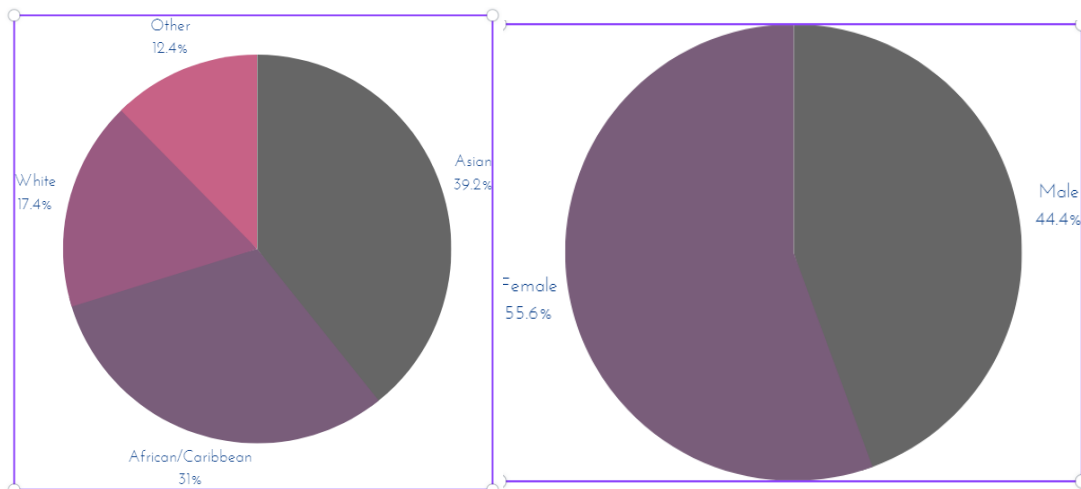
Building/Refurbishment: The core staff team is now fully engaged in decision making on the maintenance and upgrading of the building under Priya's guidance. The centre has this year experienced a lot of repairs and maintenance, causing a financial stress on the HCA finances.

Affiliation: HCA membership continues to maintain a wide range of community organisation that represents the local community and area, and it currently stands at 19 groups and 14 individuals in total.

Membership: The Centre is actively working with an external consultant to introduce a new electronic system through Lamplight to enable quick registration for our services and venue hires.

Website: The Centre's website is periodically monitored and updated to keep it current and relevant to the community for easy access and accurate information. Please check the web site for further information.

Statistics: This year's statistics cover 1st January 2022 - 31st December 2022.



Asian – 6520

African Caribbean – 5150

White - 2895

Other- 2055

Male - 7375

Female- 9245

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

In conclusion, we have had a challenging year with lots of uncertainty and pressures, especially with the current sharp rise in inflation and battling 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 outstanding service to our service users. I would like to take this opportunity to thank all the core staff team, the premises staff and the office volunteers who have helped me and supported me in my current role.

Linda Castanha
Office Manager

Adult Learning and Advice Services

Empowering Digital Skills and Beyond

Over the past year, our organisation has remained steadfast in its mission to empower individuals with the skills and knowledge needed to thrive in the digital age. The emergence of digital poverty as a pressing issue has sharpened our focus on addressing the needs of both adults and young people. Here, we present an expanded account of our initiatives and accomplishments:

1. Bridging the Digital Divide for Young People

Digital poverty, a barrier affecting young people's access to digital media, is multifaceted, encompassing issues like affordability, device accessibility, and connectivity. In response, we have integrated digital skills into our Youth Work programme, offering courses that provide essential skills and knowledge.

Laptops with Wi-Fi Accessibility: To ensure equitable access to learning resources, we have supplied laptops with Wi-Fi accessibility to both young individuals and older adults. These devices have proven invaluable for completing coursework, acquiring new skills, and navigating the digital world with confidence.

Online Safety Education: Recognising the importance of online safety, we have made it a priority to educate young learners and adults about the potential risks and safe practices associated with the digital realm.

2. Empowering Adults with Digital Proficiency

Our commitment to eradicating digital poverty extends to adults, as we offer a range of courses aimed at equipping them with English language and digital skills. These courses cover vital topics such as online safety, email usage, social media management, online shopping, banking, and the effective use of electronic devices like smartphones for personal and professional tasks.

3. Fostering Creativity and Community Engagement

With the invaluable support of our Arts Workers, we have expanded our offerings to include creative courses in photography, music, and videography. Additionally, we've instituted regular coffee morning sessions, serving as a welcoming platform to engage both new and previously disengaged learners.

Family Learning: Our commitment

to community participation is further evident in our family-oriented arts and crafts sessions, held on weekdays and weekends. These sessions strengthen family bonds while fostering a sense of belonging within our community.

Music Therapy: Recognizing the therapeutic power of music, we've introduced music therapy sessions, enhancing the overall well-being of our learners.

4. Youth Work Excellence

Our dedication to empowering young people is exemplified through our Level 2 Youth Work Award programme. Notably, ten students have successfully completed the Level 2 course, with many of them advancing to the Level 3 Certificate in Youth Work Practice Course. Our collaboration with tutors and awarding bodies ensures the certification of all deserving candidates.

5. Kickstart Scheme: Empowering the Unemployed

Through a fruitful partnership with Job Centre Plus, we've provided practical work experience for four young individuals who faced unemployment. Our comprehensive mentorship and support have enabled these individuals to thrive in diverse roles, including premises support, reception, and youth and adult support. These experiences have equipped them with practical skills that have led to employment opportunities within our organisation and beyond.

We also collaborated with Leicester City and the Job Centre Plus to host a major jobs fair at the Centre in October '22, with around fifty employers present and a host of voluntary sector organisation and College representatives. The event was successful with over 600 local people attending. Through our evaluation and feedback, we have been able to identify skills development needs and the urgency to provide ESOL classes for entry level candidates for various occupations. Through our partnership with Leicester College, we have started to address some of the learning needs that have been identified and will be developing new learning and skills development opportunities.

6. Advocacy and Collaboration for Health and Wellbeing

Active involvement in the VCSE Health and Wellbeing Alliance Steering Group, led by Locality, has allowed us to advocate for improvements in local health and social care services. We've highlighted issues affecting our community, particularly those facing health inequalities. Collaborations with the Public Health team at Leicester City Council have led to the successful implementation of a Covid Confidence Programme, delivering essential vaccine information in community languages and through informative videos.

The collaboration between Highfields Centre, and Leicester City Council in hosting a major conference in October 2022 marked an important event in our ongoing efforts to tackle health inequalities in Leicester. This conference brought together a diverse group of over 200 colleagues, including healthcare professionals, community workers from voluntary sector organisations, and decision makers, all united by a shared commitment to addressing pressing health issues facing the local population.

7. Forging Partnerships with Leicester College

We have established a fruitful partnership with Leicester College, working closely with their curriculum teams to identify courses relevant to our residents. These courses will be delivered at our centre, ensuring accessibility, and enriching our educational offerings.

8. Ensuring Sustainability

Despite the challenges, our Management Team has actively sought new funding opportunities and income generation avenues to ensure the sustainability of our organization. With a clear sustainability plan and unwavering support from our Governing Body and Head of Centre, Priya, we are confident in our ability to navigate these financial hurdles and continue pursuing our mission and priorities.

In conclusion, our organization remains dedicated to its mission of empowering individuals with essential digital skills, fostering creativity, and championing community engagement. Through a combination of strategic initiatives and collaborative efforts, we will continue to make a lasting and positive impact on our community in the coming year and beyond.

Aiyub Zamakda

Senior Adult Services Worker.

Children and Young People's Services

Children In Need Youth Inspiring Futures – Funding Year 2

We have continued to provide a minimum of two evening youth development sessions for 13–19-year-olds and one afterschool sports and leadership programme for those aged 10-12 years of age. Since the last reporting year, we were lucky enough to extend the delivery of these sessions due to the underspend from the previous year's funding and with the agreement from our project funders.

The disruption that Covid caused to education left many young people feeling disengaged from school, less confident in their ability to secure qualifications, and exhibiting risk-taking behaviour. We have noted from our ongoing work and engagement with local youth that mental health and anxiety is more prominent amongst young people, and many are unable to cope or manage with expressing their feelings. We have noticed many young people are widely affected in their homes with tackling the cost-of-living, fuel and food poverty crisis which is currently creating enormous pressure within households and a large breakdown of relationships in families. During the current challenges, young people have made regular reference to a lack of warm or safe spaces and not being served and not regularly having access to a hot meal within their home.

Our youth workers have continued to support young people through a mix of capacity building support. More recently, we helped 10 young people to complete a part time course as qualified youth workers, with the direct delivery to young people to assist in developing their careers.

Sessions and programmes with young people were mostly delivered face to face, in line with young people's preference. We supported the afterschool activities and worked with Uplands Lead Academy in delivering a sports leadership programme to improve physical health and acquire leadership skills to over 60 young people who signed up over those 12 months.

As mentioned previously, 10 Young people were successful in completing the Level 2 and 3 and accredited Aims qualification in Youth Work practice and as part of this structured programme, they were required to undertake 60 hours of programmed placement to evidence and track their learning and knowledge and pass their observations by an assessor on the effective delivery of informal education and informed youth work with young people.

As part of this funding, the core offer was to improve young people's learning and employability skills. So we needed to deliver various engagement activities in building young people's confidence and self-esteem which in turn would help them in being more effective communicators and empower them and have a better understanding with community led initiatives. The primary focus was to enable young people to access local placements, training and volunteering opportunities within the Centre and wider stakeholders. We successfully recruited 15 young people who were not in education, employment or training to complete a minimum of 2 weeks placement with different agencies to give them real life job exposures and enter the world of work.

We were also able to take 12 young people to a weekend residential to PGL Adventures in Liddington, Wiltshire to broaden young people's horizons, improve their physical health and overcome challenges by working with their peers in teams. The weekend trip provided young people the opportunity to participate in fun and recreational activities, as well as participate in focused workshops to actively develop their own ideas and create a safe space to raise awareness on issues young people are affected by. Our youth workers were then able to

work closely with the group and implement some of that learning and shape future delivery of activities and needs based work with young people in the local area. We noticed a huge difference in young people's attitude and behaviour and levels of commitment when returning from this trip and the lasting differences youth workers can make when young people are empowered to participate in different educational or social activities to strengthen our on ongoing youth offer.

Our youth workers who have specialist skills in delivering a variety of sports as well as arts activities have further made our youth development sessions a source of interest in the local youth and benefitted many young people in developing their confidence, emotional wellbeing and be more creative using mediums such as music, photography and digital media to showcase local talent.

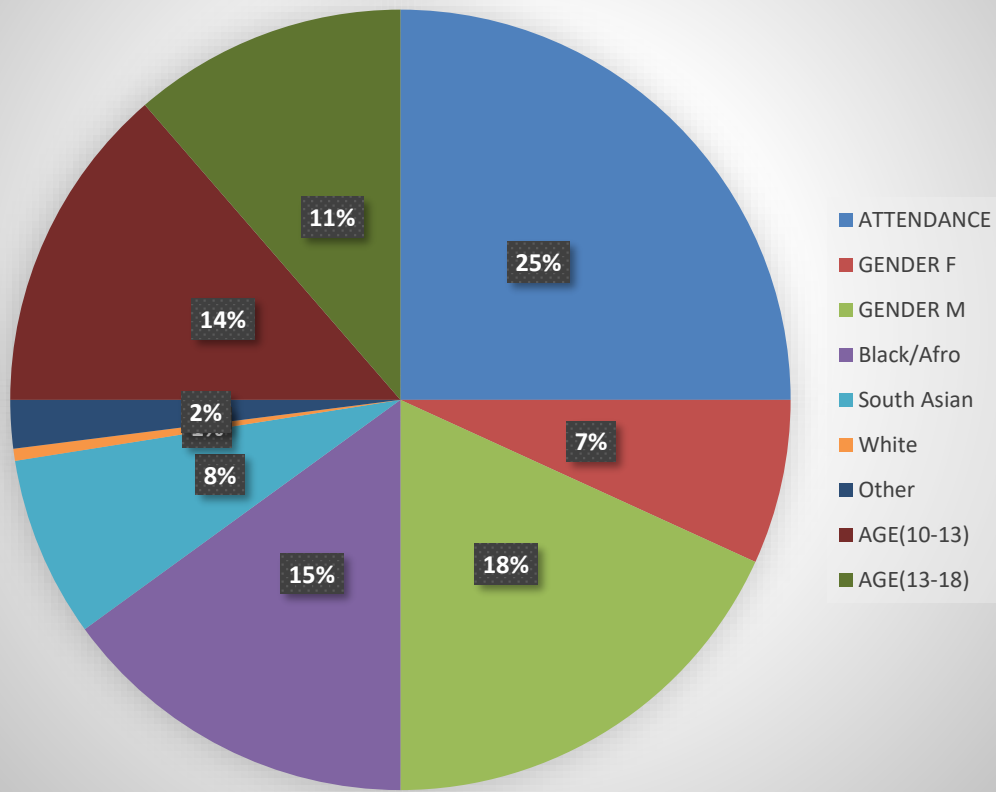
Five young people have been coopted on to the HC governing body and this has encouraged them to get involved in making decisions on building facilities and the need to refresh young people's spaces to make it further attractive for young people in accessing those spaces. The bimonthly meetings allow young people to connect and deliver updates on current activities young people are undertaking and present short videos and power points to the governing body on how they would like to be supported.

Key activities delivered within the youth development sessions:

- We have been successful in delivering the following outcomes over the last 12 months.60 Minutes of physical activity- education on healthy eating and incorporating healthier lifestyles
- Access to music, media and photography
- Facilitated workshops with speakers from different organisations to discuss knife crime, anti-social behaviour, criminal justice system & awareness of drugs/vaping.
- Promotion of events and programmes that support different members of the community.
- Mental health and wellbeing awareness
- Video filming and editing
- Local and national trips to beaches, theme parks and residential
- Active members of the governing body
- Employability sessions and wider training opportunities
- Promoting community courses to re-engage in further education such as youth and community work.

We have had very positive response of restarting face to face activities over the 12 months and we have done some excellent work which had been recognised by the Violence Reduction Network and were invited to apply for funding to support young people and offer diversionary activities when our previous funding was scheduled to end. The subsequent application to the Violent Reduction Network and OPCC resulted in us being granted 12 months funding to continue some of the essential youth work that is much needed especially following the August 2022 street disturbances in our area with young people from different faiths giving rise to religious and hate crimes in Highfields and surrounding areas.

YOUTH ATTENDANCE AND DATA MONITARING REPORT 2022





Fatimah Li
Senior Youth & Community Engagement Worker

Arts and Wellbeing activities

We have had a fantastic twelve months in delivering a wide range of Arts and Crafts activities at the Centre. We needed a particular focus to re-engage the local people to feel more confident in accessing face to face services, since people were still overcoming the wider issues and repercussions arising from the extended lockdown.

Arts and wellbeing are fundamental and core aspects of the Centre's provision and it enables the wider community to engage in positive programmes, as well as learning through creativity. Our different programmes have enabled people to come forward to discuss their anxiousness and addressing some of their mental health needs through addressing social anxiety, isolation and support them in accessing the help they need to address and improve their wider health and wellbeing needs.

We have been extremely busy in engaging with the local youth by delivering indoor and outdoor programmes ranging from Photography, Filming and Music and Media Sessions, as well as Arts and Crafts and introduced them to more creative sessions by delivering activities like textiles, crochet knitting, jewellery making, pottery, clay, needle work, dance and movement sessions.

We were further granted additional funding from the Social Enterprise Support Fund to recruit two local Audio visual workers to widen the spectrum of services and use their specialist skills and knowledge to enhance the support for our Racially Minoritised unemployed people to be more economically active and widen their prospects in accessing creative employment opportunities within the Arts sector. The aim was to engage local people to access a variety of different art activities to improve outcomes such as their communication skills, improve health outcomes and well-being, counter inequalities and increase social engagement.

We offered a variety of taster session and pop-up stalls to engage local people that were not accessing the Centre on a regular basis and offered different trips to parks, museums, skating and theatre to raise awareness and promote education around heritage and to promote cultural awareness.

It's been really positive to offer afterschool activities to children, as well as connect with their wider families during the holiday period and work with the wider families in conducting recycling projects and junk modelling sessions, all widely appreciated by parents.

We have received positive feedback from many parents, and they have requested for more programmes where families can engage in creative arts and crafts programmes to spend that essential time and create happy and fun memories with their children. They feel there is a lack of an arts offer within the local area and would like see more activities happening and keep children and young people engaged in a positive way, as well as learn new skills and build a stronger bond with their children.

We have delivered a successful 4 week Holiday Activities Programme and have had over 65 young people access different arts activities over the summer period where young people made pom poms, enjoyed dance fitness, pottery, jewellery making and outdoor painting and sketching. The different types of activities complemented the sports offer that was running concurrently and gave further choice to young people whilst accessing the playscheme.

We have done some extensive work during the youth development sessions and the Audio-Visual workers have done a fantastic job in delivering music sessions which included writing lyrics, recording young people's music and offering weekly podcasting sessions.

We have had the opportunity to deliver outdoor learning by offering orienteering, sketching, canvas painting and photography sessions in different parks to raise people's awareness on connecting with greener

spaces, appreciating nature and being more aware of environmental issues and appreciating its natural beauty. The regular outdoor trips have given our service users who suffer from mental health and low self-esteem the confidence to express themselves better.

We have further delivered arts and wellbeing activities with our 50plus age group to address and improve some of their health inequalities by delivering light chair exercises, yoga and dance fitness using the projector screens. This has been positively received and allowed senior citizens to stay active and increase their movements in order to improve their health and wellbeing.

We have further been able to offer arts sessions to Daisies Preschool, one of our co-located partners and a local community group that supports SEND adults into accessing various arts and creative sessions to complement their day centre activities to raise awareness and access to the current local offer. Through these initiatives, our profile and arts offer is further opening up participation and partnerships with different organisations who are now actively interested in working closely with us in the near future on a collaborative approach in offering a wide range of arts services including the need for a focused community ARTS strategy and the need for a local Arts engagement worker to connect up with hard to reach and marginalised groups and act as a medium to deliver aspects of social prescribing and addressing mental health and wellbeing overall.

Key Activities Delivered

Activity	Session delivered	Local people engaged
After school arts and crafts	45	62
After school dance	22	18
Yoga, dance fitness	24	35
photography	18	38
Filming & video making	30	44
Painting sketching	32	68
Community arts stalls	8	156
Outdoor tips	6	44
Needle work, textiles	41	86
Music Sessions	35	64
Festivals , holiday activities	32	12

Fatimah Li
Senior Youth & Community Engagement Worker

Fashion-workers Advice Bureau (FAB-L)
Annual Report
1st November 2022 - 30th September 2023



FAB-L AT ELLAH BAKERS EVENT WITH SHAISTA JAKHURA GTWTRUST



INSPIRING GARMENT WORKERS COMMUNITY EVENT



RASHED SHAH (FAB-L) AND GARMENT WORKER PARAMJIT HOSTING INFORMATION STALL IN A LOCAL SUPER MARKET

Project Overview:

Funding Bodies: Clothing Brands, Trade Unions & Local Charity

Project Report: November 2022 to End September 2023

Staff Members: Tarek Islam, Fatima Li, Rasheda Shah, Iva El-Etaui (3.0 FTE)

Reason and Need for the Project:

Initiated in 2021, FAB-L was conceived to address the critical issues of modern-day slavery and workplace exploitation extensively reported in the media. Whilst we celebrate a year marked by significant successes and positive changes, new challenges have arisen due to economic fluctuations. The increase in unemployment has led to the sprouting of sweatshops and a growing number of employers exploiting workers. This scenario underscores the continual need for our committed support and advocacy for garment workers.

Aims & Objectives:

Improve work and welfare conditions for garment workers.

Equip workers for better employment prospects through outreach, community engagement, employability skills training, and workplace remediation.

Brief Timeline:

Project inception: 8th November 2021

First-year end: End of October 2022

Second-year duration: November 2022 to End of October 2023

Funding for the third year is pending confirmation.

FAB-L Results & Achievements (1ST Nov 2022 – End of Oct 2023):

Financial Recovery: Successfully reclaimed £40,000 in missing wages for workers.

Support Hours: Provided over 2000 hours of casework, appointments, and support, valued at £100,000.

Benefit Access: Assisted garment workers in accessing benefits valued at £100,000.

Advocacy: Participated in over 100 stakeholder meetings advocating for garment workers.

Events: Organized and participated in 10 high-profile events throughout the year, with a value of £10,000.

Education: Conducted 40 drop-in sessions and English classes, bringing £10,000 in value.

Community Outreach: Directly engaged with 15,000 community members city-wide through various means including information stalls, community events, networking, factory visits, and social media.

Worker Engagement: Made contact with 1,000 garment workers through factory visits, information stalls, and community events.

Beneficiaries: A total of 1200 individuals directly benefited from our services.

Media Exposure: The project received coverage on national and international platforms, including Vogue Business, Sky News, BBC, Allah Baker's new organising conference, The TUC, Labour Behind the Label Rallies, and others, amplifying its impact and reach.



GARMENT WORKERS AWARDED ENGLISH CERTIFICATES.



MOSSARAF HOSSAIN PLAYING BENGALI SOUNDS OF FREEDOM ON A TRADITIONAL FLUTE.



FAB-L & GARMENT WORKER SPEAKING IN TUC CHAIN MAKERS EVENT WITH UNITE THE UNION.



HIGHLY RATED - EVENT & EXPERIENCE CREATED BY FAB-L



GARMENT WORKERS & FAB-L AT THE MAY DAY RALLY 2023 WITH L&D TUC.



GARMENT WORKER PARAMJIT SPEAKING IN FAB-L CELEBRATION EVENT.



TAREK SENIOR FAB-L WORKER SPEAKING AT THE INTERNATIONAL WORKERS MEMORIAL DAY WITH L&D TUC



PRIYA THAMOTHERAM - HEAD OF CENTRE, SPEAKING AT THE INSPIRING GARMENT WORKERS EVENT.



Tarek Islam and Fatima Zaahra Li Senior community engagement and outreach worker and senior youth and co-worker | Fashion-workers Advice Bureau Leicester (FAB-L)



People from marginalised communities stuck in fashion's most exploitative role have fewer options and resources, which makes it harder to get out of a harmful work environment. One of the main barriers garment workers face is a language barrier, which can be less confident in advocating for leave them vulnerable to being exploited that threaten their immigration status wages if they refuse harmful work con

to garment workers in Leicester, a major UK garment manufacturing hub with a population of South Asian immigrants. The organisation is led by Tarek Islam

1 FATIMAH LI - FEATURED ON VOGUE BUSINESS FOR PLAYING A SUCCESSFUL ROLE IN FAB-L.

Tarek Islam
Senior Community Engagement Worker

HIGHFIELDS COMMUNITY ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	31/3/23 Total funds £	31/3/22 Total funds £
INCOME AND ENDOWMENTS FROM					
Charitable activities	3				
Incoming resources from charitable activities		224,081	216,071	440,152	488,745
Other trading activities	2	198	2	200	256
Total		<u>224,279</u>	<u>216,073</u>	<u>440,352</u>	<u>489,001</u>
EXPENDITURE ON					
Raising funds	4	160	-	160	482
Charitable activities	5				
Costs of charitable activities		227,818	369,914	597,732	486,006
Total		<u>227,978</u>	<u>369,914</u>	<u>597,892</u>	<u>486,488</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	15	(3,699) (1,223)	(153,841) 1,222	(157,540) (1)	2,513 -
Net movement in funds		<u>(4,922)</u>	<u>(152,619)</u>	<u>(157,541)</u>	<u>2,513</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		535,579	266,717	802,296	799,783
TOTAL FUNDS CARRIED FORWARD		<u><u>530,657</u></u>	<u><u>114,098</u></u>	<u><u>644,755</u></u>	<u><u>802,296</u></u>

HIGHFIELDS COMMUNITY ASSOCIATION

STATEMENT OF FINANCIAL POSITION
31ST MARCH 2023

	Notes	Unrestricted funds £	Restricted funds £	31/3/23 Total funds £	31/3/22 Total funds £
FIXED ASSETS					
Tangible assets	12	323,494	35,717	359,211	365,489
CURRENT ASSETS					
Debtors	13	31,281	49,375	80,656	48,234
Cash at bank and in hand		211,198	29,321	240,519	478,153
		<u>242,479</u>	<u>78,696</u>	<u>321,175</u>	<u>526,387</u>
CREDITORS					
Amounts falling due within one year	14	(35,313)	(318)	(35,631)	(89,580)
NET CURRENT ASSETS		<u>207,166</u>	<u>78,378</u>	<u>285,544</u>	<u>436,807</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>530,660</u>	<u>114,095</u>	<u>644,755</u>	<u>802,296</u>
NET ASSETS		<u>530,660</u>	<u>114,095</u>	<u>644,755</u>	<u>802,296</u>
FUNDS	15				
Unrestricted funds				530,660	535,579
Restricted funds				114,095	266,717
TOTAL FUNDS				<u>644,755</u>	<u>802,296</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st March 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31st March 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) 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:	HCA GROUP AFFILIATION (2022 -2023)	Rep on HCA
1	Active Muslims Leicester	Ahmed Kasu
2	Enhancing Qualification and Social Development	Tirathpal Naute
3	FMO	Mohamed Patel
4	Goethe University	Elizabeth Ricardson
5	Jamilla Legacy	Rehana Sidat
6	Jungle Badminton	Humza Moti
7	Leicester City in the Community	Sarah Jones
8	Leicester Khalifa Highfields Cricket Club	Mohammed Mangaria
9	Leicester Unemployed Workers Centre Limited	Lyn Hurst
10	Leicester Tigers	Liz Causon
11	Nevis Development	Laurane Webbe
12	Panthers Badminton Club	Maurice Roberts
13	Pedestrian	Debbie Longley Brown
14	St. James the Greater Church	Emma Traunson
15	Talent 25 (DMU)	Julian Hanby
16	The Caribbean Collective	Fred Clarke Baptiste
17	Leicester & District Trade Unions Council	Mark Mizzen
18	Vikings International Youth Club	Winifred Taylor
19	TREC	Iris Lightfoote

No:	Individual HCA AFFILIATION (2022 -2023)
1	Alfred Bawak
2	Alisha Flaherty
3	Alistair Burn
4	Bernard Ryan
5	Elisha Joseph -Simpey
6	Hajra Debar
7	Helen Lentell
8	Maryum Barber
9	Megha Pandit
10	Yaseen Osman
11	Monica Hingorani
12	Sajida Ali
13	Umaymah Dakri
14	Vandna Gohil

Highfields Centre – 2022 User & Staff Profile

The Centre's ethos of serving all sections of the local community is brilliantly supported by our 2022 user and staff statistics, with the key findings and 2021 comparator figures in brackets as follows:

- Unique Beneficiaries = 5885 (2021 = 4723)
- Users: Male = 56% Female = 44% (2021: Male=45% & Female=55%)
- Users: Asian = 65%; African/Caribbean = 17%; White = 7%; Other = 11% (2021: Asian = 71%; African/Caribbean = 15%; White = 7%; Other = 7%)
- 53214 users have attended various activities and events at HC in 2022 (2021: over 50000)
- HC Staff = 12 males & 9 females, with 52% Asian, 24% African/Caribbean, 5% White & 19% Other (2021: 11 males & 13 females, with 67% Asian, 17% African/Caribbean, 8% White & 8% Other)

		HCA Managed Services	External Managed Services	Total	%
Number of Sessions		2109	1388	3497	15 people / session
Unique Beneficiaries*		4242	1643	5885	100
Participant Number		41225 (100%)	11989	53214	100
Participant Gender	Male	22593 (55%)	6979	29572	56
	Female	18632 (45%)	5010	23642	44
Participant Ethnicity	Asian	26188 (64%)	8192	34380	65
	Afr/AC	6636 (16%)	2205	8841	17
	White	3305 (8%)	495	3800	7
	Other	5096 (12%)	1097	6193	11
Volunteer Number		34 (100%)	15	49	100
Volunteer Gender	Male	13 (38%)	6	19	39
	Female	21 (62%)	9	30	61
Volunteer Ethnicity	Asian	26 (76%)	5	31	63
	Afr/AC	6 (18%)	5	11	22
	White	0 (0%)	3	3	6
	Other	2 (6%)	2	4	9
Staff Number	FT	2 (9%)	11	13	31
	PT	19 (91%)	10	29	69
Staff Gender	Male	12 (57%)	6	18	
	Female	9 (43%)	15	24	43
Staff Ethnicity	Asian	11 (52%)	10	21	57
	Afr/AC	5 (24%)	5	10	50
	White	1 (5%)	5	6	24
	Other	4 (19%)	1	5	14

* **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.