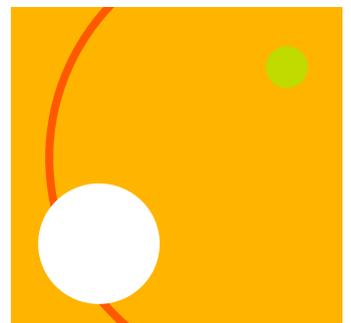
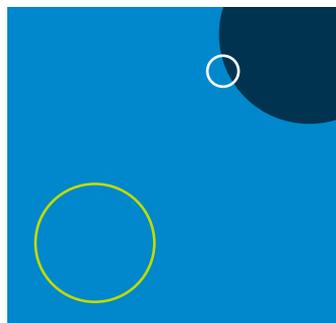
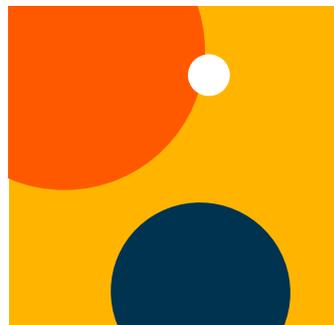
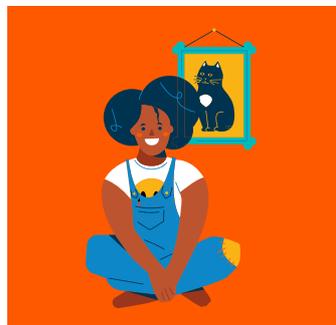


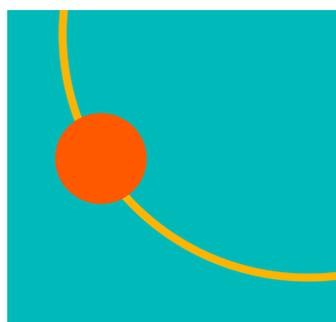
1625

Independent  
People



# Our Impact

2020-2021



## OVERVIEW OF THE YEAR FROM THE...

## CHAIR OF THE BOARD

Annual reports are a great time to look back and learn, and importantly an opportunity to set out some of the challenges and opportunities that lie ahead. Working through the pandemic led to significant changes in practice and some learning about what we need to change. Our ability to rapidly adapt to new working practices has shown us that we need to have a greater focus on digitally enabled services – both in terms of our offer to young people and streamlined ‘back office’ functions. Vitally, we need to embark on a major refurbishment of Kingsley Hall, making our heritage building an excellent place for young people, colleagues and the community, or, find an alternative. Improving our ways of working will help us deliver better services to young people.

Mental health has been much in the news, especially due to the impact of the coronavirus pandemic on young people. Social isolation was identified by our Independent People Ambassadors (IPA) Board as a key issue for young people – so this is an area that we are actively supporting them in. We continue to develop as a ‘psychologically informed organisation’, ensuring that we support the wellbeing of both young people and colleagues. Lastly, we are now in the deepest recession for many decades – and this will play out in the reduced availability of work and training opportunities – which are critical factors in developing independence. So, young people’s wellbeing, education and employment remain a vital focus of our work to ensure that young people can overcome the impact of the pandemic.

Our participation work with young people is moving on significantly, and I look forward over the next 12 months to developing a closer collaborative relationship between the Board of Trustees and our Independent People Ambassadors Board. In due course, I hope to be welcoming some young people onto the Board of Trustees.

During the year, we had several board vacancies and were gratified to recruit three excellent new trustees – Charmagne Rayman-Bacchus-Thompson, Danyaal Hamdani and Sarah Gallacher.

We have been very fortunate to have been supported by an exceptional board, executive and colleague team – all of whom remain utterly committed and passionate about enabling young people to be the best they can be. I thank all of them and our many statutory, corporate and individual supporters.

**Nick Hooper**  
Chair of the Board

## IPA BOARD

The Youth Board is now called the ‘IPA’ – the Independent People Ambassadors! We have a board meeting once a month and have sub meetings for specific projects that the team can get involved with if they want to. This year, we were offered a further development opportunity – the Ambassador Programme – a bursary funded programme for young people wanting to take a lead role in participation at 1625ip. It has been a very different year for all of us at the IPA Board, especially as our meetings were held online for most of the year.

In response to the coronavirus pandemic, we focused on getting all young people online. Digital access is so important to reduce isolation and to help young people get the support they need during difficult times. We also designed and created wellbeing packs to send out to young people, as we recognised the pandemic’s damaging effect on young people’s mental health, and we needed something to promote self-care and healthy methods of distraction.

We have been involved in creating a new process for tracking the feedback loop of actions taken to respond to young people’s feedback. This ‘You Said We Did’ process makes feedback from young people more meaningful by giving the IPA Board a chance to hear feedback, suggest actions and priorities, and share the results with all young people.

As always, the IPA Board has been consulting on wider projects, including plans for Kingsley Hall. We have also been helping design the new website. This has been crucial as we are the experts in engaging young people, and we have the best insight into how young people will access and use the site.

We voted on a new IPA Board priority in January of ‘Reducing Isolation’, in response to how social distancing measures have led to a significant increase in loneliness for young people. We set up Project Grapevine – a peer-supported weekly drop-in for young people. It aims to increase social connection and networking between young people supported by 1625ip. We are in the process of creating community ‘zines’ with wellbeing tips, produced and designed by our talented young experts and sent free of charge into the community.

**Maisie**  
Ambassador Lead (on behalf of the IPA Board)



OVERVIEW OF THE YEAR FROM THE...

# CHIEF EXECUTIVE

Last year I reported on the beginning of the pandemic, our ability to adapt quickly, the effects of digital poverty on young people, and the fact that our colleagues continued to provide essential services throughout – often being the only people still supporting young people. Many services continued to deliver in the same way despite the pandemic, as that is what young people needed.

The pandemic continues, and the risks are multiple. Still, together with our partners, we have managed to deliver not just the services we did at the beginning, we have started new services, including a new 18 bed supported housing project in Yate, providing much-needed accommodation for care leavers and young homeless people.

Additionally, due to the success of Reboot West in supporting care leavers into education, employment and training (EET), despite the pandemic's effect on the job market for young people, we were successful in securing funds to continue this. Support from the West of England Combined Authority (WECA) and the Youth Futures Foundation (YFF) will continue this work and look at 'what works' and evaluate the impact in the future.

Going forward, we are sharing our work and best practice in delivery. We have launched the Informing Futures Toolkit on working with young people, including care leavers and young people who have offended, to be followed by more good practice toolkits in 2021 and beyond. We are now offering training based on what has shown to work in supporting young people, including Reflective Practice, Acceptance and Commitment Therapy (ACT) and the youth-specific "DNA-V" version of this approach. The success of our work has

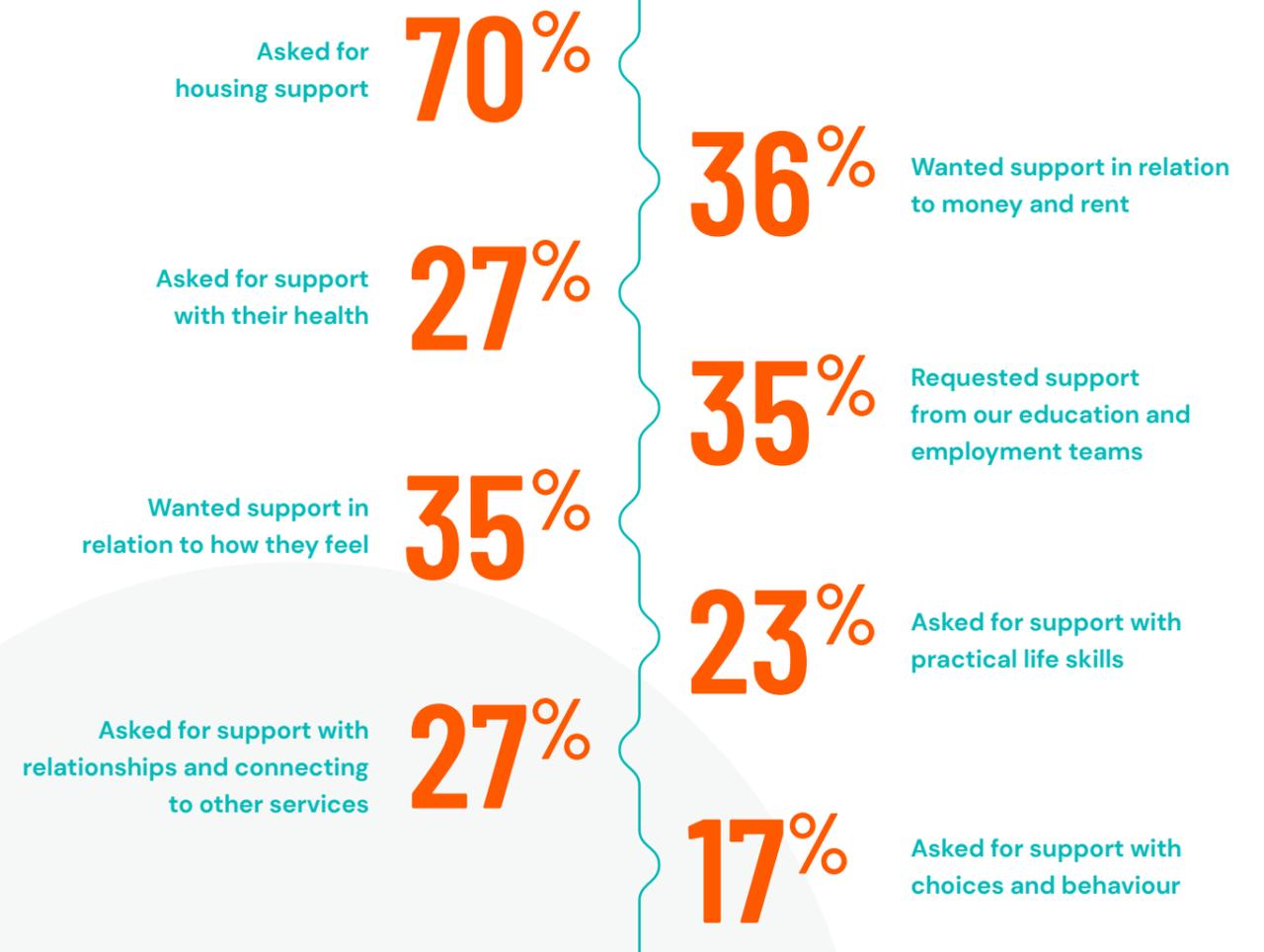
highlighted our expertise and the value of sharing learning and working collaboratively.

In what has been the most unusual and challenging of all the years, I want to take the chance to thank so many people. I want to thank young people, our partners, funders, the Board, our volunteers and colleagues, for helping us to deliver increasingly stronger services, in an environment where, it is evident, that the impact we have is essential for improving young people's lives.

**Dom Wood**  
Chief Executive



## YOUNG PEOPLE RECEIVED SUPPORT IN THE FOLLOWING AREAS:



1625IP'S SERVICES WERE ACCESSED BY  
**1417 YOUNG PEOPLE**  
BETWEEN 1ST APRIL 2020 - 31ST MARCH 2021.

# OUR IMPACT

1625ip has a strong structure in place to enable monitoring, reporting and evaluation of our impact.

We measure our impact in accommodation, financial capability, education, employment and training, health and wellbeing, relationship building and positive contribution.



TO READ OUR IMPACT MEASURES FRAMEWORK, [CLICK HERE](#)

We contribute to the UN Sustainable Development Goals and use this framework to link our activities to the broader social agenda and integrate sustainability within our strategy.

1625ip is aligned to five of the UN Sustainable Development Goals:



## OUR ACHIEVEMENTS ACROSS THE IMPACT AREAS FOR 2020 – 2021

### ACCOMMODATION

- 80% of young people were supported into accommodation with the highest appropriate level of independence
- 77% of young people improved their skills and confidence in relation to managing their accommodation

### EDUCATION, EMPLOYMENT & TRAINING (EET)

- 59% of young people entered EET during the year
- 91% of young people made progress towards their EET goals
- 85% of young people within our Reboot West and EYH Job Coach services sustained EET placements

### FINANCIAL CAPABILITY

- 71% of young people developed or improved their financial skills

### HEALTH & WELLBEING

- 87% of young people improved their health & wellbeing

### RELATIONSHIPS

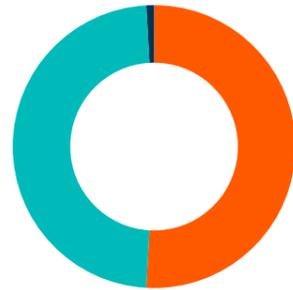
- 91% of young people built, developed, or improved one or more positive relationships or relationship-building skills

### POSITIVE CONTRIBUTION

204 people (including young people from within our services) made a positive contribution to 1625ip through volunteering

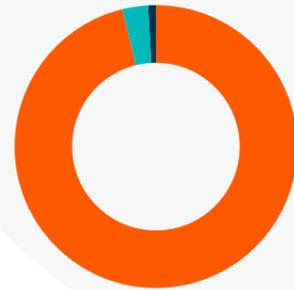
- 64% of people who volunteered or received support from a volunteer reported improvements in their confidence, skills and knowledge as a result

# EQUALITY & DIVERSITY



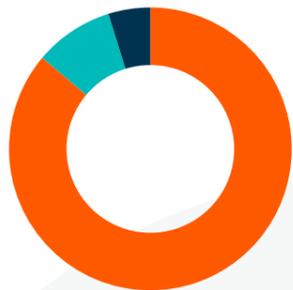
## GENDER

51% Male  
48% Female  
1% Non-binary



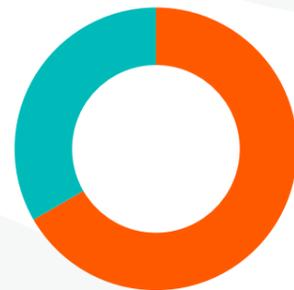
## GENDER IDENTITY

96% Cisgender  
1% Transgender  
3% Did not wish to disclose



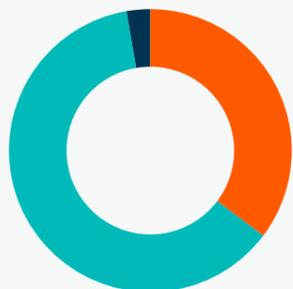
## SEXUALITY

84% Heterosexual  
11% LGBTQ  
5% Did not wish to disclose



## ETHNICITY

67% White  
33% People from ethnic minorities



## DISABILITY

35% Disabled  
63% Not disabled  
2% Did not wish to disclose

### OF THOSE WHO HAVE IDENTIFIED AS DISABLED, THESE WERE SPLIT INTO THE FOLLOWING CATEGORIES:

74% Mental health	4% Visual impairment
24% Learning difficulties	2% Communication
11% Physical or mobility	2% Hearing impairment
9% Long-standing illness or condition	1% Other
8% Neurological	

# ACCOMMODATION SUPPORT



1625ip's mission is to prevent homelessness, keep young people safe, and support them to be the best they can be – so accommodation is central to what we do and how we work. We aim to provide accommodation and support to as many young people as possible and achieve positive outcomes for the young people we accommodate.

Positively, even in a very challenging environment, the vast majority of young people we supported have moved on positively and enhanced their independent living skills and confidence.

80%

of young people were supported into appropriate accommodation with the highest appropriate level of independence

77%

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

1625ip opened Woodleaze, a 24/7 high support project in Yate, and a new shared house, increasing the total number of supported housing spaces we offer by 21.

The pandemic caused reduced move on options and support from external services, both of which contributed to increased occupancy lengths in supported housing and a significant increase in demand for accommodation and support.

This year demonstrated the critical need to increase accommodation options for vulnerable young people, so looking ahead, we will continue to seek opportunities to enhance and expand the accommodation options offered to young people.

[READ BRITTANY'S CASE STUDY HERE](#)



# EDUCATION, EMPLOYMENT AND TRAINING (EET)



Our aim is that young people secure and sustain suitable education, employment or training (EET) in line with their goals, or have a clear plan to move towards their goals. We know that meaningful occupation is essential and critical in supporting wellbeing and self-esteem and in enabling young people to move on from homelessness.

Despite the pandemic and the impact on so many sectors including hospitality and retail, we have seen the proportion of young people in EET remain steady. College take up and sustainment was positive and young people found work, especially in warehouses and in the care sector.

59%

of young people entered EET during the year

91%

of young people made progress towards their EET goals

85%

of young people within our Reboot West and EYH Job Coach services sustained EET placements

Increasing our capacity to support young people with EET was hugely beneficial over the last year and we saw a number of developments including:

- Task groups set up to address challenges in relation to education, employment, digital access and digital skills
- Extension of key partnerships, for example, with the City of Bristol College, where our dedicated link worker helped to ensure young people enrolled and sustained education
- Extension of our in-house learning offer, including functional skills, tenancy training, first aid, budgeting, employability skills and mental health management
- Based on the success of using Acceptance and Commitment Therapy (ACT) in a community setting through our Reboot West project, we are extending this approach across all our EET services

young people as the furlough scheme reduces and ends. To manage this, we will continue to offer activities in-person and re-introduce more group work. We will increase the offer of in-house training and functional skills tutoring, and develop tuition for English for speakers of other languages. Importantly, we will work closely with employers to create new opportunities, as well as working with the young person around communication of their needs to employers, to sustain their long term employment.

[READ AMY'S STORY HERE](#)

We are aware of the ongoing risks, and potential impacts for

# FINANCIAL CAPABILITY



Promoting financial capability is key in developing independent living skills so young people can access and sustain the highest possible level of independence. In addition, financial capability promotes the self-worth and resilience of an individual and potentially ensures that they are less susceptible and vulnerable to criminal exploitation and criminality.

Young people who are homeless or at risk of homelessness often have limited access to finances, and are likely to face barriers to accessing EET. This limits their ability to maximise their income and, therefore, their independence going forward. Some vulnerable young people may have difficulty navigating the welfare benefits system, which acts as a barrier to accessing the financial support that they are entitled to.

Supporting young people to develop financial capability skills opens pathways to further independence, including sustaining accommodation, accessing EET opportunities, addressing mental health concerns connected to financial worries and supporting an overall sense of wellbeing for young people.

71%

of young people developed or improved their financial skills

We used a range of interventions this year to support young people, including:

- The Ask Us project, run in collaboration with CAB and Bristol Law Centre, enabled young people to overcome hardship crises and to build resilience. As well as directly supporting young people, the project disseminated information and tools to colleagues to support effective financial capability work with young people
- The End Youth Homelessness (EYH) Housing Fund supported young people with deposits for accommodation when they cannot afford them
- We offered an AQA accredited modular learning scheme, offering young people learning in many topics, including household budgeting and living on a budget

This year has seen young people experience loss of income – especially those on zero-hours contracts, and reduced access to services to help them. However, 1625ip ensured young people had support, including providing access to resources to address digital and food poverty. Going forward, we will continue to seek opportunities to enhance and expand financial capability work, alongside our mental health specialist roles to build resilience and self-worth.

[READ BEN'S STORY HERE](#)

# RELATIONSHIPS



Relationships are crucial to a young person's wellbeing and their prospects in life. We aim to help them to build supportive and consistent relationships, become less reliant on services, and better equipped to navigate the path to adulthood and independence.

Young people we work with struggle to trust others because of difficult early experiences. Consistency, predictability and reliability gives them a positive experience of relationships that they can build on to develop other relationships which support them through life.

91%

of young people built, developed, or improved one or more positive relationships or relationship-building skills

In response to the pandemic, we moved swiftly to look at what additional things we could or should put in place to support young people using a number of task groups focused on adapting services. Of particular importance was the work of the digital inclusion group, which enabled digital access for young people with their support workers and support networks helping to reduce isolation.

Enabling colleagues to engage with young people and sustain relationships is core to our work, so as a consequence, we focus

on our training. Over the last year, we offered colleagues, within and outside the charity, training across a range of areas, including DNA-V (the youth version of Acceptance and Commitment Therapy), Psychologically Informed Environments (PIE), reflective practice and solution-focused approaches, all focused on developing and improving relationships. To learn more about our training and how we may be able to support your organisation, please see [Knowledge Hub & Training](#)

[READ NOOR'S STORY HERE](#)



# HEALTH & WELLBEING



Our aim is that a young person looks after their physical and mental health and emotional wellbeing by themselves, accessing relevant services when they need to. They understand how to eat healthily, exercise, and get adequate sleep and stay safe, without support.

Young people in insecure housing, on low incomes, or living independently for the first time, face barriers to accessing services and establishing healthy routines. Promoting positive physical, emotional and mental health is a key contributing factor to building resilience. We are committed to ensuring that young people receive the support they need to lay positive foundations for a healthy life.

84%

of young people improved their health and wellbeing

Health and wellbeing has been a significant focus over the year, as young people have felt the effects of the global pandemic. In response, in addition to continuing services throughout the year, we implemented several additional initiatives to support health and wellbeing:

- Developing a peer support pilot to support mental wellbeing, linking the work of our IPA Board and Mental and Wellbeing Health Coaches
- Bursary schemes to support essential needs and goals
- Work to reduce isolation by facilitating digital access and providing safe opportunities for young people to have social contact with others
- The creation and distribution of 'Wellbeing Packs', which included food, activities and wellbeing resources
- A programme of online digital activities to enable social contact during lockdowns

- We recognised the importance of colleagues wellbeing, as well as the impact this has on effective support to young people. We offered regular colleague wellbeing sessions that provided a reflective space as well as tools and tips to use both in their own lives and with young people.

Looking ahead, we are pleased to have secured funding for 2021 - 2022 for our Wellbeing Coaches who have specialisms in mental health, domestic and sexual violence and abuse and reducing re-offending. All of our coaches provide support to colleagues via training and mentoring, in addition to direct work with young people. We continue to seek longer-term funding to continue and expand this vital service.

[READ KAYLA'S STORY HERE](#)

# POSITIVE CONTRIBUTION



We are committed to providing opportunities for volunteers and young people, as we recognise the many benefits for young people, 1625ip and the volunteers. We are committed to actively involving young people in the design, delivery and improvement of services and seek to work with young people in all the stages of project planning and delivery.

**204**  
PEOPLE

(including young people from within our services) made a positive contribution to 1625ip through volunteering

**64%**

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

2,123 hours of volunteer time were contributed through 1625ip. We received funding to provide extra capacity to improve the participation of young people, which, after consultation with young people and colleagues, enabled a new Participation Strategy to be developed and implemented.

Despite the pandemic, all participation activities except for Peer Education continued with adaptations. The IPA Board meetings took place online, membership of the IPA Board increased, and we sustained a 75% presence of young people in recruitment interviews.

We adapted volunteering roles to virtual working where appropriate. All mentoring relationships continued by phone and online platforms. There was an increase in interest in people wanting to be mentors, a result of increased community engagement that we saw during the pandemic. We now offer mentoring through a combination of digital and face-to-face meetings.

We have continued to listen to young people through our young people's survey. We adapted our strategic consultation events into online small group-based sessions, and these

sessions continued to inform strategic priorities and operational developments and improvements.

Going forward, we aim to be the go-to voice for young homeless people in our region, and our new Ambassador roles are a vital contributor to this. We continue to champion equality and diversity in our recruitment processes for volunteers, and are finessing an inclusive process for collecting, actioning and communicating all young people's feedback.

We are developing our participation framework using asset-based principles. To support this, we have established champions across 1625ip to further enhance participation and opportunities for positive contributions by young people.

We have many new opportunities for volunteering, including at Bristol Youth MAPS, roles in social and creative media, and activities volunteers. We continue to offer our mentoring programme and are offering all volunteers ongoing development opportunities.

[READ LISA'S STORY HERE](#)

# KEEPING YOUNG PEOPLE SAFE

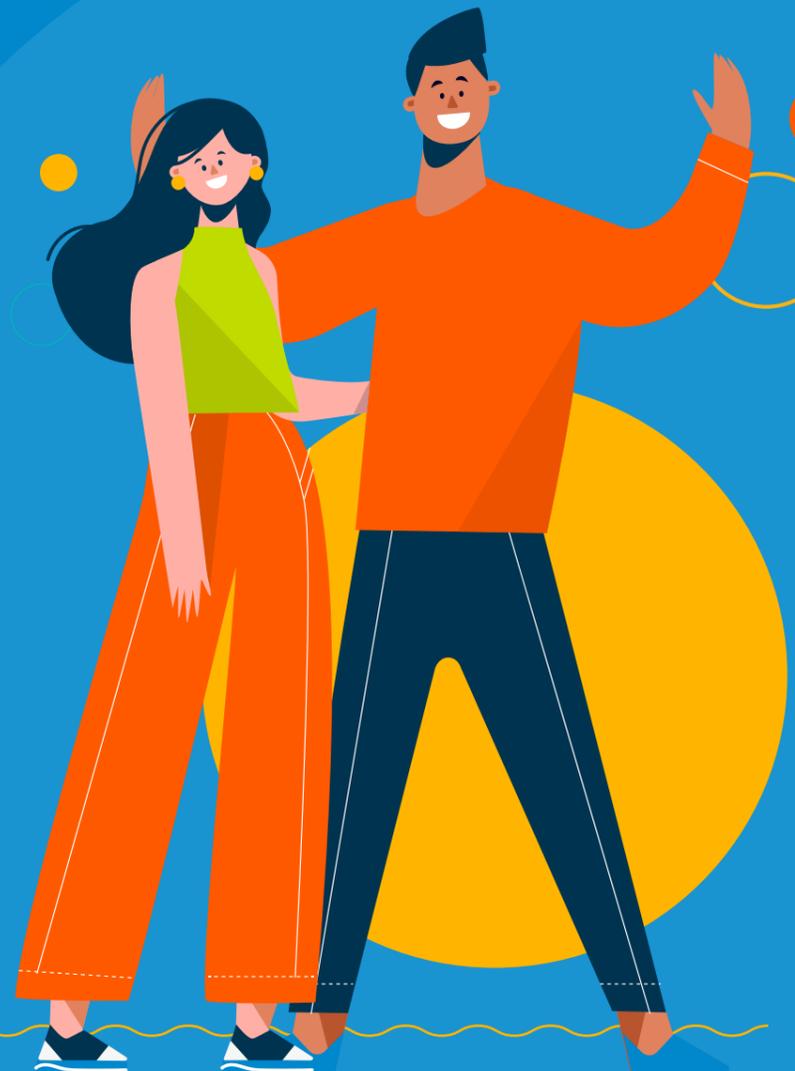
We recognise that the young people we house and support deserve and require our constant vigilance to support them to stay safe.

Safeguarding activity and oversight is at the core of all our practice for both paid colleagues and volunteers. This ranges from safer recruitment practices, mandatory training, annual case audits, and of course, in our direct work with young people.

As a learning organisation, we are committed to ongoing reflection and development. In the past year, we have:

- Updated all our safeguarding policies and procedures to reflect the emerging best practice
- Appointed an Online Safety Coordinator to help young people stay safe in the digital world
- Participated in a contextual safeguarding review in one of our larger projects as part of a Bristol pilot
- Undertaken two significant safeguarding self-assessments in partnership with West of England Local Authorities with learning reflected in our annual safeguarding action plan

We are looking forward to playing an active part in the Centre of Safeguarding Excellence, launched by the Avon and Somerset Strategic Safeguarding Partnership, to learn from others and share our learning and practice to support others.



# FINANCE

2020–2021 was a very challenging year, in that there was a global pandemic, throughout which we continued to provide services to all of the young people that we support.

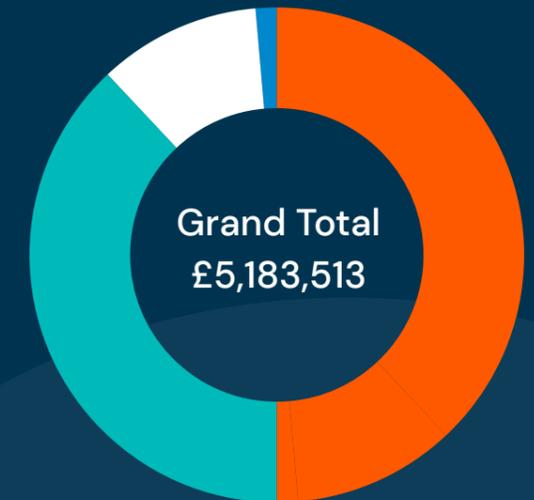
- Delivery costs increased due to covering shifts at 24-hour projects where colleagues were isolating or shielding and the increased costs in providing safe, clean working and living environments to a new required standard for public health purposes.
  - Our partners and supporters helped us manage the risks posed by the pandemic, and we raised the funds to deliver quality services, despite the risks to fundraising posed by the cancellation of events such as our Sleep Out, and with Trusts and Foundations focusing on emergency relief.
  - To mitigate risks and deliver new and innovative services into the future, we will continue to concentrate on fundraising and partnership to ensure that young people continue to get the high-quality services they need. We continue to focus on schemes to develop new income streams, including our training enterprise.
  - This SORP requires us to recognise turnover for donations and grants we expect to receive and some service delivery contracts. Due to these accounting requirements, our surplus includes income set aside for delivery in future years.
  - Turnover is £5,286,803 of which £42,808 relates to pro bono support.
  - A significant amount of the turnover is due to rental on properties that we manage for others, of which a significant amount is paid out either before or after collection of rental income to the landlords.
  - As at the closing balance sheet date 1625 Independent People had restricted reserves set aside for us to deliver to the obligations of those who have funded us.
  - The unrestricted funds we currently have exceed this need of the Reserves Policy.
  - The Trustees are confident that 1625 Independent people has sufficient cash to meet its known obligations.
- 

## INCOME



- Housing support and prevention  
£1,673,211 (32%)
- Social housing lettings  
£1,663,782 (31%)
- Grants, foundations, trusts, businesses, events & individuals  
£1,434,603 (27%)
- Reboot West  
£493,111 (9%)
- Other  
£16,431 (0%)
- Training income  
£5,665 (0%)

## EXPENDITURE



- Providing supported accommodation for young people  
£2,553,709 (49%)
- Education, employment and training, peer support, mentoring, volunteering and service user involvement  
£1,981,460 (38%)
- Specialist support (health and wellbeing, domestic & sexual violence, reducing re-offending)  
£553,251 (11%)
- Community engagement and fundraising costs  
£95,094 (2%)

# COLLEAGUE DEVELOPMENT

Our ambitious People Strategy Action Plan is well underway, with good momentum gained in its first 12 months. Key achievements so far are in Learning and Development, Policy and Process, People Information and Equality, Diversity and Inclusion (EDI).

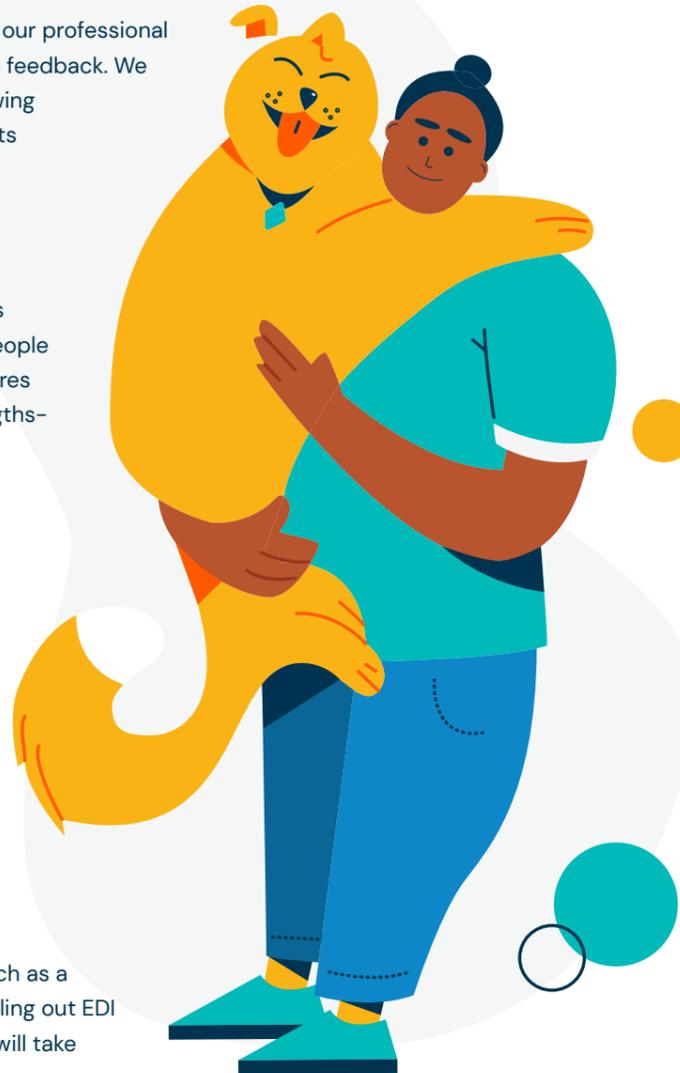
Our new Learning and Development Strategy Group has focused on our professional development offer to meet both organisational needs and colleague feedback. We are ensuring we have the resources to deliver this, and we are reviewing the quality and effectiveness of training. Our People Advisor supports the group and we have dedicated time and resource to streamlining our training administration, to improve accessibility and colleague engagement.

Over the last year, we have continued to improve our People policies and processes, to equip our People Managers with tools. Our new People Management training programme is well underway, and our procedures have been reviewed and adjusted to align with our values and strengths-based, person-centred approaches.

We have reacted to the challenges of the pandemic through flexible leadership and support for colleagues through initiatives such as our new Agile Working Framework and a focus on health and wellbeing. Our new Colleague Wellbeing and People Strategy Support group has supported our investment in making life better in the workplace for all colleagues.

In the last year, we have embraced the use of Office 365 to improve communication and information sharing, introduced remote working tools and our IT strategy is in development. In addition, our People Information System has contributed to better accessibility and sharing of information for all colleagues.

We have contributed to our EDI commitments through initiatives such as a review of our culture in relation to EDI by an external resource, by rolling out EDI training for all colleagues and trialling Diversity Dialogues, which we will take further going forward.



# FUNDRAISING HIGHLIGHTS



Sleep Out 2020 nearly didn't go ahead, but with the help of our amazing supporters we decided Sleep Out (with a twist) was worth a try – and it so was! We raised over £30,000 in our virtual Sleep Out and even enjoyed a bedtime story read by Alice Roberts. You can watch it back here:

[Sleep Out 2020](#)

Thank you to the following:

- 255 Sea Scouts
- Andre Le Poidvin
- Beavers – Polly and Joseph
- Black South West Network
- Brendan Weekes
- Bristol Cathedral
- Bristol University Homelessness Society
- Charlotte Cooper
- Colin Greaves
- Cotham Parish Church
- Ellen Jones and Emma Williams
- Gloucester Road WI
- Hazel Hall
- Ian Cummings
- Jeremy Duxbury
- Johnathan Briggs and Chris
- Kathy and Stu Johnson
- Lauren Willaims
- Lynda Knott
- Margot Cooper
- Mark Scalon
- Mary Broomfield
- Mitchell Perrett
- Naomi Roberts
- Nick Hooper, Jane Keenan, Dave Rowe, Mel Anson, Ellen Jones
- P W Baldwin
- Robert Hamblett
- Yate Parish Council
- Yate Rotary Club

We were grateful to be working with so many amazing businesses, community groups and individuals, who have been taking part in virtual bingo, running marathons (on their 21st birthday!) and taking part in our fundraising challenges!

The coronavirus pandemic has been a challenging time for us all, and we are so thankful to every single business, community group and individual who allowed our work to continue. We have been so inspired, motivated and encouraged with the support of the community.

This year we took part in Gaming for Good with End Youth Homelessness. The two-week event was a great success and showed how generous and fun the gaming world is!

We invested in a few contactless donation machines – please look out for them in Bristol and surrounding areas.

# PARTNERSHIP HIGHLIGHTS

We have established and strengthened several partnerships this year, and as a result, we have provided better support to young people.

## WOODLEAZE

We worked with Brighter Places, South Gloucestershire Council and young people to design and build a new supported housing scheme providing homes for 18 young people in Yate. The project will help meet a need in South Gloucestershire to provide additional support for care leavers, making up half of the residents.

## TRAINING

We now offer a range of training to share our expertise in working in a psychologically informed way, relevant for a wide range of professionals, organisations and services. We had a very successful first phase of training, in partnership with Golden Key. Our training has been attended by local authorities, large and small charities, housing providers, infrastructure organisations and funders! Find out more [here](#)

## INFORMING FUTURES TOOLKIT

This is for any individual or organisation wanting to learn more about working with 'PIE' (Psychologically Informed Environments), trauma-informed working or working with young people who have experienced the care or custody. It offers a toolkit of free resources, information and guidance. Thanks to our partnership with the National Lottery Community Foundation. Find out more [here](#)

## REBOOT WEST

Thanks to the successful partnerships in Reboot West, which have supported care leavers into education and jobs, we have secured continued funding for this from the West of England Combined Authority (WECA) and the Youth Futures Foundation (YFF), which will not only continue this vital work but also to look at 'what works' and evaluate the impact into the future. Reboot West was also a finalist for the CYPN Awards.

## LAUNCHPAD

Our innovative housing project won the UK Social Housing Project of the Year at the [Off Site Awards](#).

Thanks to our incredible partnerships with Brighter Places, The University of Bristol, Bristol Student Union, Bristol City Council, Alec French Architects, and many more.



# BUSINESSES

Thank you to all the organisations and businesses who have supported us through fundraising and Probono support, and support to young people.

- Aico Homelink
- Alec French Architects
- Amcor
- Andrews Property Group
- Assembly Bakery
- Balfour Beatty
- Barcan & Kirby
- BNP Paribas Real Estate
- Bouygues UK
- Bristol Plumbing Supplies
- Burges Salmon
- CBRE
- Chance & Counters
- Chapman Taylor
- Collect Eco
- COOK
- Currie & Brown
- Curry Connect
- Deloitte
- First Base Limited
- FMS Interior Services Ltd
- Foot Anstey
- Grace & Green
- Grizzly Design
- Hargreaves Lansdown
- Hollis Morgan
- Ian Williams
- ie Marketing
- Kier
- KPMG
- Las Iguanas
- Limbs and Things
- McAleer & Rushe
- Mokoko Coffee
- Nurture Landscaping
- Options Resourcing Limited
- Osborne Clarke
- Seeker Digital
- Skyscanner
- Spirit Public Relations
- StreetSmart
- Talukdar Catering
- TLT Solicitors
- Triodos
- Tyrone Ming's Academy
- Umberslade
- Unite Students
- University of Bristol UWE
- Viridor
- Whirlpool
- Yorkshire Building Society



# THANK YOU LIST

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- Andrews Charitable Trust
- AQA
- Avon & Somerset Police & Crime Commissioner
- Bath and North East Somerset Council
- Blagrove Trust
- Bridges Fund Management
- Brighter Places
- Bristol Citizens Advice Bureau
- Bristol City Council
- Bristol Drugs Project
- Bristol Housing Festival
- Bristol Law Centre
- Bromford Housing
- Brook
- Care Leavers Covenant
- Caring in Bristol
- Centre for the Acceleration of Social Technology
- Centrepont
- Charities Aid Foundation
- Charities Trust
- Children in Need
- Comic Relief
- Commonwealth Housing
- Corrigan Accountants
- Creative Youth Network
- Dawe Family Trust
- Department for Education
- Dr Catherine Chapman Grassroots Fund
- Empire Fighting Chance
- End Youth Homelessness
- Event Bars
- Eversea Fund
- Gloucestershire Community Foundation
- Golden Key Partnership
- Guinness Housing
- Hargreaves Beare Charitable Trust
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- Homeless Link
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- LiveWest
- Llamau
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- Missing Link/Next Link
- National Lottery Community Fund
- National Probation Service
- Nationwide
- Nisbets Charitable Trust
- North Somerset Council
- Off the Record
- Ovo Foundation
- Paul Hamlyn Foundation
- Places for People
- Protecture
- Quartet Community Foundation
- Rock Trust
- Roundabout
- Second Step
- Simon Maddinson
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- South West Resettlement Consortium
- Sovereign Housing Association
- Spectra First (Care Leavers Covenant)
- St Basil's
- Standing Committee on Youth Justice
- Stonewater
- The Office of the Police and Crime Commissioner
- Tuixen Foundation
- Unite Students
- University of Bristol and Bristol SU
- University of West of England
- West Of England Works
- Weston College
- Weston Islamic Education Centre
- Wheels to Work
- Yarlinton
- YMCA
- Yorkshire Building Society
- Youth Education Service
- Youth Justice Board

# VOLUNTEER BOARD OF TRUSTEES

AS OF 31ST MARCH 2021

- Nick Hooper (Chair)
- Jane Keenan
- Craig Wilson
- Melanie Anson
- Claire Burston
- Rose Bean
- Ellen Grace
- Robert Bartlett
- Dave Rowe
- Ellen Jones
- Phil Bowley  
(resigned April 2021)
- Claire Roebuck-Sacks  
(resigned February 2021)
- Dave Harris  
(resigned April 2021)





“Knowing that the organisation is on your side is the best thing ever. At one point in my life I thought everyone is against me and now because I’m listened to, now my ideas seem to be good ideas”

**A YOUNG PERSON**



“The organisation attracts like-minded people – everyone is down to earth and wants to make a difference but they are also fun. I feel like we all share the same values.”

**A COLLEAGUE**



“I never thought of myself as maths person, getting back into it has been really nice, and to do it together (with the young person), all I have to be is 1 step ahead!

She had progressed so much, and it has felt really fulfilling to see that. I have seen the actual impact of the tutoring. The young person has been able to see her own progression and that has been really good for her.”

**A VOLUNTEER**



1625 Independent People is a charity and a registered society (Co-operative and Community Benefit Societies Act 2014, reg: 23964R exempt from registration with the Charity Commission).

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