



1625

Independent
People



IMPACT REPORT 2025/26

WHY IT MATTERS

According to the latest figures:

YOUTH HOMELESSNESS

1 IN 50

young people in the South West
face homelessness
compared to 1 in 60 nationally

Source: Centrepont

CARE LEAVERS

1 IN 10

care leavers in the UK
face homelessness

Source: Ministry of Housing, Communities
and Local Government

EDUCATION, EMPLOYMENT AND TRAINING

1 MILLION

young people in the UK are not in
employment, education or training

Source: Office of National Statistics

MENTAL HEALTH

1 IN 5

young people in Bristol
experience poor mental health

Source: Coram

WELCOME

We're delighted to introduce our Impact Report for 2025/26. It's an opportunity to look at what we have achieved over the past year and, most importantly, what this has meant for the young people we work alongside.

Our work recognises that a safe home is almost always the starting point for young people to make progress in other important areas of their lives. Young people may be dealing with challenges around their wellbeing, education, employment and relationships, as well as the division, hate and injustice that is increasingly present in their lives. Our role is to understand what each young person needs and work with them to find a positive way forward based on their unique values and strengths.

This report brings together some of the outcomes achieved by young people, alongside their experiences and voices. From helping young people find safe and secure accommodation, to supporting them to develop independent living skills, access education and employment, improve their wellbeing and take part in positive activities, our work is about creating the conditions young people need to make progress in their own lives and positively influence the environment around them.

This year has brought both progress and change for 1625. We have continued to develop our services and strengthen the organisation for the future, including making significant progress with our plans for the redevelopment of Kingsley Hall, while remaining focused on our purpose of preventing youth homelessness, keeping young people safe and supporting them to thrive. In a world facing increased division and hate affecting our young people, colleagues and communities, we launched our new five-year Equity, Diversity and Inclusion strategy, recognising that we can and should use our influence and partnerships to challenge discrimination and hate in all its forms, within our services, across our sector and in society.

Our outstanding track record of delivery for young people has recently led to us being chosen to deliver new housing and support services by the Bristol and South Gloucestershire local authorities, alongside vital new education, employment and training services by the West of England Mayoral Combined Authority. So, while we're proud to celebrate the year behind us, we're also excited about supporting even more young people to thrive in the years to come.

We couldn't do this work alone. Our colleagues bring incredible commitment and expertise, while our volunteers, Board members, funders, donors and partners help make our services possible. Most importantly, we're grateful to the young people who share their experiences and ideas with us, help us understand what's working and challenge us when we can do better.

The following pages show the scale of what we do, the difference it makes and the remarkable progress young people can make when they have the right support, opportunities and people alongside them.



Dom Wood
CEO



Nick Hooper
Chair of the Board

IPA INTRODUCTION

The Independent People Ambassadors are proud that 1625 has put youth voice at the heart of its strategy and that we are a part of delivering this priority.

This year, we worked with colleagues to help develop a Youth Voice Framework based on three principles that are really important to us: control, agency and power. When you have experienced homelessness, uncertainty or systems making decisions about your life, having a say in what happens next really matters.

We have also used our voices to challenge the systems that affect our lives. We spoke with our local MP, Kerry McCarthy, about the financial barriers young people living in supported housing can face when moving into work, and worked alongside others to help influence positive change.

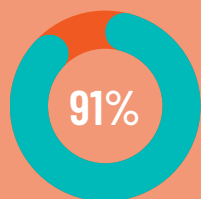
The IPA is a growing group of young people with lived experience, committed to using our experiences to help others. We are proud of what we have achieved and excited to keep growing, learning and creating change together.



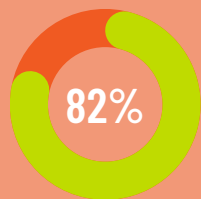


SAFE HOMES

Our impact in 2025/26



of young people who approached us when they were homeless or at risk of homelessness were supported into accommodation



of young people in our accommodation achieved positive outcomes, including improved independent living skills and planned move on

A safe, stable home gives young people the security and foundation they need to thrive. We work alongside young people to prevent homelessness wherever possible and, when this isn't possible, provide safe, stable housing with tailored support. Our trauma-informed and person-centred approach recognises each young person's individual circumstances, strengths and goals, helping them develop the confidence and skills they need to live independently.

This year we supported 824 young people through Bristol Youth MAPS, our city-centre walk-in service where young people can access advice, mediation and support when they are at risk of homelessness or experiencing a housing crisis. Working alongside Bristol City Council's Housing and Social Work teams, MAPS helps young people understand their options, resolve difficulties and find solutions that can prevent homelessness.

In January 2026 we launched an innovative new partnership with Caring in Bristol, funded by Justlife, helping young people aged 18–25 living in unsupported temporary accommodation to have a shorter, safer and healthier experience. A new Navigator role within Bristol Youth MAPS provides community-based support, with longer-term support available through Caring in Bristol's Project Z.

When homelessness cannot be prevented, we provide safe, stable housing with tailored support to help young people improve their wellbeing and develop the skills, confidence and networks they need to move into and sustain independent living. This year we supported 474 young people to access accommodation, giving them a safe and stable base from which to work towards their goals and prepare for independent living.

We also continued to invest in the quality and sustainability of our accommodation, developing a five-year Asset Management Strategy and refurbishing homes and gardens with generous support from Kier, Fortis Vision, Handlesbanken, Cabot Circus and MSA Safety.

Supporting young people to manage their money, understand their housing responsibilities and address difficulties early helps them to sustain their accommodation and prepare for their next step. At Woodleaze, one young person arrived struggling with their mental health, finances and keeping themselves safe. With support around safety planning, tenancy preparation and money management, they developed greater confidence and independence before successfully moving into social housing with floating support. They said:

"I came into Woodleaze as a very unwell, emotional young person... and changed to a stronger, more level-headed young person who has a lot more respect for myself and my home. Woodleaze, I wouldn't be who I am today without you."





EDUCATION, EMPLOYMENT & TRAINING

Our impact in 2025/26



of young people receiving our EET support entered education, employment and training



local employers received Trauma-Informed Employer Training

Support with education, employment and training (EET) opens up opportunities, builds confidence and provides the skills young people need to thrive in work and life. Our EET support is tailored to each young person's values, strengths and aspirations, helping them secure and maintain work and learning while developing the skills and confidence to move towards their goals.

In 2025/26 we offered a range of one-to-one coaching, group work and English and Maths Functional Skills courses through our Youth Education Service (YES). Our flagship Reboot West project supported care-experienced young people across the region using DNA-V Coaching, a youth version of Acceptance and Commitment Therapy. The project is being evaluated by Youth Futures Foundation, building the

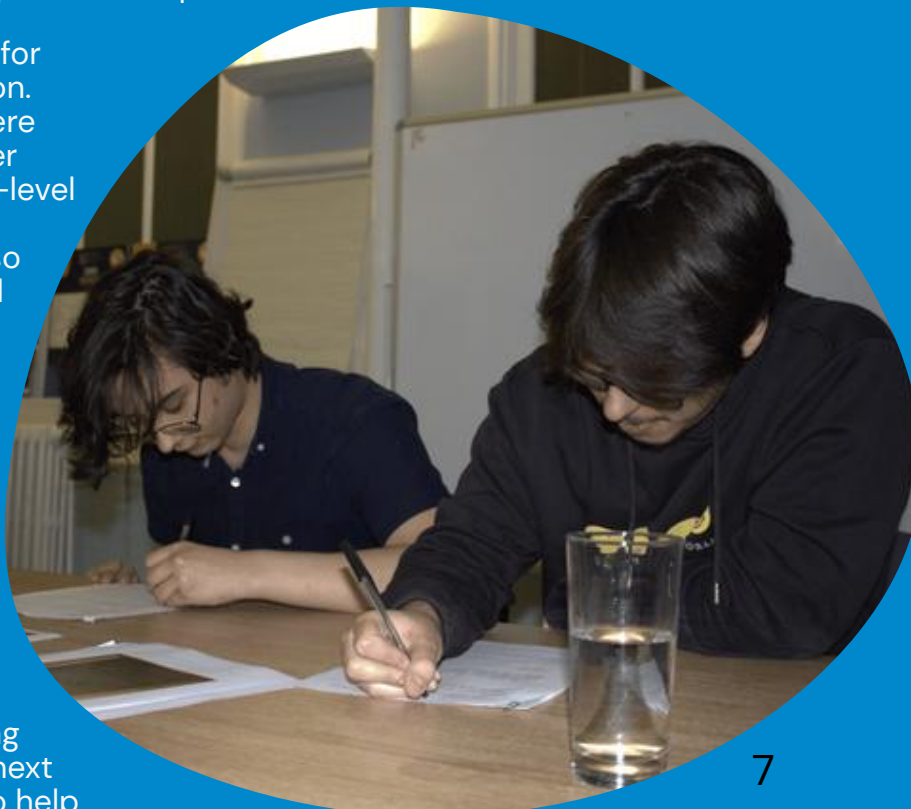
evidence for what works in supporting care experienced young people into employment.

Our EET work is closely connected to the wider support we provide. Coaches work alongside colleagues in accommodation, wellbeing and other services to help young people overcome barriers to learning and employment, recognising that practical, emotional and housing challenges can all affect their ability to engage. This allows us to adapt support around the young person rather than expecting them to fit a fixed pathway.

This year we continued to strengthen partnerships and create new routes into work and learning. With City of Bristol College, we delivered a bespoke open day for 1625 young people and co-designed a college transition programme to help young people start and sustain their placements. We also delivered Trauma-Informed Employer Training, helping employers understand trauma and create more supportive workplaces.

At YES, we developed more flexible ways for young people to re-engage with education. Rolling exam dates gave students who were ready to take their qualifications an earlier opportunity to progress, while new entry-level Maths and English classes helped young people to return to learning. The team also worked closely with Bristol's HOPE Virtual School and young people's wider care networks to improve attendance and engagement.

We recognise that progress can take time and that young people may face significant barriers along the way. By building trusted relationships and adapting support around each individual, we help young people develop the confidence, skills and resilience to pursue their goals. Whether that means returning to education, gaining qualifications, finding work or taking the next step towards independence, our aim is to help young people build a future with more choices and opportunities.



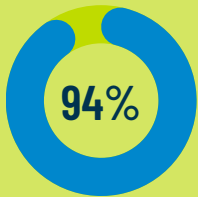


WELLBEING & HEALTHY RELATIONSHIPS

Our impact in 2025/26



of young people in our services built positive relationships with peers and trusted adults



of young people in our wellbeing and engagement services improved their mental and physical health

Young people's wellbeing is deeply connected to the relationships around them. We work to create environments where young people feel safe, listened to and able to build trusting relationships with the people supporting them. Our approach is trauma-informed and person-centred, recognising that consistent, positive relationships can help young people develop confidence, improve their wellbeing and make positive changes in their lives.

During 2025/26, we introduced Mental Health Check-In sessions, enabling more young people to access signposting and brief interventions to promote good mental health before challenges escalate. The Check-Ins can also be attended alongside a keyworker, helping non-specialist colleagues build their confidence in supporting young people with mental

health challenges. We also provided training and resources to all colleagues on online abuse and how to support young people experiencing it.

Relationship-based work is strongly embedded across our services. Our accommodation and support teams provide consistency and practical support at times when young people may be experiencing significant instability. Our Education, Employment and Training Coaches and Wellbeing Coaches build trusting, long-term partnerships with young people, helping them identify their own goals and develop the confidence to take positive action to make them a reality. Through our Learning, Engagement and Participation work, young people co-create opportunities to have their voices heard and influence the services and decisions that affect them.

We see the value of this approach in feedback from young people, who tell us they appreciate being heard and understood, and know they won't lose support simply because they miss an appointment. Our flexible approach allows staff to adapt support to every individual young person and build relationships at a pace that works for them.

We also apply this relationship-driven approach to relationships between professionals. This year our Wellbeing Coaches have contributed to a local Community of Practice on Trauma Informed Approaches and use the 'My Team Around Me' approach to support more trauma-informed multi-agency working.

Together, this work helps young people build healthy relationships, recognise unhealthy or abusive behaviours, understand their own wellbeing and develop confidence in accessing support as they move towards stable, sustainable independence.







YOUTH VOICE

Our impact in 2025/26

161

engagement sessions
attended by 109 young
people

123

youth voice opportunities
attended by 137 young
people

Young people should always have a say in the decisions that affect their lives. At 1625, youth voice is more than consultation. We support young people to influence their own support, shape our services and create change in the wider systems around them.

Our approach starts from the principle that participation is a choice. Young people decide how, when and at what level they want to be involved, and can step back whenever they need to. We create different routes into involvement, recognising that engagement can be an important first step towards participation.

Our LEAP programme (which stands for Learning, Engagement and Participation) delivers positive

activity sessions where young people try new things, build confidence, develop skills and form positive relationships. For some young people, these experiences become a pathway into deeper involvement, from sharing their views to taking on leadership roles. Young people join our Youth Board, support recruitment, take part in consultations and forums, share their experiences through creative and media opportunities or become peer educators. Whatever the opportunity, we always prioritise young people's wellbeing and ensure lived experience is valued, respected and never taken for granted.

This year, young people helped develop our new Youth Voice Framework, ensuring agency, control and power remain central to how we work. Our Media Reps project supported young people to share their stories safely and confidently, including through Comic Relief's Red Nose Day, ITV and BBC interviews, meetings with supporters and our annual Sleep Out celebration event. Young people co-curated We Grow Here, a major exhibition at M Shed showcasing more than 70 pieces of young people's art, and Street Dreams, a powerful photography exhibition developed in collaboration with Speed Communications and Bristol photographer Colin Moody.

At a governance level, our Youth Board worked with our Board of Trustees to strengthen the relationship between the two boards, leading to changes in how they work together. Young people influenced the recruitment and support provided to young people with lived experience who apply to join the Board of Trustees.

For young people, these opportunities can build confidence and skills and demonstrate that their experiences and opinions can make a lasting difference.



AIMEE'S JOURNEY

Growing up, home was affected by violence, aggression and abuse, alongside bullying at school.

At 14, I lost my mum and was then placed in foster care. Although I had a lovely foster family, by 17 I was struggling again. I had left college, was struggling with my mental health and had no idea what I wanted from life. I was just lost.

I met my Reboot West coach when I was at a really low point. I felt hopeless. He helped me start looking forward again. He would suggest meeting again in a week or two, but I couldn't even imagine myself getting through the next week.

Reboot gave me joy and helped me find ways to express myself when I didn't want to talk. One value always stood out for me: creativity. My coach helped me channel my feelings and encouraged me to explore creative writing. Writing became a way to process my childhood experiences and express things I found difficult to say.

My confidence grew through small steps, including getting back out into the community, one Costa trip and one hot chocolate at a time.

Last year, I got involved with LEAP activities, including co-curating 1625's art exhibition. I shared seven of my poems and helped welcome people to the exhibition. I stood up in front of everyone and gave the welcome speech. My 15-year-old self would NOT HAVE DONE THAT. I was way too shy. I have also been on TV and radio, sharing my story to inspire others.

I have come such a long way. I am now 22, have my own flat, pay my own electricity and even have my own sofa! For the first time in a very long time, I am actually thriving.

I also became a member of the Youth Board, co-led an intergenerational poetry project and supported 1625's colleague recruitment.

I am now studying to teach English as a second language and exploring tutoring. In the future, I want to become a teacher, sharing my love of English or history with others.



"I genuinely don't know if I would be here without 1625. My life would not be the same without it. From being lost and hopeless, I am now in a very good place. I'm not just surviving – I'm thriving."

KINGSLEY HALL

Built over 300 years ago, Kingsley Hall is 1625's home in Old Market, Bristol. It has long been a landmark for social change, but the building is deteriorating and lacks the spaces and facilities young people deserve.

That is why we are transforming Kingsley Hall into a lasting hub for our work with young people. Designed and developed with young people, the new building will bring the full range of 1625's support together under one roof: a place to learn a skill, try something new, get help with wellbeing and have somewhere safe to belong. It will include training rooms, a new social enterprise café, training kitchens, new affordable housing for young people who have experienced homelessness, and meeting and event spaces that our community can hire.

Over the last year, we have made great progress and are much closer to bringing our plans to life. We have finalised RIBA Stage 4 designs thanks to our dedicated design team led by Childs Sulzmann Architects and PHD Building Advisory, and we are working with our preferred contractor as we prepare to start building works. Our partners and funders have been hugely supportive in helping us close the funding gap for the next phase of construction.

Alongside the redevelopment, our Heritage Activity team has worked with young people to bring heritage and culture to life in fresh ways, including an inspirational intergenerational poetry project with Brunelcare and a documentary film made by young people exploring Bristol's history of social housing. We have also welcomed Youth Work Apprentice Thomas, Film Trainee Oscar and Heritage Skills Trainee Finn, helping young people build careers in heritage and youth work.

The Kingsley Hall Heritage Project is made possible with support from The National Lottery Heritage Fund and the many trusts, foundations and partners whose generous match-funding has been critical in making the redevelopment possible.

For young people who have been locked out of opportunity through homelessness, trauma and displacement, our transformed building will give them access to the opportunities they need to thrive.





PEOPLE, CULTURE & VALUES

Our impact in 2025/26



of colleagues rated 1625 as a good or excellent place to work



of colleagues reported a positive sense of team connection and belonging

Over the past year we have continued to invest in our colleagues' wellbeing and development, while maintaining the positive culture that makes 1625 a supportive and rewarding place to work. We have brought people together, strengthened communication and created more opportunities for colleagues to stay informed and involved as we prepare for the future.

An independent culture audit carried out in early 2026 reinforced the strength of our culture, placing 1625 among the highest-performing organisations benchmarked by enRich. The audit highlighted a culture rooted in purpose, trust and belonging, with colleagues describing 1625 as supportive, values-led and deeply committed to personal development and improving outcomes for young people.

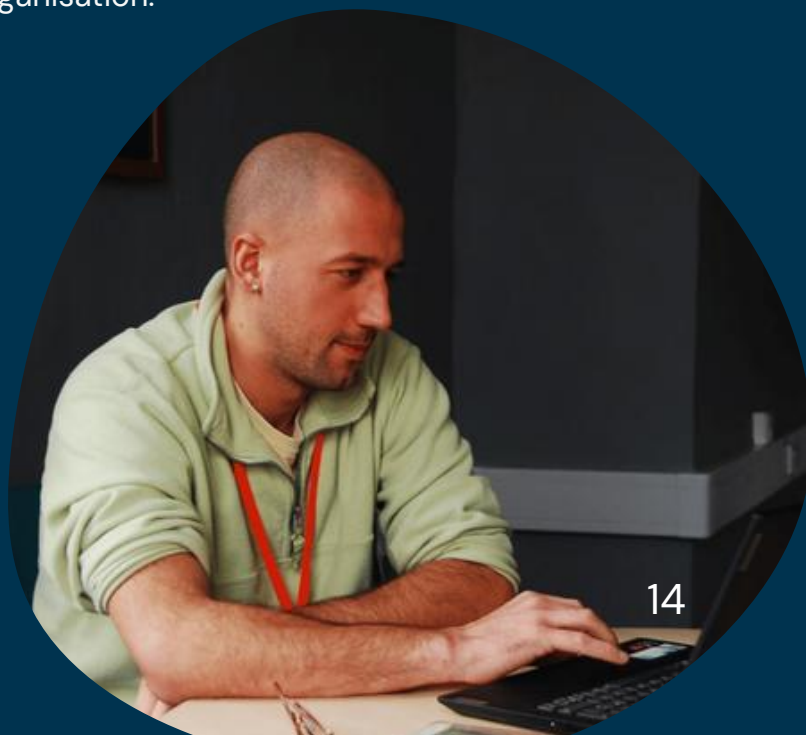
A major priority has been helping colleagues manage the demands of their roles more sustainably. We have strengthened organisational capacity through new roles, improved systems and streamlined processes designed to reduce duplication and increase efficiency. This has included developments in quality assurance, safeguarding, property management and organisational planning, enabling colleagues to spend more time focusing on what matters most: supporting young people.

Collaboration has also been a key focus. Through cross-department development days, colleague conference activities, new Coffee and Collab sessions and increased opportunities for joint working, we have strengthened relationships across the organisation. Colleagues from different teams have worked together on strategic projects and service developments, building stronger connections, shared understanding and a collective sense of purpose.

Learning and development remain central to supporting both colleagues and young people. During the year, we expanded access to training and resources, including restorative approaches and specialist trauma-informed practice, alongside a new training brochure to make development opportunities easier to access. We also made significant progress in evolving our Psychologically Informed Framework to further embed trauma-informed practice consistently across the organisation.

We continued to improve communication and access to support through new SharePoint resources, information hubs and colleague communications, helping colleagues connect with one another, access guidance more easily and support their wellbeing and professional growth.

Together, these investments reflect our commitment to creating an organisation where colleagues feel supported, connected and equipped to thrive. By investing in our people and our culture, we strengthen our ability to deliver high-quality support and help young people build brighter futures.



COLLEAGUE STORY

When Hannah Green joined 1625 16 years ago in a maternity cover role, she expected to gain some experience in supported housing before moving on. Instead, she found a career.

Over the years, Hannah has taken on a variety of roles, developing new skills, specialist knowledge and leadership experience along the way.

In 2024, Hannah completed a Team Leader apprenticeship while continuing in her role, balancing work, study and family life. With support from her manager, she achieved a distinction.

Today, Hannah is a Building Futures Team Leader, supporting colleagues as they help young people build brighter futures. She believes 1625's culture of trust, learning and wellbeing has been central to her own development.

For Hannah, investing in colleagues and investing in young people go hand in hand.

Hannah's journey reflects our belief that when colleagues are given the opportunity to grow, young people benefit too.

"There was a really supportive coaching environment, and I was encouraged to take on new opportunities. I've been able to gain experience, build confidence and develop my career in ways I never expected."

"1625 has always invested in my development and given me opportunities to grow. The organisation has also supported me through caring responsibilities and adjustments related to my mental health. I've been able to achieve so much because of the supportive culture here."

"When colleagues feel valued, supported and able to develop, we're in the best position to help young people thrive. That's what makes 1625 such a special place to work."

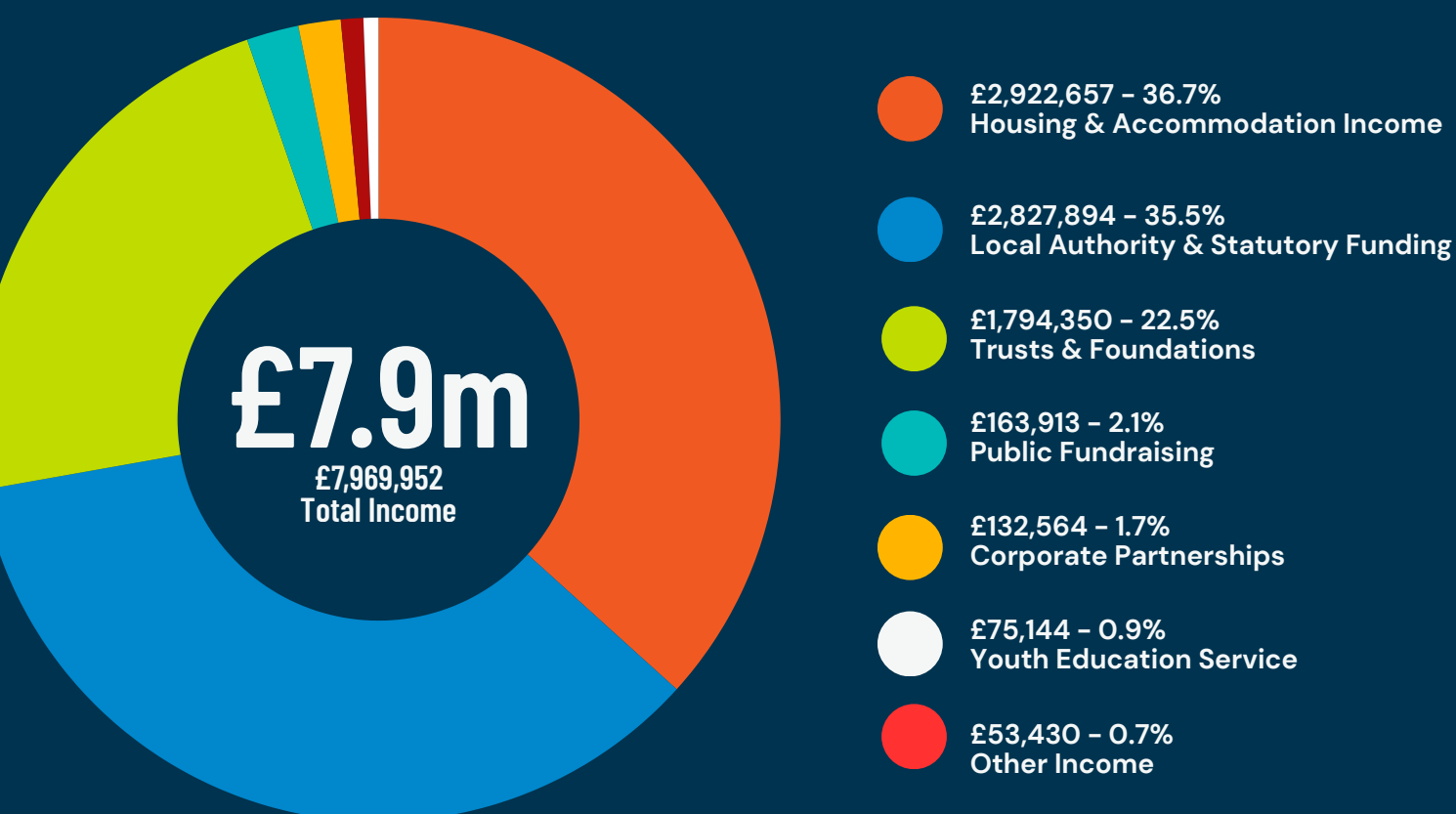


FINANCIAL REVIEW

During 2025/26, 1625 remained financially stable while continuing to invest in strategic priorities and frontline services. We reported a modest deficit of £30,700 on turnover of £7.97 million. This reflected the planned use of £114,000 of reserves to support the Kingsley Hall decant (£43.7k), heritage development (£8.1k) and essential services affected by funding reductions (£62.2k). Without these strategic investments, the year would have ended in surplus.

Significant funding has now been secured for the Kingsley Hall redevelopment, strengthening our long-term financial sustainability and enabling us to invest in facilities that will support young people and colleagues for years to come. Unrestricted reserves remained above target at year-end, alongside £105,314 of restricted reserves.

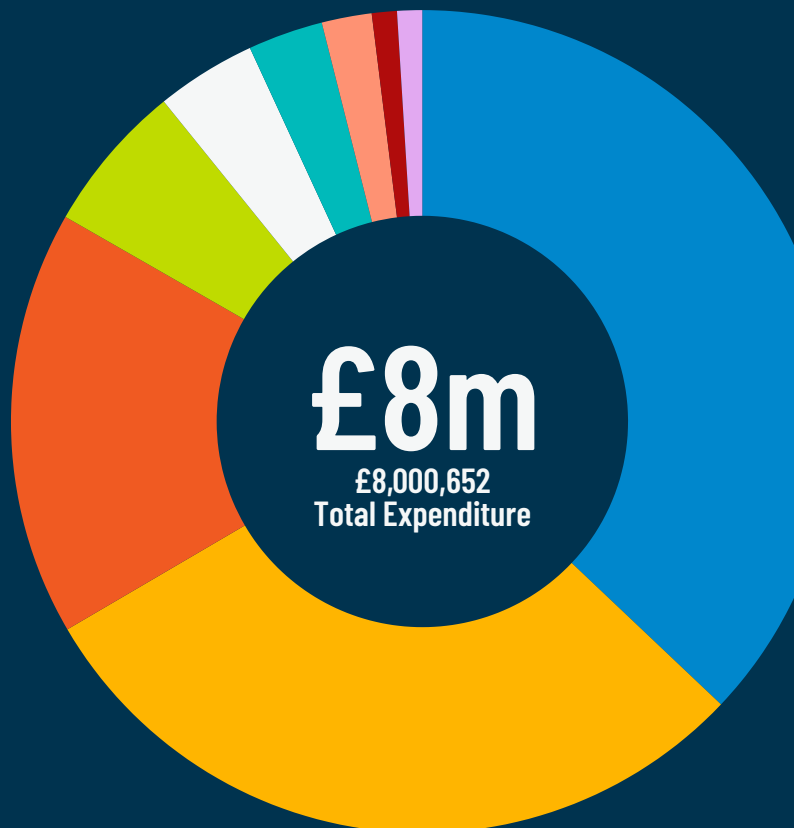
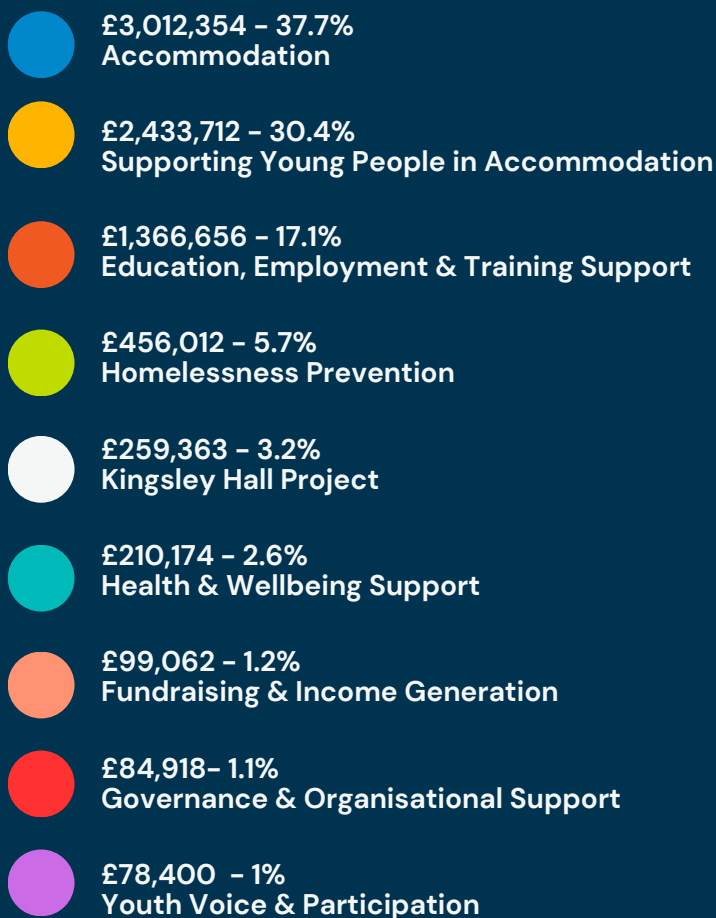
Income



Looking ahead, delivering the Kingsley Hall redevelopment remains a major priority. The project will strengthen long-term sustainability, reduce property-related risks and create greatly improved facilities for young people, colleagues and the community. We will continue to manage our reserves carefully, grow income through fundraising and partnerships, and maintain high-quality services in a challenging funding environment.

With strong reserves and significant secured investment, 1625 is well positioned to remain financially resilient while continuing to invest in our vital work with young people.

Expenditure



THANK YOU

This year, our supporters showed remarkable commitment to young people. Sleep Out participants braved torrential rain and raised £44,000, while a team of determined fundraisers, including our CEO Dom, climbed Mount Kilimanjaro and raised nearly £60,000. At Christmas, businesses, community groups and individuals donated more than 600 gifts, helping young people feel included and valued.

Young people's voices also reached new audiences this year. Our team of Media Reps shared their experiences safely and confidently, including through national coverage involving Greg James and Comic Relief. Being featured on such a prominent platform helped bring attention to youth homelessness and introduce our work to new audiences across the country.

We are grateful to the many people and organisations who supported our work through fundraising, volunteering, pro bono expertise, employment opportunities and generous donations. Their support has helped us create opportunities for young people, strengthen our services and continue our work throughout the year.

Thank you to every funder, donor, partner, volunteer, colleague and Trustee who contributed to our work this year. There are simply too many of you to mention, but each contribution has been vital in enabling us to continue supporting and creating opportunities for young people.

Most importantly, thank you to the young people we work with for trusting us, challenging us and helping shape what we do.

We enter the year ahead with ambition, determination and hope. With the continued support of our community, we can reach more young people, create more opportunities for them and ensure they receive the support they need. Whether you donate, fundraise, volunteer, partner with us or share our work, you can help us keep young people safe today and empower them for tomorrow.

Thank you.



We supported

1,982

young
people in 2025/26

**Keeping Young People safe today,
empowering them for tomorrow.**



**1625 Independent
People**



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