

ALFORD HOUSE CLUB

promoting the wellbeing, training and recreation of young people

Annual Review

2019 - 2020

Founded:

by Frank Briant in 1884

ALFORD HOUSE CLUB

Alford House Club is a club for young people aged eight to twenty-two. The objects of the club, are “to promote the mental, moral, physical and spiritual well being of, and to provide facilities for mental, moral, spiritual and physical training and recreation..... particularly for those between fifteen and twenty years of age no longer in full-time attendance at school”.

Premises: Alford House, Aveline Street, Kennington, London SE11 5DQ

Tel: 020 7735 1519

Website: www.alfordhouse.org.uk

Auditors: Wilkins Kennedy, Anglo House, Bell Lane Office Village,
Amersham, Buckinghamshire HP6 6FA

Bankers: Lloyds Bank plc, Victoria House, Southampton Row, London
WC1B 5HR

COIF Charity Funds, St. Alphage House, 2 Fore Street, London
EC2Y 5AQ

Solicitors: W Legal Limited, 47 Red Lion Street, London WC1R 4PF

Registered Charity Number: 1123902

Registered Company Number: 6521183

Governors:

N. Baker	
A. Behrens	
P.S. Bickerdike	
B. Carter-White	
G.F. Chase	(to 08/10/19)
N. Cheeseman	(to 05/05/20)
T. de Vere Green	Honorary Treasurer
R.M. Harley	(to 29/07/19)
C. Lloyd	
W. Maunder-Taylor	
N. Priestnall	Chair of Governors
A. Rennie	(from 04/02/20)
T. Roe	(from 04/02/20)
J. Sanchez	
M. Shaw	
A.W. Welch	(to 14/04/20)
J.R. Wells	
P.M. Woodroffe	

Clerk to the Governors: J. Orloff

Staff of Alford House:

Tim Saunders	Club Manager
Sue Proctor-Watson	Finance Administrator
Patrick Davis	Targeted Youth Support Worker
Safiya Bashir	Part-Time Youth Worker
Lisa Cole	Part-Time Youth Worker
Clive Graham	Part-Time Youth Worker
Shaval Heaven	Part-Time Youth Worker
Kathryn Saunders	Part-Time Youth Worker
Nicky Thomas	Part-Time Youth Worker
Dennis Lee	Part-Time Youth Worker
Pam Buttery	Housekeeper
Tina Kerner	Housekeeper
Byron Bond	Volunteer
Chris Brown	Volunteer
Sophie Amaro	Volunteer
Mercedes Harrison	Volunteer
Calvin Jackson	Volunteer
Lawrence Lewis-Ackah	Volunteer
Eric Pritchard	Volunteer
Patrick Robinson	Volunteer
Shanelle Webb	Volunteer

Governance

It is with great sadness we report that long servicing Trustee and supporter, Andrew Welch, passed away in April 2020. Andrew came to Alford House in 1984 through one of the regular visits from Mill Hill School that took place at the time. After his first visit, Andrew expressed his interest in becoming involved with the Club and subsequently became a volunteer on our busy Friday nights for several years. Andrew went on to become a Governor in 1988. We have sent our sincere condolences to Andrew's family, wife Jo and daughters Rosie, Amy and Eliza. We are truly grateful that Rosie has expressed a desire to support the Club in the future.

There were a number of changes to the Trustees during the course of the year. We would like to thank all those stepping down, Graham Chase, Robert Harley and Nicholas Cheeseman, for their many years of service to Alford House. Their knowledge and expertise has proved invaluable and they leave with our gratitude and best wishes.

At the Trustees meeting of 8th October 2019, Nick Priestnall was formerly elected Chair of the Trustees. Nick has taken over from Nigel Baker, who we are pleased to say remains on the Board. Nigel has already served 42 years as a trustee, 29 of them as Chair. We are extremely grateful for his tireless work as Chair and continued support into the future.

Both the Estates and Development Committee and the Finance and General Purposes Committee have been very busy during the course of the year. The Estates and Development Committee has been rethinking our approach to the premises. The Finance and General Purposes Committee has been busy considering the resources needed not only to achieve the objectives of the development but also to secure our income in the years ahead through fundraising and commercial revenue generation.

Staff

The core salaried staff remains stable and we believe this is a key factor in building lasting and trusting relationships with young people in the local community.

The number of volunteers has increased as we welcomed back Sophie and Mercedes to help with our Girls and Young Women's evening. Both are ex-members and follow in the long tradition of ex-members joining the staff team. Currently four members of staff are ex-members, 3 volunteers and one Trustee.

We were joined by more volunteers to work specifically with our Targeted Youth Support workers in schools. You can read more about their important contributions in the General Review.

KEY FACTS 2019 – 2020

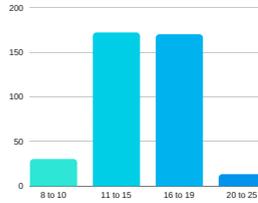
389 YOUNG PEOPLE



122
Females Reached
(Target 100)

267
Males Reached
(Target 100)

AGE DISTRIBUTION



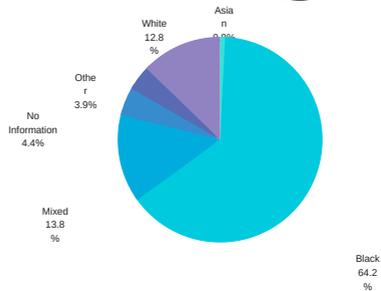
3,273 ATTENDANCES



SESSIONS **488**



ETHNICITY



108 TIME

Attended 10 times or more



General Review

It would be easy to start this report detailing the impact of the Coronavirus on the activities of the Club, but as the impact came towards the end of the reporting year, we leave this to the end of the report.

It has been another satisfactory year for the Club, although it has been a transitioning one, as it is every few years as older members move on to college and further education and we begin again attracting younger members. Staff should be congratulated on their tireless efforts to build positive relationships across the membership, particularly with new members.

Membership reached 389 over the year. This represents a decrease on the exceptional high of the previous year but remains well above our target of 200. We are delighted that our reach remained strong despite the drop on the previous year.

Most of our members fall into the 11 to 19 years age group where the majority of our activities and resources are directed. The data collected shows that contact hours to those aged 16 to 19 are slightly more, 4476, than those aged 11 to 15, 4082.

This year (although this is not always the case) attendance reflected the drop in membership and the moving on by older members.

Female membership maintained the gains made the previous year, making up 31% of the total membership. Female attendance held up better than male attendance and accounted for 34% of the total attendance. Up from 31% the previous year.

Monitoring continues to demonstrate that membership of the Club broadly reflects the ethnic diversity of the local 10 to 19 years population.

Using the official measure of

“Alford Feels like a second home to me. There are never any dull moments. Not only is it a lively place to be at, they have friendly staff that are here for you if you are going through any sort of problems.

relative deprivation for small areas in England, the Index of Multiple Deprivation (IMD) demonstrates that 45% of members live in the 20% most deprived localities in England and a further 36% live in the next band of 20% to 30%. Only 2% of members live above the 50% + bands of IMD.



Our Open (universal) Access sessions have delivered a wide variety of activities for young people on a weekly basis. This included football, unihoc (a form of indoor hockey), cricket, badminton, snooker, art, music production, table tennis, dance and health and fitness training.

Roller-Skating continued its welcome return after several years' absence, after we resolved on-going insurance issues. It has become a very popular activity with younger members. As the number of young people attending the session increased, we extended the session to include further activity after the roller-skating session.

Our health and fitness activity has been operating for nine years now and has engaged hundreds of young people. Three times a week we hold afternoon/early evening sessions, and these are popular with pupils after school. Over the course of the year, we delivered 356 hours of health and fitness training during the afternoon and 146 young people took part in these sessions. In addition, we are finding that these sessions widen the reach of the Club beyond the local area. While young people (perhaps on advice from their parents) may not be willing to travel a mile or more in the evening to attend the youth club, they are happy to attend after school and then travel home.

Through this activity young people:

- Improve cardiovascular health
- Maintain a healthy weight
- Improve bone health

Our Monday night workshop evening continued to offer health

and fitness training, music production, and an intergenerational circuit training class. We have found that the structure of the workshop night helps young people to pursue an activity with more purpose and with less distraction than they would otherwise find on multi activity youth club evenings. This has its own benefits in that it enables young people to develop their skills quicker and to a higher level.

Whilst a number of activities are available on Friday evenings, we have found that this year there has been a strong social element to the evening. It is the end of the week and young people have been keen to socialise, listen to music and take things far more informally. It has been a good opportunity for staff to get alongside young people and discuss any issues and if common themes arise we can move to quieter areas of the club and work in groups to address these over a period of time.

Our girls night, which has been a factor in increasing female participation, has had a solid attendance over the year. It is very much a self-determining evening whereby members and staff co-produce the coming term's activity. This can range from a treasure hunt for the younger members (but the older ones join in), to film nights and health and fitness sessions. They also planned and took part in a weekend away at London Youth's residential centre in the Ashdown Forest for a weekend of outdoor pursuits.

There is a growing body of evidence linking school exclusion with mental health disorder and youth violence.

Over the past few years Alford House has been developing a programme that aims to prevent exclusions from school and maintain student's educational status in order to achieve their academic and employment potential.

Funding has enabled us to employ staff to work in both schools and the youth club.

Using a strengths-based approach, our

“ It has opened my mind and helped me to think in different ways, and I feel I have gained someone I can talk to that actually cares

staff work with young people to address the issues that can affect their motivation and behaviour. We explore challenging topics and provoke critical thought on themes that are creating barriers to young people's lives such as hyper-masculinity, consent and violence.



We have been able to support and co-ordinate Guest Speakers to deliver sessions to young people in school. We have drawn together an impressive list of volunteers, professionals all of whom have the same life experience as the young people we are working with. So far, we have gathered together a Police Officer, a Stockbroker, a Magistrate, an Actor and a Chartered Surveyor.

Our volunteer Guest Speakers are beginning to want to get more involved. One has gone back to his company to get other colleagues involved with the aim of offering monthly workshops that would include careers advice, mentoring, topics of issue and tips for interviews. He also wants to arrange for students to visit some of their work places so that they can experience different working environments.

After one of the volunteers delivered a session with us, two students decided to explore setting up their own business. He offered mentorship for their business endeavours.

We hope to build on this and are currently trying to get every one of these volunteers to meet at Alford House once reopening takes place.

As well as using this programme in schools we are using the programme in the youth club for those we feel will benefit most. Staff that work in the schools work alongside staff running activities, particularly our music and fitness studios, as a way to

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"I feel a lot of confidence when I do things, even when I'm out of the session. I think it improved my way of speaking to people because I didn't know Patrick at first and he is like an older brother and my leader".

work with young people on these topics.

None of the 60 young people given targeted support in school or in the youth club since September 2019 has been permanently excluded. Eleven young people have received some temporary exclusions but remain in school. One young person received a managed move, but we have been asked to continue supporting this young person.

We have collected data from 10 young people given targeted support at the youth club and from 23 young people supported in school using the Life Effectiveness Questionnaire, or LEQ. Developed by James Neill, LEQ is a simple to use, psychometrically valid tool that explores different areas of young people's life skills development by asking young people to rate specific statements.

The LEQ scores pointed to positive effects for most young people. When it comes to particular life skills, improvements in self confidence are most marked, followed by (for many) improved emotional control. The scores also evidence a strong change in the young people's willingness to get actively involved in things (active initiative), in their feelings of confidence in social situations (social competence) and in their time management.

Young people's comments and stories about the programme over the past 6 months also point to the difference the programme is making. Comments point to the important role in this of having someone (a youth worker) to talk to who you trust, who cares about you and who you feel you can depend on.

After receiving additional funding, we partnered with the Resilience Foundry to deliver a multi activity programme called Stronger Minds to teach evidence-based theories of Mental Health Resilience to Young People.

The aim of teaching these theories and ideas was to explore what

“ I think this has helped my behaviour and is slowly taking the light bulb off my head.

enables some people to recover from traumatic events and/or neglectful, abusive childhoods, while others succumb to poor mental and physical health.

We wanted to communicate these theories and ideas to adults and young people working and/or living in communities where they were experiencing social and economic deprivation.

We used recording studio and gym activities to build participation and trained young people as peer facilitators to communicate the theories and the Stronger Minds activities to each other and to practitioners working with young people in the wider community.

Young people were supported to develop their knowledge and skills around Leadership, Critical Thinking and Peer Facilitation. We also trained them in the 5 Themes of Mental Health Resilience focussing on their understanding of themselves and their peers and adapting the activities in the Stronger Minds Programme to be accessible to boys and young men.

We recorded podcasts to communicate young people's ideas and experiences through sound, using a medium that has previously been exploited to disseminate hatred and extremism.

Podcasts explored:

- Religious faith - how it can be harnessed by anyone for their own benefit; articulating emotion rather than enacting it.
- Violence - in a culture where young men are exposed to dangerous situations, which can arise out of everyday irritations and conflicts and be blown out of proportion by social media, teaching young men to experience their emotions without being compelled to act and learning that self-containment is of greater value than having a reputation for violence was an

“ My experience at Alford has been the best and it has taught me to manage my time and temper.



aspect of the work that we found we revisited with each group.

- Forgiveness - presented in the programme as an option which has both pros and cons. It is described as a destination that we decide to head towards, rather than as a single choice we take, and that it is something we choose for ourselves not something we do for the other person. It does not require us to accept that the bad thing that happened was OK.



The project also created new materials in co-production groups with the boys and young men, particularly around critical thinking using themes of: How do you know what you know is true?, Conspiracy Theories, Lyrics and Rhymes, Manipulation and The Public Health Approach to Youth Violence.

The Club has continued to be part of Brooks Condom Distribution Scheme.

We continue to lead the Young Futures Alliance. A consortium made up of Lollard Street Adventure Playground, Oasis Venture Play, Sports City, Triangle Adventure Playground and ourselves, to deliver services to young people in north Lambeth.

The Club continues to hold London Youth's Silver Quality Mark for the second time. Accredited by City and Guilds, the scheme aims to ensure that organisations provide the highest standards of service and activities that are needed and wanted by young people.

We are grateful to all those who fund our work with young people, both past and present and, over the past year we are grateful to Lambeth Council, the Lottery Community Fund, Jack Petchy Foundation, Beatrice Laing Trust, Old Millhillians, Britain Stronger and Better Together, Young Lambeth Co-operative and the Woodroffe Benton Foundation. We are also grateful to Vauxhall One for their contribution of 50% of the costs to decorating the outside of the Club building and to Oliver Bonas for the gift of furniture to the Music Studio and meeting rooms.

Financial Review

This year's unrestricted funds had a deficit of £320 (2019: surplus of £6,675) which led to a decrease in reserves generated from unrestricted activities to £296,189 (2019: £296,509) excluding the value of the Club's freehold premises. The budget for the year was for a deficit of £20,000 and so the actual performance was better than expected due to increased grants and lettings holding up well over the year.

Plans for the Future

The Estates & Development Committee is leading the work on a revised strategy which has been approved by the Governors to refurbish the existing Club building and secure a sustainable future income. The proposal differs fundamentally from the approach with NHHG in that it ensures that the Club remains in control of the whole project. In February 2020 the Finance Committee approved expenditure of up to £75,000 on fees to progress the design and planning process.

The Trustees have reviewed the Club's financial budget for the coming year. The budget forecasts a large deficit over the coming financial year as expenditure has been increased to pay for new redevelopment plans and internal works that aim to greatly enhance the Club's facilities and ability to deliver its services and will also facilitate an increase in income generation in the future.

Consideration must now be given to the impact of the Coronavirus. Income losses from the cancellation of theatrical lettings will be over £60,000 to September 2020 and there is the strong possibility that these losses will continue further into the year. Some of this will be offset some by reduced maintenance and premises costs and through the Government's jobs retention scheme.

As we head into the new financial year, the confines of a pandemic have led all the youth work sector to reassess our service to young people. Alford House took activity online to provide space to break young people's isolation, continue to build relationships and offer support. We were in regular telephone contact with young people who we feel are vulnerable. Our fitness instructor gathered small groups of young people for online fitness training and he carries out one to one training sessions for those with special needs.

Our support to schools had a few hurdles early on. Not only did we move into the Easter Break which slowed us down, but in order not to break GDPR we have had to contact each school who in turn needed to contact families and young people to get permission to pass on contact details to us to start work with them again. This finally happened and both workers started work with students during the lockdown.

**STATEMENT
OF FINANCIAL
ACTIVITIES**for year ending
31 March 2020

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
Income					
Donations and legacies	6,542	-	-	6,542	7,820
Charitable activities	265	265	19,030	19,560	39,056
Investment Income	92,402	-	-	92,402	107,273
Grant income	-	-	98,316	98,316	61,117
Other income	2,179	-	-	2,179	500
Total Income	101,388	265	117,346	218,999	215,766
Expenditure					
Charitable Activities	101,708	-	116,623	218,331	197,343
Total Expenditure	101,708	-	116,623	218,331	197,343
Net income/(expenditure) before transfers	(320)	265	723	668	18,423
Transfers between funds	-	-	-	-	-
Net income/(expenditure)	(320)	265	723	668	18,423
Net movement in funds	(320)	265	723	668	18,423
Total Funds brought forward at 1 April 2019	2,473,887	20,940	37,000	2,531,827	2,513,404
Total Funds carried forward at 31 March 2020	2,473,567	21,205	37,723	2,532,495	2,531,827

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All of the above results are derived from continuing activities. All gains and losses recognised in the year are included.

BALANCE SHEET as at 31 March 2020

	2020		2019	
	£	£	£	£
Fixed assets				
Tangible assets		2,177,378		2,177,378
Current assets				
Debtors	13,489		12,331	
Cash at bank and in hand	356,345		361,076	
	<u>369,834</u>		<u>373,407</u>	
Creditors: amounts falling due within one year	(14,717)		(18,958)	
	<u></u>		<u></u>	
Net current assets		355,117		354,449
		<u>2,532,495</u>		<u>2,531,827</u>
Total assets		<u>2,532,495</u>		<u>2,531,827</u>
Funds				
Restricted funds:				
Unexpended funds for specific purposes		37,723		37,000
Unrestricted Funds:				
Designated funds				
Members Fund		11,007		10,742
Redevelopment reserve		10,198		10,198
General Funds:				
Balance on income account		2,473,567		2,473,887
		<u>2,532,495</u>		<u>2,531,827</u>

These summarised financial statements contain a Balance Sheet and a Statement of Financial Activities, and are extracted from Alford House's full audited financial statements for the year ended 31st March 2020 on which the auditors, Wilkins Kennedy, gave an unqualified report. The full financial statements were approved by the Board of Governors on 30th June 2020 and will be filed with the Charity Commission. These summarised accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the charity. For further information, the full annual accounts, the auditors' report on those accounts and the governors annual report should be consulted, copies of which can be obtained from Alford House, Aveline Street, London SE11 5DQ.



Woodroffe Benton
FOUNDATION



Mill Hill School Foundation



www.jackpetheyfoundation.org.uk

Beatrice Laing Trust



Lambeth



OLIVER BONAS

The Michael Bishop Foundation

