



YMCA

Here for young people
Here for communities
Here for you

Annual Report 2021-22

YMCA ROBIN HOOD GROUP



Welcome

Hello and welcome to our annual report for 2021-22. We're focusing on our key service areas to communicate all that's been achieved by our wonderful staff and volunteers.

Some young people have complex needs and draw from a number of our services, including family and youth work, training and education, housing, support and advice, and health and wellbeing. We have shared their stories to bring to life the help and support we offer, and to show how even vulnerable young people facing a host of difficulties can rise above their circumstances and choose their own path.

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Message from the Chair of Trustees



Michael McKeever
Chair of Trustees

I couldn't be more proud of the way we have pulled together to continue to provide crucial services to those who need them.

The YMCA was not alone in facing some tough challenges this year, including the tail-end and aftermath of the Covid19 lockdown. Numbers of volunteers dropped off, venues sat unused, and many vulnerable young people sank into social isolation, viewing the world through the distorted lens of social media.

In light of these challenges, I couldn't be more proud of the way we have pulled together to continue to provide crucial services to those who need them. Where possible, we moved educational and supportive services online, and reinvented or enhanced what we offer to reach more young and vulnerable people. Since the end of lockdown, we've been doing more than ever to serve the wider community. We've upskilled our staff, invested in facilities, and reached out to people yet to emerge from isolation to include them in face-to-face events.

We believe in empowering young people to discover who they are and what they can become. To this end we've provided training, mentoring, social interaction, and experiential learning, along with other, direct forms of support such as housing. I've been particularly excited to see the development and grand opening of the YMCA Community and Activity Village in Newark, which provides so many vital touchpoints to support positive youth development through a single venue. The much-anticipated nursery is complete, replete with tactile, sensory toys, messy play areas, flower and vegetable planters, and cosy corners for naps. The climbing centre is huge and usually gets a gasp from first-time viewers. The facilities are continually being developed as more services open up, creating the community hub we've been working towards for years.

Well done and thank you to all our dedicated staff and volunteers for helping us stay on track and dream big. The future is full of possibilities we are determined to grasp.

Kindest Regards,
Michael

A handwritten signature in blue ink that reads "Michael".

A background image showing a group of children holding hands in a circle, with a teal overlay. The image is partially obscured by the text on the right.

Our vision for the YMCA Robin Hood Group is of an inclusive movement that transforms communities. We are here for young people, here for communities, and here for you.

Our year in numbers

101

Young people benefitting
from outdoor education
programmes



1,235

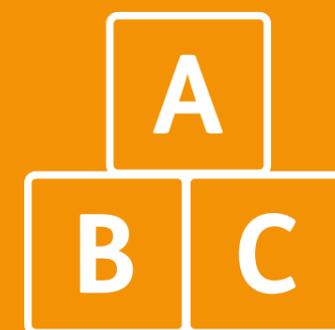
Residents in supported housing

130

Adventure Guides
members

25,260

Single childcare sessions booked



11,159

YMCA Village facility bookings



513

Gym members
(Nottingham)

17

Young people supported
through residential care

105

Day camp scholarship
places awarded

25

Y's Girls
supported

31

Y's Girls
volunteers

150

Families supported with
childcare (every week)

Children, Youth & Families

- Childcare
- Camp Williams
- Outdoor Education
- Adventure Guides
- YMCA Creative

Our family and youth work programmes cast a broad net, providing support for young people and families in the community, delivering childcare, day care, after-school activities, holiday camps, and year-round programmes to help families thrive.

For some families it's childcare that makes the difference, enabling parents to go to work, safe in the knowledge their children are being cared for. The demands of modern life and the high cost of living is such that our not-for-profit services are a real lifeline for struggling families.

Our after-school care, breakfast programme, and holiday clubs enable parents to breathe easier and keep things together for their children.

It doesn't stop at keeping children occupied! Our school holiday YMCA day camps at Camp Williams don't just keep children and young people busy – they give them the chance to learn all manner of useful life skills and chalk up achievements they can be proud of. Our monthly Adventure Guides events engaged 130 family members throughout the year, and our growing YMCA Outdoor Education programmes have greatly contributed to the wellbeing of homeless young people, young people at risk of exclusion, and adults with disabilities.

We give people the chance to belong in their communities.

YMCA's many family and youth work services are here to serve families and by doing so, the wider community. Through these services, we give young people the chance to belong in their communities, contribute to the activities they take part in, and thrive as individuals as well as together.

YMCA Childcare

Childcare Service programming has been reviewed and a full redesign is underway. The new programme will include enhanced choices for children, offering a greater range of sporting, creative, experiential, and outdoor sessions. Local businesses and volunteers will engage with the participating children, helping them explore and work towards the possibilities of careers they could access when they get older.

Welfare & quality assurance

There have been multiple internal safeguarding and welfare and quality assurance checks across all breakfast and after-school clubs. Key growth is expected in this service area during 2022-23 with more breakfast and after school programmes going live. Attendance at all sites continues to increase.

Staff training

Training has been delivered to all members of the team in May 2021, including statutory guidance, Early Years Foundation Stage areas of learning, key person, development matters and intent, implementation and impact, and characteristics of effective learning.

Forging strong relationships

Staff's genuine interest in children is evident. All staff members know the children well and forge strong bonds with them, giving each child a sense of belonging and a feeling of being valued.



25,260

Single childcare sessions booked

150

Children engaged every week

360

Wollaton Holiday Club weeks booked



Camp Williams

For many young people, Camp Williams is the highlight of their year, especially if booked in for a full week. Our Adventure, Explorer and Discovery Group regulars are always excited to take part in the skills clinics, which range from cookery to game design, and include fun, physical activities such as basketball and archery.

In 2021, Camp Williams had Mock Ofsted Inspections which identified improvement points to build greater Early Years Foundation Stage (EYFS) knowledge across the team. We've seized this opportunity to grow and delivered training for the team that includes seven areas of learning, key person support, and safeguarding procedures. In 2022-23, Camp Williams will be on the receiving end of new site branding, including flags, banners, and uniform.

105 scholarship places

916 full week bookings

9.5 / 10



average customer feedback

YMCA CAMP WILLIAMS

Ben's story

Ben Maddox started attending Camp Williams when he was five, almost six years ago. He threw himself into it every year, loving all the staff and activities, and was particularly excited when it was time to move up from the younger group into the Discovery Group, which gave him the chance to take part in all kinds of activities in the skills clinics. His favourite clinics have been video game design and skateboarding, but he has also had great fun cooking, making volcanoes, creating string and clay masterpieces, film-making and photography, playing basketball, doing archery, and climbing.

Ben has decided he wants to be a game designer and YouTuber when he grows up, so his film, photography and game design clinics will come in handy in the future.

Camp Williams has given Ben such a boost to his confidence. He recently went on a Cubs camping trip with around 20 other Cubs and 30 Guides, and after all his experience of Campfire Fridays, was bold enough to teach the other kids a new campfire song and sing it on a stage in front of them. His mum, Louise, doesn't think Ben would have wanted to join Cubs at all had it not been for Camp Williams.

I just want to say a massive thank you to all the amazing staff. I can't imagine sending Ben anywhere else now – it's YMCA all the way!

Louise, Ben's mum





Adventure Guides

Adventure Guides is a programme that enables families to spend quality time together through outdoor exploration and adventure. Encouraged by the Adventure Guides team, families organise monthly expeditions and enjoy camping weekends over the summer.

Taking part in Adventure Guides means belonging to a community. Along with spending time together as a family, parents can meet with other parents and children make friends with others from outside school. The real impact of the programme is how it empowers families to build supportive networks of friends.



130 

Adventure Guide members

30
families

12
events delivered

Outdoor Education

During 2021/22, our outdoor education service delivered on seven main projects and was integral in the development of the climbing centre in Newark, which is set to be a regional centre of excellence.

The climbing centre will lead to the recruitment of a manager and numerous instructor staff, with the intention of creating a whole new climbing community in Newark and Sherwood.



101 
young people engaged

105
sessions delivered

8
partners engaged



Access to Nature

Outdoor Education has delivered development programmes throughout the year to homeless young people, young people at risk of exclusion, and adults with disabilities.

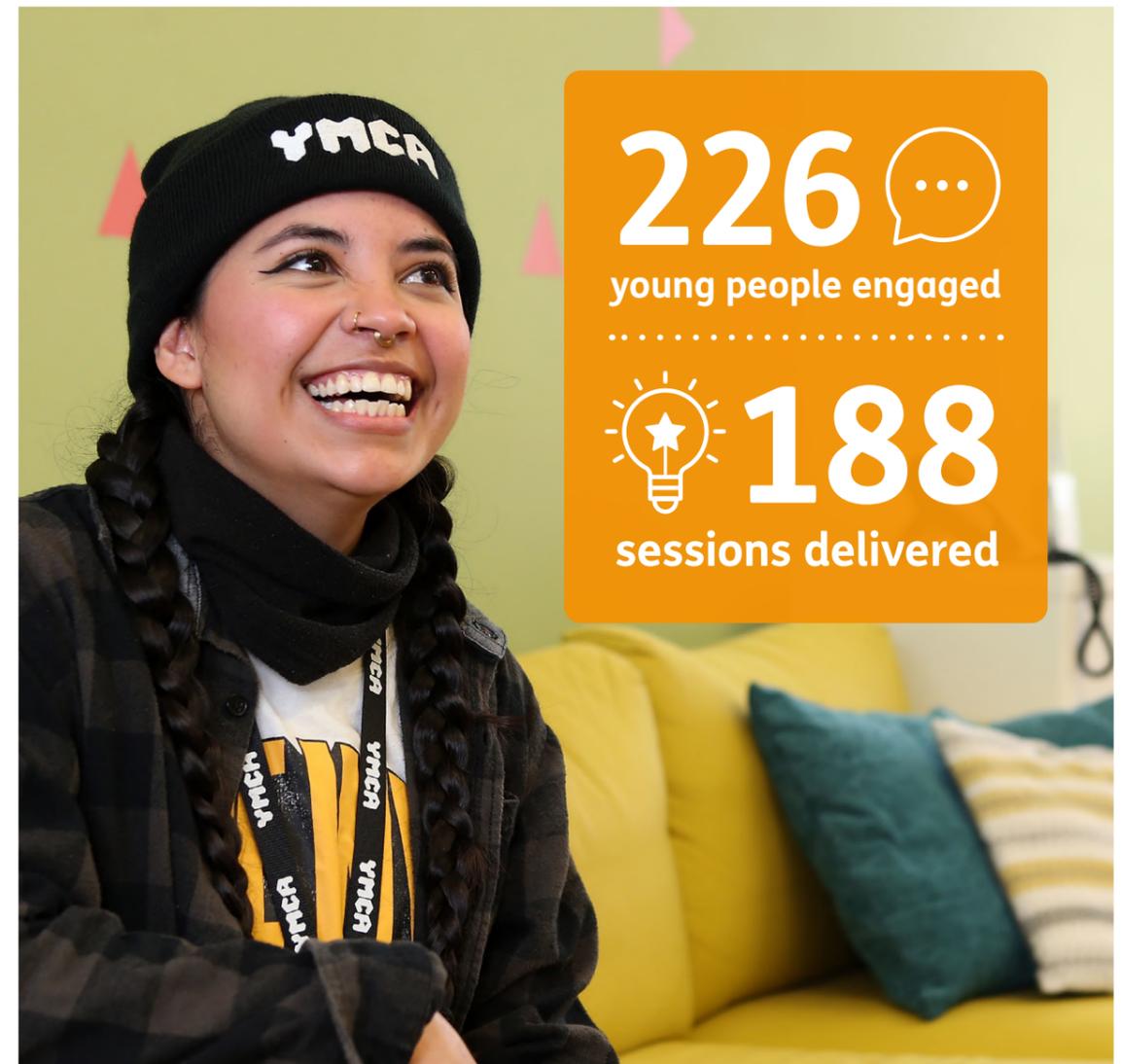
This is a growing service, with our new Access to Nature programme employing three new members of staff and beginning delivery in schools across Nottinghamshire.

YMCA Creative

This past year, YMCA Creative launched a new Creative Academy pilot programme which has been designed to engage young people in performing arts activities after-school and during school holidays. We plan to harness the feedback of stakeholders to grow this programme across Nottinghamshire.

The programme will be supported by scholarship funding from a plethora of trust funds and donations. With the Children in Need Funding coming to an end in 2022, the exploration of exiting NGY Youth Centre as a central base is underway and moving instead towards creative youth activities engaging many more young people in different locations across Nottinghamshire.

We are dedicated to creating safe learning environments and life opportunities in which young people can belong, contribute, and thrive.





Training & Education

- Training and Apprenticeships

Training and education is the beating heart of what it means to give young people the chance to discover who they are and what they can achieve.

We work with young people, but also with families, teachers, local authorities, other service providers, potential employers, business partners, and neighbours, connecting people who have much to offer each other. This is how a community works, and we strive to help individuals find their place and realise their potential within it. We are committed to helping young people gain qualifications, skills, and employment, enabling them to contribute to their community.

“ This is how a community works, and we strive to help individuals find their place and realise their potential...”

Our newly built YMCA Community and Activity Village in Newark is going to be a hub of training and educational activity. We intend to use our multi-purpose classrooms, art studio, and music and digital learning spaces to support 1,200 learners by 2025, equipping people of all ages (and particularly young people) with the skills and knowledge they need to make informed career choices and access jobs. By 2025 we will have 38 apprentices at the Village, training in roles and disciplines such as childcare, sport and leisure, hospitality, catering, finance, IT, HR, business management and marketing.

Educational support for our housing residents

We provide educational courses that enable our residents to learn important life skills and develop themselves. Our YMCA Mansfield apprenticeship programme continues to serve as a crucial stepping stone for young people to acquire qualifications and experience, leading to direct employment. Our residents have taken advantage of our first aid courses, using the knowledge they gained in real life situations to help others in a crisis.



Our partnership with Refugee Roots



Through our partnership with Refugee Roots, residents who speak little or no English have attended ESOL (English for Speakers of Other Languages) classes to overcome the language barrier and more fully integrate into their wider community. We celebrate every achievement, from the tiniest steps to giant leaps!

Housing

- Supported Housing
- Children’s Residential Care

Last year we supported 1,235 residents across Nottingham, Mansfield, Worksop, and Goole, with a 62% positive move-on rate. As our programmes and partnerships continue and expand, we see people find their own voice, seize the development opportunities offered, and gain a sense of belonging.

Homes for children remain a much needed resource for local authorities and, as a not for profit organisation we do not have shareholders to consider, but rather we put the children at the forefront of all we do.

“ A special focus on young people, to give them a fresh start in life.

The purpose of our residential care homes is to provide a home and personalised support services for those who need it, with a special focus on young people, to give them a fresh start in life.

We currently support 17 children in six residential homes, with another two homes scheduled to become operational by the end of 2022.

Supported Housing

Technological advancements

Given the scale of the challenge, it has proven difficult in the past to keep track of all those we help, but thanks to funding for our systems and technology, we have been able to digitise and track our housing-related data.

Staff have been provided with a tablet, which they use to keep us up to date on outcome stars, property inspections, and incidents and safeguarding reports. We use this data to track trends, and be laser-focussed on areas of need that become apparent.

New contract award

In April 2022 a new funded contract went live to provide 13 beds for unaccompanied asylum-seeking children leaving care. This supported accommodation provides a home and help for asylum seekers aged between 16 and 25 – provision which has been extended until the 31st March 2024.

Building Better Opportunities

Our Building Better Opportunities (BBO) programme (funded by The Lottery Community Fund and European Structural and Investment Funds) remained a crucial support for participants during the third national lockdown in 2021. Our programme navigators continued to support existing participants remotely, and our social workers continued to help those for whom no formal support was in place. We were able to purchase mobile phones and laptops to reduce the impacts of digital exclusion, enabling participants to access support services that had moved to an online platform. Having this equipment also ensured service users were able to access work, education, and training, helping them move closer into the labour market.

After March 2021, when lockdown ended, we were able to resume face to face support, ensuring those who wanted to receive their coronavirus vaccines. Over the last year, BBO supported a further 59 residents alongside YMCA’s two lead partners – Framework and Nottingham’s St Ann’s Advice Centre.



YMCA CHILDREN'S RESIDENTIAL CARE

Simon's story

Before Simon came to live in YMCA's Children's Residential Care Homes, he was involved with drugs, alcohol, fighting, and going missing. With a background of suspected abuse and neglect, he was first placed into care at 13, moving around the system before finally being welcomed into one of the YMCA's homes in May 2020 – a day that would change his life forever.

Simon's most prized possessions included his snakes and gecko, which he enthusiastically showed the staff. During the pandemic, Simon got creative in the home, experimenting with baking, water beads, making lavender rice, gardening, and playing football. When restrictions lifted, he began to enjoy go-karting, using the YMCA Gym, and making frequent visits to the pet shop.

Although Simon was able to make friends at school, a challenge arose that led to his expulsion. This was a difficult time for Simon, but the strong relationships he'd built with YMCA staff equipped him to be honest about his feelings and struggles. A proud moment for Simon was when he completed his first online certified course in Reptile Care, resulting in his first ever college interview.

Simon's YMCA Home Manager explained: "Simon has a very caring nature and it is heart-warming to see him showing staff what he is working on. He often says: "See – I can do it!"

During his time living at YMCA, Simon has developed greater independence and the ability to regulate his emotions, learning key life skills such as opening a bank account, understanding how to budget, giving clear directions, cooking (which he loves), and food hygiene, all of which have boosted his self-esteem.

Simon has a very caring nature and it is heartwarming to see him showing staff what he is working on.

Simon's goal is to move to semi-independent living, and staff are helping him prepare for the next steps, celebrating every positive attainment.

"We are so proud of Simon's fantastic life achievements and journey since joining our charity, and we hope to continue seeing him grow as a confident young person who is able to be empowered and comfortable with who he is."

See, I can do it."

Children's Residential Care

- The service has grown to six operational homes, with two further homes scheduled to be operational by the end of 2022.
- White City (which opened in April 2021) and Brooklands achieved Good in all areas in their first Ofsted inspections. Maythorn also received Good in all areas
- Therapeutic and trauma training is underway to deepen the support we offer to vulnerable young people.

The Poppies, Newark opened in January!

Thanks to the hard work of our dedicated staff, The Poppies received a Good overall grading during its recent Ofsted inspection and an Outstanding in leadership and management.

6 Residential care homes

17 Young people supported

Christmas Appeal

Working in Partnership with the Malt Cross, we ensured all our residents were able to enjoy a fantastic Christmas meal, freshly prepared by the Malt Cross Chefs. Even more importantly, this meant they did not have to spend Christmas on their own. Overall our Christmas appeal was a huge success, with every resident receiving a gift.

£1,657
Cash donated

1026
Gifts donated

£4,000
Value of gifts



Support & Advice

- Street Pastors
- Y's Girls Mentoring Programme

We understand that as well as being able to engage in a wealth of programmes and activities, people need to draw on face to face contact, warmth, and support, including advice from our caring staff and volunteers. We meet people where they are and help them with what they're facing, rather than tell them to behave to belong.

Our Street Pastors show compassion to people in their most vulnerable state, and our Y's Girls programme offers one-to-one help and support to young women and girls at risk of developing mental health issues. We pair vulnerable young women aged nine to fourteen with mentors who can positively influence their lives. At the YMCA Robin Hood Group, we are committed to building a real sense of community, compassion, and support for all who draw on our services.

We are committed to the wellbeing of others in mind, body, and spirit.



Our partnership with The Wolfpack Project



Many young people still live in isolation after the pandemic. Two years of interacting with the world through social media without much in the way of human contact has led to terrible loneliness that some find difficult to break out from. We have partnered with the Wolfpack Project to provide a social platform for our young residents to engage in activities and events across the City.

Street Pastors

Our Street Pastors look out for vulnerable people in the city centre when it's at its most dangerous, but during the pandemic the number of volunteers for this important work dropped from 60 to 35.

Events have been scheduled to increase the volunteer uptake, and we are working on a plan to generate further donations for the programme from churches and members of the public. We have recruited a new community lead coordinator to support the drive for new volunteers.

60 volunteers recruited

273 vulnerable people supported

 **37** flip flops handed out

YMCA MULTIPLE COMPLEX NEEDS SERVICE

Lisa's story

Some of the people we support have complex needs, and draw from across the range of the services we offer. One such person is 22-year-old Lisa Short, who is a resident within one of our Supported Housing provisions. Lisa left home when she was 13 years old after a series of relationship breakdowns led to complex challenges in her personal development.

Lisa says: "Before the project, I was not active at all – not in the slightest. I was so inactive that even if Helen (who is YMCA's Trauma Informed Counsellor) was to come in and wake me up in the morning, I would literally not budge.

These sessions have truthfully been the reason why I've been able to get myself out of bed on a morning.

As the course progressed, Helen would come to my room as usual and I found I was able to wake up because we had all become more active – these sessions have truthfully been the reason why I've been able to get myself out of bed on a morning."

Lisa began to engage with the activities taught by the sporting coaches, which not only grounded her in the basics of the sports themselves but helped her develop transferrable skills such as socialising with other residents.

Lisa took a lot of encouragement and inspiration from mingling with people from different backgrounds, including people with disabilities. Lisa reflects on her time learning tennis.

"The first few sessions felt weird because the coaches would get us to stand in awkward tennis stances and pretend to hit an imaginary ball. Although I didn't enjoy those bits as much, it really helped to get our body frames right and so when we actually played tennis in pairs we knew the correct positions to take and the game felt more skill-based and meaningful."

Now receiving bespoke support from our Multi Complex Needs team, Lisa last year took part in the 'Get Out and Get Active' 12-week programme, funded by Sport England, and the 'Getting into Sport' project, which were both delivered by YMCA's Outdoor Education team.

Lisa also became a key player in the programme's Residents Steering Group, in which she helped decide which activities would work well for participants and the best format for delivery.

When interviewed about her personal journey through the course, Lisa explained: "The YMCA team will work with you to sort any problem, and the sport programmes have been genuinely fantastic."

We had all become more active."



Y's Girls Mentoring Programme



The Y's Girls mentoring programme continues to connect mentors and mentees, giving young women a chance to speak to someone they can trust who is not part of their school or family. Through mentoring, girls and young women learn to understand themselves, the reasons for their behaviour, and other people. The schools we work with are incredibly grateful for the supportive role we play, and the way in which the mentees develop and integrate more easily into their various communities.

The majority of mentors are currently in Nottingham, but the programme runs across Nottinghamshire. We are grateful that the Y's Girls programme has received funding to extend the programme to March 2023, and to grow further in Newark and Sherwood.

The change that I have noticed in my behaviour is getting better day by day.

Ebony, Y's Girls mentee

31 mentors or volunteers

240 sessions delivered

25

young people supported

Health & Wellbeing

- YMCA Gym, Nottingham
- YMCA Community and Activity Village, Newark

Health and wellbeing is an essential component of our mission to give everyone a fair chance to discover who they are and what they can become. In all the services we deliver, each of which is shaped to help people belong, grow, and thrive, physical wellbeing has a part to play.

Truth still resonates from the old cliché – healthy body, healthy mind. Inactivity leads to a toxic bodily environment which in turn leads to difficulties with mood and motivation.

Sports and exercise not only shift the balance of the body and emotions, but also encourage young people to interact with others with different life experiences and often to work as part of a team, which is another crucial step on the road to wellbeing.

We encourage the wonderful young people we serve to be active and healthy.

YMCA Gym, Nottingham

The Nottingham YMCA gym is a popular hub for some of our health and wellbeing programmes. Our members tell us it is a place they feel safe, encouraged by each other and motivated by attentive instructors, who never miss an opportunity to help young people develop themselves – even the smallest step forward is celebrated! The gym is a place where we not only deliver classes and encourage healthy living, but it has also been an asset for fundraising, generating £13,500 this past year.



513 Gym members

17,930 Check ins

52 Cross Fit members



998

CrossFit WOD sessions delivered

1,680

Young people participated in Sports Programmes

£13,500



Fundraising generated

Alice's story

Alison Fletcher is a young person who has been a member of YMCA Running Club for almost five years. These days, Alice often leads the runners in their adventures, but it wasn't always this way. Alice says:

"For as long as I can remember – probably from around the age of 12 – I was larger than I am now and always had issues with my weight. I found gyms to be unfriendly and unwelcoming places to visit. When I would try to venture into one, I would feel too self-conscious to even step through the door.

“I heard from a few people that the YMCA was different; that it was really great and the instructors are amazing. I came into the gym and I've never looked back.”

Through the encouragement of our instructors, Alice found her passion for running, which remains the focus of her wellbeing to this day. She has even signed up for her first marathon!

In a video testimony, Alice praised YMCA's facilities and community mindset:

"Exercise is a really good stress relief and YMCA Gym is a nice place to be if I have had a really bad day... I always know that the people and positive community atmosphere will help me to feel better because it is such a happy, welcoming, and friendly place."

"Our running club has a group chat and we message each other all the time – if someone has a race or if someone is just having a rough day, we check in on each other.

"The YMCA team always encourage me to go further and I cannot recommend them enough. I think that the biggest thing people need to know about our fitness community is that it's not a gym – it's a family."

**“It's not a gym
- it's a family.”**

We build people's confidence in their own strength and foster a belief in everyone's value and potential.



YMCA COMMUNITY & ACTIVITY VILLAGE

Rafi's story

When Rafi was 12, he had a stroke which led to a brain haemorrhage, leaving him to spend his 13th birthday and Christmas in Sheffield Children's Hospital, where he learned to walk and talk again.

Eight years on, he is running all over the world. Rafi found new freedom in the sport of Frame Running, which is a form of racing for athletes with impaired balance, supported by a wheeled frame. He has made a success of his sport, competing in Dubai at the World Para Athletics Championships, and running has also taken him to Berlin and Barcelona.

We count ourselves privileged to see Rafi training every Thursday on our track at the Village in Newark, where he has been a regular since 2019. Rafi dreams big, aiming to compete at the Paris 2024 Paralympic Games. Frame running has yet to be recognised as a Paralympic sport but that hasn't stopped Rafi from chasing his goal.

The upcoming event for Rafi is the CP Sport National competition in Coventry (September 2022), but the next big competition is the World Para Athletics Championships in Paris, 2023, which Rafi is hoping to be selected for.

“ I don't think I would have gone to these places if it wasn't for running, so I'm very thankful.

His coach of three years says that Rafi can only get better. If Frame Running gets into the Paralympics 2028 in Los Angeles, he would love to represent England. Rafi, says he hopes to inspire others like him.

“ hopes to inspire other para athletes ”



Health and Wellbeing at the YMCA Village

The Village is a top-of-the-range provision that brings together an array of health and wellbeing services. The outdoor facilities opened in 2018 with many local clubs and teams playing football and running on the athletics track every week. Our Youth Football and Basketball sessions, holiday sport activities, Bootcamp and Y Running are all popular activities enjoyed at the Village.

What's currently on offer at YMCA Village?

Football
Two 3G football pitches which welcome over 2,000 football players every week.

Athletics
An athletic track which is used by over 950 athletes every week.

Multi-Use Courts
The multi-use courts are marked up for basketball, netball or tennis.

950 athletic track users each week

2,000 Football players each week

210 Teams using the Football pitches

415 multi-use court bookings



YMCA Malt Cross,
St James's Street

NOTTINGHAM CITY CENTRE

YMCA Malt Cross

The pairing of the Malt Cross and the YMCA has been as successful as it is natural. Both charities draw from Christian roots, sharing values of compassion, care, honesty, respect, and social responsibility, and the YMCA Robin Hood Group has a deep respect for this unique site's rich heritage. The Malt Cross is a beautiful space, a great wash of sunlight flooding through the overarching glass windows and illuminating the original features of this historic, Grade II listed music hall. YMCA Robin Hood Group staff happily call this their head office.



Both charities draw from Christian roots, sharing values of compassion, care, honesty, respect, and social responsibility.

After closing for a period of 15 months, the Malt Cross welcomed back customers in December 2021.

A new business model has been developed and is being implemented, with a focus on welcoming customers to the unique heritage space for cause-driven events, supporting the YMCA's charitable objectives. The talented Malt Cross Chefs prepared Christmas Dinner for each of our residents, thanks to public donations raised through Beer and Carols events, and the venue also hosted our first business sponsorship event, thanking our suppliers and generating future support for our cause.

60 Public events delivered

1 wedding hosted



25 Bespoke & Private Functions

Our Venues

- YMCA International Community Centre
- YMCA Malt Cross
- YMCA Community Activity and Village

MANSFIELD ROAD, NOTTINGHAM

YMCA International Community Centre

Our International Community Centre (ICC) on Mansfield Road hires out meeting rooms and spaces at a discount to community groups and not-for-profit organisations, along with self-help groups, adult education classes, training courses, presentations, and business meetings. It is a vital community resource that had to shut down during the pandemic, but which reopened in line with government policy in October 2021.

Since reopening, there has been plenty of work to do on the venue itself. A bulging wall had to be pinned and protected, and trees and shrubs were removed in preparation for further work. A development plan has been created to transform the site into a YMCA Innovation Centre containing studio apartments and social space for the community.

489 Room bookings

462 Classes ran



Everyone should have a fair chance to discover who they are and what they can become.

NEWARK

YMCA Community and Activity Village

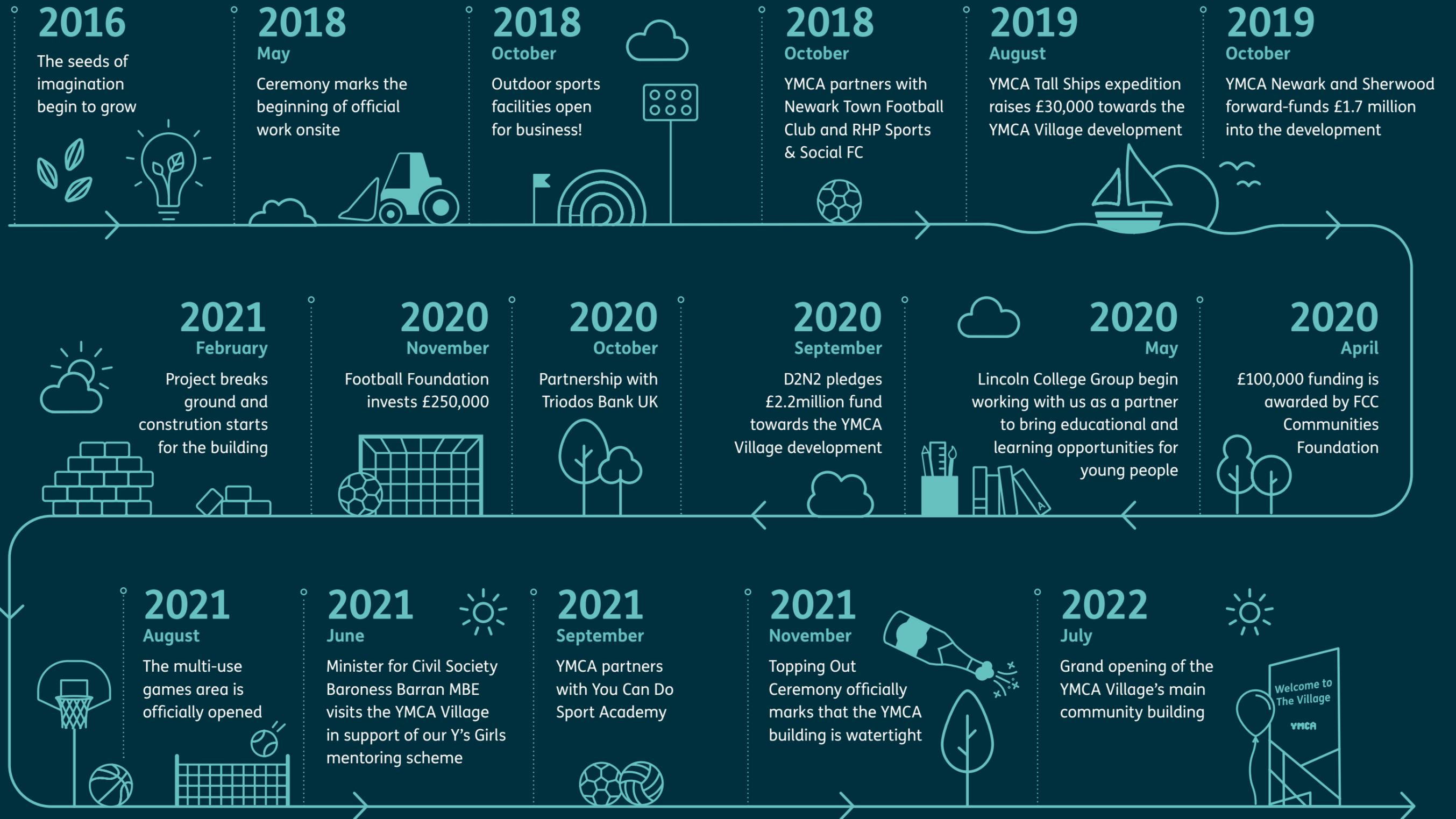
Since the first kernel of inspiration in 2016 to its grand opening in July of this year, the YMCA Community and Activity Village in Newark has been among our most exciting flagship ventures.

The Village, as it is most often called, is a 17 million pound facility spanning 8.95 hectares, centring on a 5,000sqm building. This custom-built resource will provide an abundance of health and wellbeing, sports, education, and hospitality resources for the community, as well as a broad array of experiential learning opportunities designed to positively impact the lives of young people and families.

 **Our hope is that people of all ages will see the Village as a community within the wider community.**

Our aspirations for this wonderful facility have only grown over many months of construction, as we have seen the Village take shape. We are committed to providing young people with the opportunity to belong, contribute, and thrive, but a sense of belonging is greatly enhanced by a sense of place. Our hope is that people of all ages will see the Village as a community within the wider community – a place to learn, exercise, make friends, receive support, and grow.

Our journey so far...



Looking to the future

The Village will provide an abundance of health and wellbeing, sports, education, and hospitality resources for the community, as well as a broad array of experiential learning opportunities.

Training & Education

- Multi-use classrooms, an art studio, and music and digital learning spaces
- An apprentice programme which will train 38 apprentices by 2025
- Before and after school clubs and holiday clubs for babies through to teenagers.
- Ofsted registered 90+ space early years nursery

Health & Wellbeing

- A strength and conditioning (indoor and outdoor) gym and dance studio
- The YMCA Climbing Centre will be the largest in the East Midlands
- Outside we are planning cycle tracks, five-a-side football pitches and a world-class skatepark

Community Partners

- Two floors dedicated to flexible working with 50+ desks and four therapy rooms available to lease for community partners and local businesses

Hospitality

- Our community café and bar area will provide a space for families, individuals, and businesses across the community to meet and socialise
- Events, conferences, parties, and meetings will be welcomed to the flexible 200+ conference room and meeting rooms

Through this project, we've directed public and private sector money to deliver tangible results for the community. We could not be more excited about the future!

“This beautiful, surprising space has emerged from a concept, a bare field, and the determination of our CEO and staff. It feels like a home, where children and families can play, learn, and thrive.”

**- Professor Veronica Pickering DL
Trustee Robin Hood Group
Ambassador YMCA Newark & Sherwood**

Our Funding

We are grateful for donations and funding from our many partners and supporters, whether individuals or businesses. They help us provide the services vulnerable young people need to learn, grow, and discover who they are and what they can become. Here are some of the areas where we've been supported:

This year we hosted our first business sponsorship event at the Malt Cross, thanking our suppliers and generating future support for our cause.



£225,139

Sponsorship and gifts from local businesses

Across the Robin Hood Group we have secured support from businesses as their charity of the year from Catena, O2, Skinny Foods, Aarsleff, Nigel Smith Plumbing, GRJ Contracting and many more.

£250k

Apprentice levy

Kuehne and Nagel donated funds which will support workforce development across the group over the coming years.



£110,000

Support for homeless young people in Mansfield

Comic Relief, Sport England



£239,000

Cycle facilities at the Village

British Cycling, Derbyshire Environmental Trust (Tarmac)

Discount from suppliers

£120,740

Robin Hood Group

£112,211

Community and Activity Village

FUNDING

A special thank you to our funders...

We are blessed to have many generous partners and funders, without whom we couldn't serve young people and the communities they are a part of. Listed below are the organisations and stakeholders that work closely with us to help fund and support our charity, through bespoke user-led programmes and activities.

Arts Council England	JN Derbyshire Trust	Sir John Eastwood Foundation
Austin and Hope Pilkington Trust	Leeds City Council	Sport England
B&Q Foundation	Leicestershire County Council	The 29th May 1961 Charity
BBC Children in Need	Lincolnshire County Council	The Albert Hunt Trust
BBO - Money Sorted: St Anns Advice Group	National Lottery Awards for All	The Danielle Beccan Memorial Fund
BBO - Navigators, Personal Budgets: Framework	National Lottery Reaching Communities	The Fifty Fund
British Cycling	Newark & Sherwood District Council	The Gray Trust
Comic Relief		The Jones 1986 Charitable Trust
D2N2	Northamptonshire County Council	The Liz & Terry Bramall Foundation
Derbyshire Environmental Trust	Nottingham Business Improvement District	The SpeedoMick Foundation Grant
FCC Communities Foundation	Nottingham County Council	Thomas Farr Charity
G T Littlefair Trust	Nottinghamshire Police and Crime Commissioner	Trafford Council
GVC	Scurrah Wainwright Charity	Young Peoples Fund
Heritage Lottery Fund		

Accounts

YMCA Robin Hood Group Financial Performance				
	2021/2022			2020/2021
	Unrestricted (£000s)	Restricted (£000s)	Total (£000s)	Total (£000s)
Income	12,997,231	806,085	13,803,316	11,282,957
Expenditure	12,661,398	466,988	13,128,386	11,043,895
Net Operating income	335,833	399,097	674,930	239,062
Gain on consolidation	-	-	-	-
Net income (expenditure)	335,833	399,097	674,930	239,062
Total funds brought forward (restated)	4,357,466	348,584	4,706,050	4,466,988
Total funds carried forward	4,693,299	687,681	5,380,980	4,706,050



Support from within and without

The two major categories of Developmental Assets summarise support and strength that comes from others (external assets) in the life of a child, and values and beliefs that come from within (internal assets). If a child sees a positive future for themselves, believing in their innate worth as part of a community, and if teachers, parents, and other role models give them the same message, their chances of a happy, fulfilling future are greatly amplified.

External Assets



Support



Constructive use of time



Empowerment



Boundaries & Expectations

Internal Assets



Positive Values



Positive Identity



Commitment to learning



Social Competencies

Developmental Assets

Developmental Assets are critical ingredients for children that dramatically increase their opportunity to live a healthy, happy, and fulfilling life. The assets are broadly split between external assets (assets which are built as a direct result of the experiences, relationships, and support a child or young person receives) and internal assets (the values, beliefs, and people skills developed, often as a result of that child's external environment).

There are 40 Asset indicators in the model and though no child will have every one of them in place, the more they have, the higher the likelihood they will become a happy and healthy adult. Across the YMCA, we are committed to being 'Asset Builders', using this approach to youth development to inform us of the needs of the young people we serve.

To understand developmental assets in greater detail, click [here](#)



PEOPLE & CULTURE

A great place to work

Every workplace has a culture, and we love ours! Passionate, energetic, and sincerely devoted to making things better for the communities we work in, our teams embody the values that drive us. Authenticity can't be faked. The young people we serve day after day can tell that the YMCA staff they interact with genuinely desire to support them, whether it be through supported accommodation, childcare, a sports coaching session, or a cup of tea and a chat in the café.

Working with like-minded people fuels the mission, and the support of understanding colleagues makes even the hard days easier. The difference we make to lives is real and you can see that every day. Trust and respect are granted to new starters from day one, and we invite all ideas and opinions about how we can improve our services and processes. In fact, we minimise hierarchy and red tape where possible to ensure we are listening, mobile, and mission-fit.

“ I have never felt so welcomed and respected by a new team. It is obvious everyone cares about what they do, and my colleagues and manager have made ample provision for personal health restrictions that can be difficult in a less supportive environment.

Duncan Pile, Marketing

We are unapologetically ambitious, intending to grow into new communities and bring more services to the communities we already serve.

Rising to the occasion

YMCA Robin Hood Group has faced some challenges during the year, not least of which was the effects of the Covid19 lockdown, along with other significant hurdles such as head office closure, the introduction of hybrid working, and a strategic reprofiling which included important structural changes. We've worked hard to make sure we're able to deliver our services no matter the obstacles we face.



Workforce planning and recruitment

As the Newark & Sherwood Community and Activity Village approached its grand opening, we got stuck into the planning and initial recruitment, ensuring we have the right people to meet the needs of the local community. The Malt Cross re-opened its doors, employing talented chefs and friendly bar staff and servers. The end of lockdown has enabled us to embark on an ambitious programme of recruitment, including in Marketing, IT, HR (now People & Culture), and Finance. Overall, 139 carefully selected individuals have joined the wider YMCA Robin Hood Group team, and we are excited about what the future holds.

Equality, diversity, and inclusion

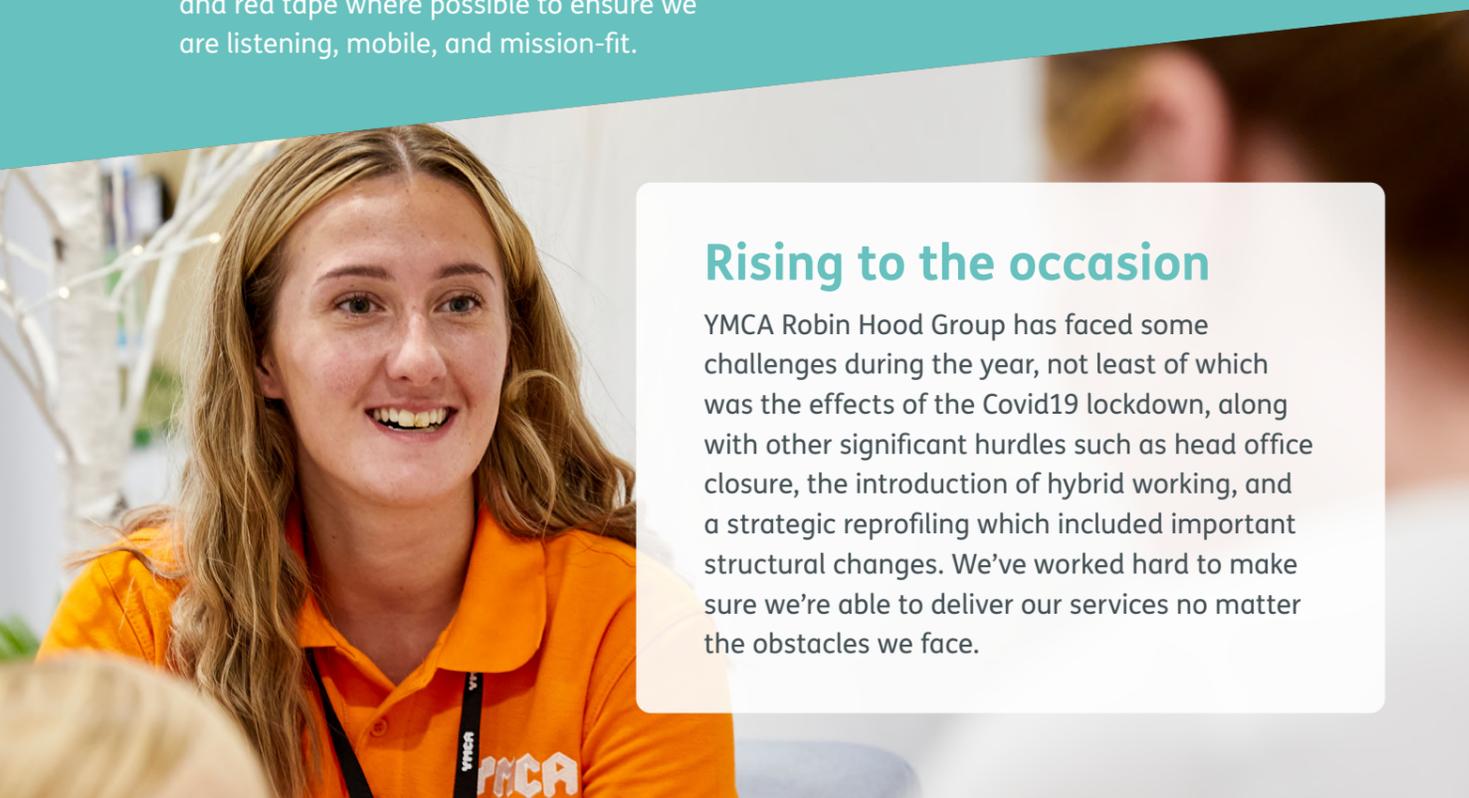
Equality, diversity, and inclusion are essential to our culture, and as such, all new starters attend a face-to-face, half-day EDI course as part of their induction. We continually look at our policies to make sure they offer inclusion to all people. We recently introduced a menopause policy as part of that effort, ensuring that women feel included and considered at every stage of life. We continue to offer wellbeing support to all our staff, including a counselling service, which delivered 93 hours of support over the past year.

Keeping things ship-shape

An intranet facility, named “Robin Hub” as a result of a competition, was launched in February 2022, providing a central staff reference point for news items, business updates, controlled documents, policies, and procedures.

Compensation

This year saw the establishment of a remuneration committee and pay policy. We are committed to paying the Foundation Living Wage by 2025, and this year we moved from minimum wage to minimum wage plus 4%.





Strategic Priorities

Dedicated to creating safe environments and life opportunities in which young people can belong, contribute, and thrive. We are committed to promoting:



Youth Development

Our family and community programmes encourage young people to make positive life decisions and become meaningful contributors to their communities.



Healthy Living

Placing core values of honesty, care, respect, and responsibility at the heart of all programmes, our movement empowers individuals, families, and communities to discover who they are and what they can become.



Social Responsibility

Our services champion corporate social responsibility by working collaboratively with local organisations and key stakeholders to inspire positive social change.

An exciting future ahead...

As a youth charity, the YMCA needs to stay attuned to the ever-changing needs of the people we serve, and we try to stay nimble enough to meet these evolving pressures.

Currently, there are numerous exciting plans in the pipeline. We have made some incredible progress in the last year, including work on our flagship Community and Activity Village in Newark, which represents everything we stand for as a charity.

It provides a broad array of experiential learning opportunities which are designed to positively impact the lives of young people and families by bringing people of all ages, backgrounds and abilities together.

A sense of belonging is greatly enhanced by a sense of place. Our hope is that people of all ages will view the Village as a community in itself and a safe space in which to explore, learn and have fun while accessing world-class facilities.

Our model of residential units for young people in care is always developing, and a key focus right now is to provide wrap-around services for those preparing to exit the care system. We provide joined-up



support, delivering residential care all the way through to independent living.

It's important to us that when young people and the vulnerable move on from our services, they do so safely and successfully. For us, seeing a person integrate into their community as a self-supporting individual is the greatest evidence that our services are effective.

To broaden the reach of our support, we plan to invest in more YMCA housing stock across Nottinghamshire, East Riding, and the wider geographic area.

There's so much more to talk about, but I hope this offers a taste of what's to come. When it comes to serving young and vulnerable people, there is always room to grow.

Craig Berens
Chief Executive Officer



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Here for young people
Here for communities
Here for you