Bournemouth Spear Trust

Annual Report and Financial Statements

Financial Year 6 – 1 September 2025 to 31 August 2026

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Bournemouth Spear Trust

Annual Report and Financial Statements

Financial Year 1st September 2025 to 31st August 2026

Bournemouth Spear Trust is a registered Charitable Incorporated Organisation (number 1191197).

Principal and registered office: St Swithun's Church, Gervis Road, Bournemouth, BH1 3ED

Telephone: 01202 241077

Email: hello@spearbournemouth.org

During the year, the following served as trustees of the charity:

- Mr Jonathan Pascall (Trustee since September 2020, Chair of Trustee Board since May 2022)
- Rev Timothy Matthews (Vicar of Lovechurch, Trustee since September 2020)
- Mr Carlton Geake (Trustee since September 2020)
- Mrs Mandy Bond (Trustee since January 2024)
- Mr James Carnegie (Trustee since January 2024)

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner: Sue Wintle, 27 Bascott Road, Wallisdown, Bournemouth, Dorset BH11 8RJ

Introduction

Bournemouth Spear Trust is a charity that was set up by members of the congregation of Lovechurch in September 2020.

The Spear Programme is based at St. Swithun's Church, located in one of the top 20% most deprived neighbourhoods in the UK. Most Spear participants come from the five most deprived neighbourhoods in Bournemouth, Christchurch and Poole (BCP) - West Howe, Townsend and Strouden, Boscombe, Somerford, and Rossmore. According to the Office for National Statistics (ONS), over half of BCP households experience deprivation in at least one key area—whether it's employment, education, health, or overcrowded housing. One of the most heartbreaking effects of this deprivation is child poverty. In 2022, research from End Child Poverty revealed that nearly 19,000 children in the BCP area were living in poverty—almost a quarter of all children. These children start life at a disadvantage, and too often, they stay there.

Although the Spear programme is non-proselytising, BST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

The object of the charity, as set out in its Governing Document, is:

> *…for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in Bournemouth Christchurch Poole by providing advice, assistance and support and organising educational programmes and other activities as a means of:*
>
> a) *helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent,mature and responsible individuals;*
> b) *advancing education;*
> c) *relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;*
> d) *providing recreational and leisure time activities provided in the interest of social welfare designed to improve their conditions of life.*

Structure, Governance and Management

Bournemouth Spear Trust (BST) is a Charitable Incorporated Organisation and is governed by a Board of Trustees who hold regular meetings. The Board is made up of people living or working locally to Bournemouth. During this financial period, the trustees, chaired by Mr Jonathan Pascall, met on 4 occasions, with additional meetings of subsets of the trustee board and other relevant stakeholders taking place to address topics including finances, fundraising, staffing, strategic planning and partnership arrangements with national youth employment charity Spear (previously Resurgo Trust) and Lovechurch.

Any person who is willing to act as a trustee and who would not be disqualified from acting, may be appointed to be a trustee by a decision of the trustees. Although there are no specific BST policies or procedures relating to the recruitment, induction and training of trustees, in practice, trustees with relevant knowledge, skills or experience are appointed, for the effective administration of the charity, and trustees are encouraged to access online training and workshops provided by Spear nationally and the Charity Commission for England and Wales.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Day-to-day decision-making relating to BST's specific charitable activities is delegated to Trustees with relevant knowledge, skills and experience working in collaboration with BST staff appointed to oversee these activities.

The trustees have reviewed the major risks to which the charity is exposed and systems or procedures have been established to manage those risks. In particular, the charity has documented procedures and policies with regards to finance, safeguarding, health and safety and other matters.

BST looks to learn from and work in partnership with other organisations with experience relevant to its charitable activities. In particular, since its formation in September 2020, it has worked closely with national youth employment charity Spear (previously Resurgo Trust and rebranded in April 2026 to Spear in line with the strategy to be wholly focused on the Spear programme). Spear is a charity founded through St Paul's Church in Hammersmith in 2003 that aims to stimulate significant social transformation in local communities by helping people facing serious social disadvantage to transform their situation. In particular, among its activities, it developed the Spear programme for young people. Spear continues to provide BST staff with extensive training, ongoing support and course materials to enable them to conduct the Spear programme locally.

Key Relationships

BST believes that relationships are critical to its continuing success. BST's staff provide continuing skill and dedication in developing fruitful relationships in the community to support the work of Spear. Lovechurch provides invaluable support via the expertise and time of its staff and members, as well as donated office space. Lovechurch has provided donated training space since Spear moved from initially being presented online during the Covid-19 pandemic to being presented in person with effect from September 2021. The generosity of BST's corporate and local authority partners, volunteers and individual donors is hugely appreciated, as well as their connections into job opportunities for the young people on the Spear programme.

Public Benefit

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the Charity Commission guidance on public benefit. The trustees regard BST's activities as manifestly for the public benefit in that there is an identifiable benefit to local young people, as described in this report.

Objectives and Activities

Spear Bournemouth supports young people facing the most challenging barriers to work, including educational failure, a criminal record and poor mental health. Spear is a 12-month programme of support, beginning with a foundation phase of intensive coaching run by friendly and experienced coaches, during which the trainees are led through a series of work-readiness topics, with a strong emphasis on attitudinal and soft skills coaching, alongside practical training such as writing a good CV and mock interview practice. These foundation weeks are followed by twelve months of support for each candidate to help them find a job and succeed in work.

The recent Youth Voice Census reports that one third of young people state their anxiety is a barrier to them finding work. And one in 20 young people have no close friends at all, making this the UK's "loneliest generation".

The Spear work readiness indicators are:

- Attitude
- Confident communication
- Professional behaviour
- Self-leadership
- Mindfulness of others

To achieve its objective, BST has maintained a strong relationship with its partner, national youth

employment charity Spear, to raise adequate funding to recruit and retain suitably qualified and trained staff, and to publicise the work of BST and the Spear programme.

BST has used existing relationships in and around Lovechurch, and instigated new relationships with local authority agencies and businesses in Bournemouth Christchurch Poole, to grow a strong volunteer base and continuing financial support.

During the current financial year, BST employed two full-time staff at its Spear Centre, each with a background in youth work, training and education for young people. They receive regular training from national youth employment charity Spear. The relationship with Spear nationally is further strengthened through regular formal and informal meetings between individual BST trustees and Spear staff.

In order to identify young people most in need of the Spear Programme, Bournemouth Spear works in partnership with local referrers. This includes publicising the courses directly at local Job Centres and also to local service professionals such as targeted youth support teams, youth justice and social services, charities, hostels, apprenticeship providers, education providers and organisations who can make referrals. Local business, civic and charitable figures are invited to the Spear Celebration events held at the end of each programme, many of whom attend and subsequently have championed Spear, referred young people to the programme, volunteered on the programme or provided financial support.

BST looks to make as extensive use of volunteers as possible in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, guests at the external career panel, and hosts for company visits or work experience placements.

Opportunities such as these, facilitating networking between business professionals and trainees, are vitally important, as the recent reports below demonstrate.

1) The "Spear 2025 Impact Report" emphasizes that reaching more young people through Spear has never been more crucial. Young people in the UK are facing a crisis of hope; half of those not working or studying feel hopeless. Vacancies in hospitality and retail have plummeted and many businesses prefer candidates with experience. Nearly a million young people not earning or learning represents a loss to themselves and billions to the UK economy. Spear supports young people who have faced adversity, and with the right support, their resilience becomes a superpower employers value. Across all Spear centres nationally, 9 out of 10 trainees are still in touch a year later, and over 7 out of 10 move into work or study. This year, Spear plans to open a further 3 centres, whilst stepping up advocacy to bring to government initiatives Spear's experience of what works.
   You can read the full impact report here Impact-Report-2025-Digital-1.pdf

2) In "Young people and work: interim report - GOV.UK" released in May 2026, Alan Milburn's review, and other statistics, paint a grim picture for young people in the UK, with over 1 million young people classed as NEET, making up 13.5% of all young people in the UK.
   - In 2026, 6 in 10 Neets have never had a job; this was 4 in 10 in 2005
   - But 84% of Neet young people surveyed want a job, or training
   - There were 1,012,000 young people classed as Neet between January and March 2026, making up 13.5% of all young people in the UK, according to the Office for National Statistics (ONS)
   - The number of people classed as "economically inactive" i.e. not looking or available to work, rose to about 613,000

- The number of young people classed as unemployed, i.e. not in work but seeking a job, was estimated to be 400,000
- Entry-level jobs have sharply declined, with the number of mid- and lower-skilled jobs in the economy falling by around 1.6 million over the past 20 years
- Vacancies in hospitality have halved in the last 4 years alone, ONS data also shows

You can access the full report here Young people and work: interim report - GOV.UK

3) The "Youth Jobs Gap" report published by Impetus in May 2025, drills down into the groups in our communities who are most at risk of neither earning nor learning. Young people from a poorer background who have special educational needs and disabilities (SEND) who also have fewer than five GCSEs are three times more likely than average to be out of work or education.

   But none of this is inevitable, as the report goes on to say. With the right support, all groups of young people can thrive and succeed – and **the Spear Programme is highlighted as an intervention that really works to change the story for young people in these groups.** Young people who take part in the Spear Programme move into employment at twice the national rate, showing that Spear gets more young people into work and gets them there quicker.
   You can read the full report here Impetus Youth Jobs Gap - Exploring compound disadvantage

In light of this kind of context, along with the achievements and performance recorded in the next section, Trustees feel confident of the importance and value of continuing to support young people through Spear into year 7, even though it is increasingly difficult to secure funding through grants or other avenues.

Achievements and Performance

Bournemouth Spear Trust prides itself on providing transformative training for the young people on our programmes, and delivering impressive results. In July 2026, the 33rd Bournemouth Spear celebration took place, and 432 young people have now participated in Spear Foundation courses delivered by BST since April 2021, of whom 362 (84%) successfully completed the course.

BST ran six Spear programmes during this financial period (1 September 2025 to 31 August 2026), with 64 young people participating in these courses. Spear Bournemouth is now maintaining a rate of 8.7 in 10 of the young people who undertake the course still being in work or education a year later.

Some perspectives on Bournemouth Spear from those who have participated in, interacted with and supported the programme during the year:

Spear Bournemouth Centre Manager, whilst publicly promoting a Spear celebration expressed, "*These evenings are always a real highlight for us. They're an opportunity to hear powerful trainee stories of overcoming barriers into work, to recognise and celebrate progress, and to share in what's been achieved together as a community. For example, when a previous programme began, two young men were caught in a cycle of drug use and dealing. At one point, they shared with a mentor that they were planning to use again that weekend. After a check-in and honest conversation, they made a different choice, supporting each other instead of falling back into old habits. Today, one works in a pub and the other has secured a three-year paid apprenticeship with Wessex Water".*

A **Spear volunteer who attended a celebration evening** provided feedback and expressed, "*What a beautiful evening. One trainee's dad came up to me and thanked us for bringing his relationship to his son closer. He said he hasn't been so close with his son in over a year*".

Talbot Village Trust, a financial supporter of Spear, held a showcase event in April 2026, to which they invited Spear to be one of two charities that represent the impact that their grants have. At the event, the Spear Centre Manager and two former Spear trainees shared powerfully with the audience about the transformational work of Spear in Bournemouth Christchurch Poole.

In a **House of Lords debate** on youth unemployment during July, the Bishop of Leicester, Martyn Snow, shared his view on a solution.
"It is, at least in part, confidence, coaching and a community that believes in [young people]. And here, my Lords, I want to commend a model that does precisely this — the Spear Programme...delivered through local churches."

The CEO of Spear nationally, Iona Ledwidge, describes Spear training rooms as places where *"young people become role models for their peers, helping them to realise they can make different choices, and have high aspirations for themselves."*

And this is the story of **Spear Bournemouth trainee** Harvey, whose early years were shaped by grief, drug use, school struggles, and becoming a young parent. Through the Spear Programme, he discovered direction and a different future. The words are Harvey's, but voiced by an actor.

Harvey's story



An insight into where Bournemouth Spear Trainees are now:

Apprenticeships
Skills and Learning
Bournemouth and Poole College
University
Health and Care roles
Wessex Water
Work coach with Department of Work and Pensions
The BIC Bournemouth
Administration roles in local companies
Manufacturing roles in local businesses
Roles in the hospitality industry including Nando's, local hotels, Starbucks, various local restaurants and bars

Financial review

Funding from grants amounted to £89,044 for the financial year. Individual donations and other income for the financial year totalled £25,344. All funds received were unrestricted.

Expenditure in the financial year, all incurred in support of the charitable objectives, was £75,743, principally for staff salaries. Including £4,321 brought forward from the previous year, total funds carried forward amounted to £42,966.

Recognising the need to balance income and expenditure going forward, and aiming to keep 3 months' running costs as reserves, the trustees are aware that more funds need to be raised to enable this. The situation is monitored on a regular basis and fundraising to meet ongoing expenditure and maintain financial reserves is ongoing.

In September 2024, a contingency loan of £17,500 was received from Resurgo to underpin running costs in the short term if required. This is currently being repaid in monthly instalments £1,458.

The Trustees' responsibilities in relation to the financial statements

Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. Through ongoing fundraising, BST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next three months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BST makes use of St Swithun's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

Future plans

Given the recognised need locally, when finances permit, BST plans to return to running the Spear Centre with three staff members to afford greater numbers of young people the opportunity to access Spear. BST plans to continue the activities outlined above in the forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen

relationships with other organisations in the local community to increase referrals and open new opportunities for the young people we have the privilege of working with.

Approved by the Board of Trustees on 06/11/2026 and signed on its behalf by:



Full name: Jonathan Pascall

Position: Chair of Trustees **Date:** 06/11/2026

Independent examiner's report to the Trustees of Bournemouth Spear Trust

29th October 2026

Bournemouth Spear Trust
St Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to trustees of Bournemouth Spear Trust, on accounts for the year ended 31st August 2026

Respective responsibilities of Trustees and examiner
The trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Act);
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement
My examination was carried out in accordance with General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement
In the course of my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that:
    a. Proper accounting records are kept (in accordance with section 41 of the Act); and
    b. Accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed…*SueW*…… Date… 29/10/2026…..

Sue Wintle ACIE
Association of Charity Independent Examiners
27 Bascott Road
Bournemouth
Dorset BH11 8RJ

Statement of financial accounts

Statement of financial accounts

Bournemouth Spear Trust

				Period ended 31-Aug-26	Previous Year 31-Aug-25
Receipts and payments	Unrestriced	Restricted		**Total**	Total
Receipts					
Grants	£ 89,044			**£ 89,044**	£ 64,706
Donations Received non gift aid	£ 16,293			**£ 16,293**	£ 13,468
Donations Received gift aid	£ 7,146			**£ 7,146**	£ 7,517
Gift Aid received	£ 1,660			**£ 1,660**	£ 2,976
Investment Income	£ 245			**£ 245**	£ 297
	£ 114,388	£ -		**£ 114,388**	£ 88,964
Payments					
Partner Licence	£ -			**£ -**	£ -
Trainee Supplies	£ 970			**£ 970**	£ 1,287
Stakeholder Engagement	£ -			**£ -**	£ -
Travelling/Hotels	£ 1,235			**£ 1,235**	£ 1,739
Postage and Carriage	£ -			**£ -**	£ 4
Computer and Software	£ 1,207			**£ 1,207**	£ 118
Mobile Charges	£ 1,083			**£ 1,083**	£ 1,119
Giving Platform	£ 108			**£ 108**	£ 99
Mileage Claims	£ 16			**£ 16**	£ -
Refreshents	£ 208			**£ 208**	£ 300
Staff Welfare/Training	£ -			**£ -**	£ -
Bank Charges	£ 75			**£ 75**	£ 60
Staff Salaries	£ 59,339			**£ 59,339**	£ 79,011
Employers Pensions	£ 4,676			**£ 4,676**	£ 6,199
Taxation	£ -			**£ -**	£ 100
Professional Fees	£ 6,826			**£ 6,826**	£ 3,972
	£ 75,743	£ -		**£ 75,743**	£ 94,008
Excess of receipts over payments	£ 38,645	£ -		**£ 38,645**	(5,044)
Transfers between funds					
Funds brought forward	£ 4,321	£ -		**£ 4,321**	£ 9,365
Funds carried forward	£ 42,966	£ -		**£ 42,966**	£ 4,321

Statement of Assets and Liabilities

Assets:	
CAF Gold bank account	£ 9,538
CAF Cash bank account	£ 46,553
	£ 56,091
Liabilities:	
Creditors	13125
	£ 42,966