



The Colour Works
Foundation

Building Self-Belief

ANNUAL REPORT

2023 /
2024



Partnering with youth
organisations, helping young
people develop self-belief



Visit Us: www.tcwfoundation.org.uk

Introduction

As we reflect on the past year, I am filled with immense gratitude for the unwavering support and commitment to our mission from our funders, supporters, partners and volunteers. Your generosity and belief in our vision have been instrumental in driving our success and expanding our impact.



Our Building Self-Belief programme continues to reach more young people, providing them with emotional intelligence tools and the confidence to pursue their dreams and achieve their full potential.

Together, we are making a tangible difference in their lives, fostering a brighter and more hopeful future. Thank you for being an integral part of our journey and for helping us build a community where every young person can thrive.

Liz Davies, CEO



Our Vision:

Every young person has the emotional intelligence to recognise and use their strengths in relationships and careers.



Our Mission:

We use our own colour profiling system with young people to raise their self-awareness and relationship management skills. We identify and celebrate their strengths, giving them tools to develop their emotional resilience and confidence.

The Need

We work with a variety of young people who are socially or economically disadvantaged. This could be because they are not in employment, education or training (NEET), are young carers, are care-experienced or are socially isolated.



The number of young people who are NEET is on the rise. Our local Council has identified 355 NEETs who need interventions with programmes such as ours.

Data shows that those who end up NEET have a higher chance of developing mental health issues, getting involved with drugs, depending on benefits, or ending up in prison. Young people who are care-experienced are much more likely to end up NEET.

Our engagement with young people has also identified that they often struggle with their relationships and how to manage conflict. Approximately 20% of young people aged 16-25 report experiencing high levels of family conflict, which includes frequent arguments and lack of support.

Dysfunctional family environments are linked to higher rates of mental health disorders among young people and those from high-conflict families are more likely to experience anxiety, depression, and other emotional difficulties.

These issues highlight more and more the need for developing **emotional intelligence** in young people at an early stage when they are making significant choices around their life's trajectory.

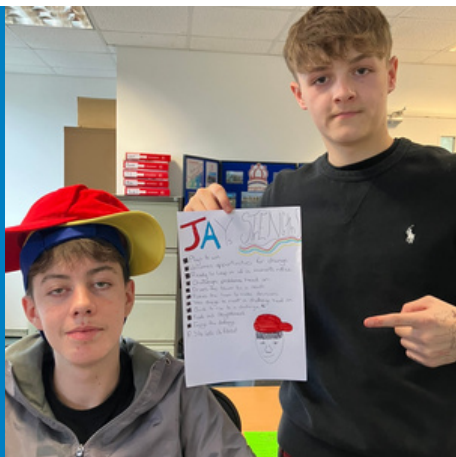
Facts *Office for National Statistics*

872,000

The number of 16-24 year-olds not in employment, education or training (NEET) across the UK in the period April to June 2024



1 in 8
young people
across the UK
are NEET



What we do



We support young people aged 15-25 who are socially or economically disadvantaged with our programme of Building Self-Belief workshops.

These workshops bring isolated young people together to help them build their emotional intelligence so that they are equipped to make the right choices for themselves whether that is regarding relationships, career choice or furthering their education.

**Young People with
Higher Emotional Intelligence:**



66%

more likely
to have
strong
relationships

58%

more likely
to succeed
academically

90%

of top performers in
the workplace have
high emotional
intelligence

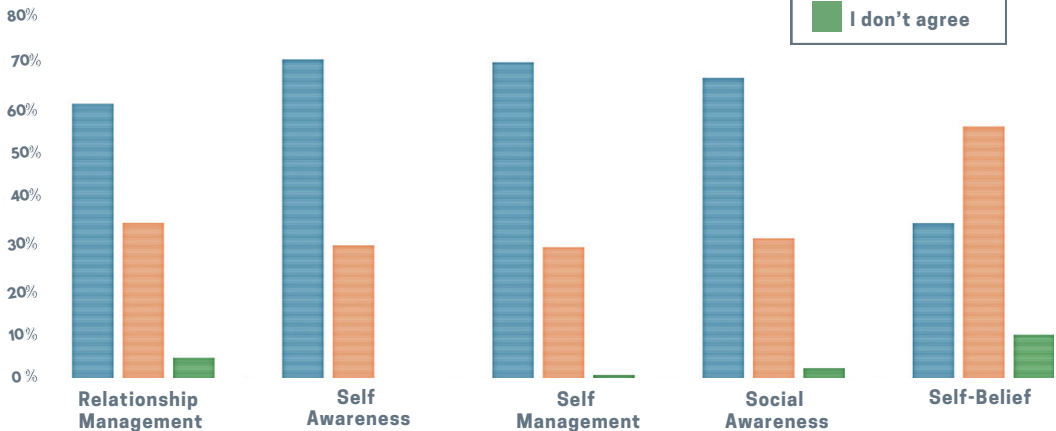
Results

In conjunction with Bournemouth University, we developed a bespoke outcome tool designed to measure the impact of our Building Self Belief programme against the core dimensions making up emotional intelligence.

Our tool uses a self-report questionnaire completed by the participants at the end of the course. The statements have been specifically designed and tested and show how much the participants' emotional intelligence has increased as a result of the programme.

We have been able to identify those areas where young people are gaining the most learning as well as where we need to adapt or change the course.

2023/2024 Building Self-Belief Programme Participant Impact Results:



91.5%

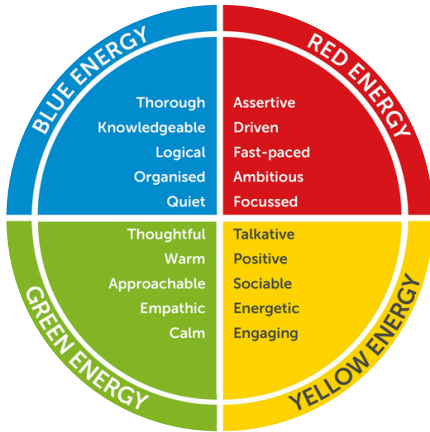
of all participants agreed that the course helped them gain more self-belief

“The TCWF Building Self-Belief programme helped me find my place in the world.”

100%

of all participants can describe their strengths and weaknesses

The Colour Model



By building self-belief through our **colour profiling model**, we equip young people with tools that build confidence and resilience. Participants develop strong interpersonal and communication skills so that they are able to make positive life choices for themselves.

By the end of the programme participants will:

- Recognise their own and others' behavioural style through the **colour model**
- Be able to articulate their strengths and areas for development
- Recognise those that are different to them and value their unique contribution
- Be able to adapt their style to build more productive relationships
- Be able to make more considered and robust decisions
- Have increased their employability skills
- Have greater **self-belief**



The colour model really helped me understand myself better, not only my strengths but the areas I struggle with as well.

Since finishing the programme I have applied for an apprenticeship as an outdoor activity instructor which I never would have had the confidence to do before the programme.



Our Partners

We work in partnership with schools and youth organisations to offer courses to those at risk of becoming NEET, those whose mental health is affecting them from being the best they can be and the most vulnerable in society. We extend our heartfelt thanks to the following partners for allowing us to reach even more young people:

- **Weymouth College Prince's Trust Team**
- **Spear programme**
- **SWRAC**
- **Brockenhurst College**
- **Kingston Maurward College**
- **BCP Council funded courses**
(Twynham School, The Bourne Academy and St Aldhelm's Academy)
- **MYTIME Young Carers**
- **JET in partnership with NATS**
- **Bournemouth and Poole College**
- **Glenmoor and Winton Academy**
- **AFCB Community**

“

I cannot emphasise enough the huge positive impact The Colour Works Foundation has on the young people on our courses, many of whom are vulnerable and reluctant to engage with support agencies.

**Prince's Trust TEAM
Leader**

Our Volunteers

Our volunteers play a crucial part in supporting us and bring a wide range of skills and expertise to the charity. Their efforts help us to change lives and we are so grateful for their time and commitment.



13

Active volunteers
onboard

24

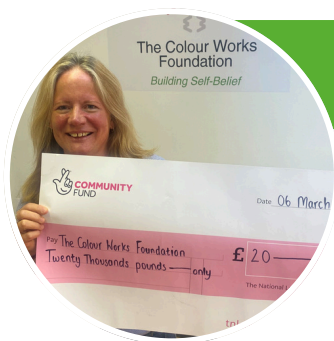
Building Self-Belief
programmes
delivered

For more information about working or volunteering with us contact sabrina@tcwfoundation.org.uk

Our Supporters

Funding is crucial to the success and sustainability of our charity, allowing us to continue delivering on our mission and reaching those in need. Every donation, no matter the size, directly supports our programmes, services, and operational needs, helping us make a lasting impact.

We are deeply grateful for the ongoing financial support we receive. To all who have contributed this year, thank you – your support truly makes a difference.



With special thanks and gratitude to:

- CMA
- National Lottery
- BCP - Looked After Children Funding
- Dorset Council LAG Funding
- Dorset Community - The Neighbourhood Fund
- The Hendy Foundation
- CABWI
- BH Coastal Lottery
- Give As You Live

CMA - Charity Partnership

This year saw us become a charity partner to CMA.

CMA are a local recruitment company who share our values and commitment to making a difference in the lives of young people.

CMA's support, through both fundraising and employee engagement, will be a valuable resource and we look forward to working closely together to create lasting positive change.



Financial Report



This year has shown growth in all areas of our income and is approximately **84%** higher than the previous financial year.



Both Fundraising/CSR and Grant incomes have nearly doubled their prior year values and our trading income is also **32%** above that from the financial year before.

We are incredibly thankful to all our donors that have supported the Colour Works Foundation through the year enabling us to continue our charitable activities. We are into our 2nd year of 3 years of CABWI funding and this longer-term support has enabled us to have confidence in our budget planning going forward. We are also thankful to our supporters who use 'Give as You Live' for their online shopping where a percentage of the purchase is donated to our Charity at no cost to the shopper. This again provides a small, but regular income to the Charity.

This year we were selected as the Charity of the Year for the recruitment group CMA and their regular quiz nights, raffles and auctions have provided a healthy contribution to our income. I wish to extend my personal thanks to CMA for their support.

The overall financial position of the Charity during FY2324 was solidified and allowed a review of the cash reserves to be carried out resulting in some movement of cash to a higher interest savings account.

Alun Davies, Financial Director and Treasurer



Finances

Final accounts of THE COLOUR WORKS FOUNDATION for the year ended 31st August 2024

CC16a: 01 Sep 2023 - 31 Aug 2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	18,235	-	-	18,235	13,630
Fundraising / CSR / Other Donations	9,822	-	-	9,822	3,358
Grants / Awards	-	35,572	-	35,572	17,450
Sub total (Gross income for AR)	28,058	35,572	-	63,629	34,438

A2 Asset and investment sales, (see table).

Sub total	-	-	-	-	-
Total receipts	28,058	35,572	-	63,629	34,438

A3 Payments

Salaries and Allied Costs	(16,720)	(8,400)	-	(25,121)	-	22,746
Contractor Fees	(1,876)	(4,417)	-	(6,293)	-	3,651
Direct Programme Expenses	(1,299)	(1,931)	-	(3,230)	-	2,871
Training	(440)	(58)	-	(498)	-	216
Office and Admin	(2,773)	(1,597)	-	(4,370)	-	3,844
Insurance	96	0	-	(96)	-	96
Grant Applications	-	-	-	-	-	-
Marketing	(78)	39	-	(117)	-	48
Governance / Trustee Costs	(126)	(149)	-	(274)	-	132
Sub total	(23,409)	(16,591)	-	(40,000)	-	33,805

A4 Asset and investment purchases, (see table)

Asset Purchases	(300)	-	-	(300)	-	139
Sub total	(300)	-	-	(300)	-	139
Total payments	(23,709)	(16,591)	-	(40,300)	-	33,944


Net of receipts/(payments)

	4,349	18,981			694
A5 Transfers between funds					
	37,252	928			37,486
A6 Cash funds last year end					
Cash funds this year end	41,601	19,909	-	61,510	38,181

B1 Cash funds

Lloyds current		12,401	
Lloyds savings		5,040	
Charity Bank		44,069	
		61,510	

Signed by one or two trustees on
behalf of all the trustees

	ALUN DAVIES	13 Jan 25
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Our Team



Liz Davies - CEO

Liz has worked for several years as a leadership training and development consultant. She is an experienced coach and mentor with a proven record of developing individuals and teams to develop their decision-making skills and team-working, resulting in higher levels of performance in the workplace. She is a qualified youth worker and a co-founder of the Colour Works Foundation

Giles Miskin - Founder

After 15 years helping senior teams in organisations across the UK improve their leadership and teamwork, Giles decided to focus on his passion for social justice. He now uses his skills to support those who need help the most but have the least access to it. Together with Liz, Giles helped establish the Foundation in 2017.



Sara Leonardo Taylor - Programme Manager

Jordy Vincent - Business Systems Manager

Sabrina Forsey - Office Manager

Rachel Woodward-Carrick - Ambassador

Course Deliverers:

We have a team of **Course Deliverers** who are based locally and further afield. They have extensive experience of working with young people, focusing on building self-belief and personal growth. Passionate and approachable, they offer tailored guidance, helping individuals unlock their full potential and develop key life skills.

“

It doesn't matter how smart you are. What matters is how you're able to connect, understand, and inspire other people. Never think too highly of yourself just because you're smart. In the end, it's the people who understand feelings, not facts, who win the day.

Chris Myers CEO of BodeTree



Trustees:



Shenel McLawrence - Chair of Trustees

Shenel has spent over 10 years working in Higher Education, lecturing in Marketing, having previously worked at JP Morgan and Lloyds. Her current role involves teaching and mentoring students from first to final year, in both an academic and pastoral capacity.

Alun Davies - Financial Director and Treasurer

Alun has spent over 25 years as an engineer within the heavy industry sector and has spent a fair amount of time flying to far-flung places around the globe that sound a lot more glamorous than they actually are! A committed runner, he has learnt to appreciate the necessary balance of skills and effort required to develop into a competent, if not especially fast, runner.



Dave Keep - Trustee and Secretary to the Board

Dave spent over 20 years as an engineer in the Royal Air Force working in the UK and overseas and then embarked on a second career in industry selling communications systems at home and abroad. He is now enjoying life in Dorset working locally as a part-time business consultant. Away from work he is a keen runner and walker.



Karen Powell - Trustee and Vice Chair

Karen has spent over 25 years working within further and higher education, mostly working on projects which promote widening participation for all students. Whenever she can, Karen enjoys spending time with her family and friends, often outdoors, walking in Dorset and further afield.



Peter Simpson - Trustee and Safeguarding Lead

Peter spent nearly 40 years in the financial services industry leading and coaching teams in a variety of product management, risk and governance roles. Having seen at first hand the value in helping teams and individuals to better understand their skills, strengths and development areas he is excited to be involved with TCWF supporting young people achieving their potential.



Grace Benham - Trustee

With a background in people leadership and engagement, Grace is passionate about building inclusive environments and cultures that cultivate talent and development opportunities. Alongside her full time job at the RNLI, she also leads the STEM programme for the RNLI, and co-founded and leads the Bournemouth, Poole and Christchurch area STEM Steering Group.



www.tcwffoundation.org.uk



THE COLOUR WORKS FOUNDATION
Registered Charity No. 1176039

