

**LIVES**

**NOT**

**KNIVES**

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LIVES NOT KNIVES  
CHARITY # 115 3634

LNK UNIT  
UPPER MALL  
CENTRALE SHOPPING CENTRE  
CR0 1TY

[WWW.LIVESNOTKNIVES.ORG](http://WWW.LIVESNOTKNIVES.ORG)

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## IN 2017 THERE WERE 80 FATAL STABBINGS IN LONDON

HAVING FOUNDED LNK IN 2007 AS A GRASSROOTS CAMPAIGN, I AM VERY PROUD THAT 10 YEARS LATER I HAVE BECOME ITS CEO, TAKING OVER THE RUNNING OF THE CHARITY FROM MY MOTHER, MONIQUE.

IN MY FIRST YEAR, WE HAVE CONTINUED TO SHOW THAT PREVENTION IS BETTER THAN CURE. RESULTS FROM OUR EARLY INTERVENTION PROGRAMMES SHOW THE SIGNIFICANT POSITIVE IMPACT THAT OUR WORK HAS ON THE LIVES OF YOUNG PEOPLE, AS IT REDUCES THEIR INVOLVEMENT IN YOUTH VIOLENCE AND OPENS UP OPPORTUNITIES FOR A MORE POSITIVE FUTURE. SADLY THOUGH, THIS IS NOT THE CASE FOR EVERY YOUNG PERSON.

## HUNDREDS OF CHILDREN UNDER 12 ARRESTED OVER WEAPONS POSSESSION IN LONDON

## IN THE LAST THREE YEARS, 1,423 CHILDREN AGED BETWEEN 10 AND 12 HAVE BEEN ARRESTED IN LONDON

THOSE WHO GET INVOLVED IN BEHAVIOUR LIKE THIS ARE OFTEN THE MOST IGNORED AND VULNERABLE MEMBERS OF SOCIETY. BUT THESE YOUNG PEOPLE ARE EXACTLY WHO LNK PRIORITISES AND IS ABLE TO SUPPORT THROUGH THE HARD WORK OUR TEAM, MANY OF WHOM HAVE COME FROM CHALLENGING BACKGROUNDS THEMSELVES. THEIR REAL-LIFE EXPERIENCE CREATES A BOND WITH THE YOUNG PEOPLE WE WORK WITH, AND PLAYS A BIG PART IN ALLOWING US TO ACHIEVE THE RESULTS THAT WE DO.

† *Evening Standard, July 8<sup>th</sup>, 2018*



MY ONLY WISH IS THAT WE COULD DO MORE. WITH DWINDLING YOUTH SERVICES AND BUDGET CUTS WE, ALONG WITH SO MANY OTHER CHARITIES, ARE HAVING TO STREAMLINE OUR OUTGOINGS, WHILST DESPERATELY TRYING TO NOT REDUCE OUR SERVICES.

IT IS MY GOAL AS A NEWLY APPOINTED CEO TO MAKE LNK A LONG-TERM, SUSTAINABLY FUNDED ORGANISATION WHICH CAN EMPLOY THE BEST YOUTH WORKERS WITH THE MOST RELEVANT LIFE EXPERIENCES TO WORK WITH THOSE MOST "AT RISK".

THANK YOU TO ALL DONORS, VOLUNTEERS, YOUTH WORKERS AND TRUSTEES FOR YOUR CONTINUED SUPPORT, AND TO ALL OUR YOUNG PEOPLE FOR ALLOWING US TO WORK WITH YOU. IT IS A REAL PRIVILEGE.

ELIZA REBEIRO

LNK  
BELIEVE IN  
PREVENTION  
RATHER THAN  
CURE.

# WELCOME FROM OUR TRUSTEES

The members of the Board of Trustees - who are the directors of the company for the purposes of UK company law, and trustees for the purposes of UK charity law - present their annual report. This includes the information set out on pages 1- 28 and the financial statements for the year that ended 31<sup>st</sup> December 2019.

The financial statements have been prepared in accordance with the accounting policies set out on pages 29 to 31 and comply with the Charities Act 2011, the Companies Act 2006, the Association's Articles of Association, applicable laws and the requirements of the revised Statement of Recommended Practice (SORP): Accounting and Reporting by Charities, effective from 1 January 2015.

LNK is a public benefit entity. All the association's activities are charitable. As a not-for-profit association we have no shareholders to fund; our financial surplus is available to finance future program delivery and development.

In this report we will share the backdrop and context in which LNK operate, some highlights of the programs delivered and their impact on young people, and some of the lessons learnt from 2019.

The prevalence of knife related crime in the UK has, over the past year, been described as an "epidemic". The effects on young people, families, communities and societies have been pervasive. The young people LNK engage with hear about knife crime "all the time" from family, teachers, friends and media. The information they glean, however, is not always accurate or correct.

There are multiple entities and agencies, schools, trusts, public bodies and charities, working independently at different paces and with different priorities.

Key learnings from LNK's work over the last year:

When our young people fall through the gaps this is when they become most vulnerable. To be effective in supporting our vulnerable young people, we would benefit from a more coordinated, joined up approach.

School and teaching staff often don't feel that they have the adequate tools to do this. They need more creative and effective ways to support young people.

When it comes to mentoring young people, a targeted, flexible approach can have a positive outcome.

Mentors need to be empathetic and understand individual circumstances and the complex social meanings of young people carrying weapons, including street credibility, self-esteem and respect.

The most effective mentoring programmes and relationships are those that last, that are properly monitored and include support for mentors. LNK findings also show the importance of allowing our young people a role in setting their mentoring agenda.

LNK believes in building awareness and understanding with a focus on prevention and early intervention. Social media can play a significant role, as it offers an effective way to engage with young people and get their voice heard.

Knife crime is at its highest level on record. Knife offences and knife related deaths have been rising since 2014, with this an issue not only confined to London and major cities but also in smaller communities across the country. The causes are often complex and wide ranging, as are opinions on how they should be addressed. The LNK team are inspirational, highly motivated, talented, smart, creative and energetic role models. Crucially, they are young people innovating for young people and for the future collective benefit of communities and society and, as trustees, we are very proud to have the opportunity to support them.

# LNK: OUR STORY SO FAR

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07



LIVES NOT KNIVES STARTED WHEN YOUTH VIOLENCE, GANG CULTURE AND YOUTH CRIME WAS PREVALENT AMONG YOUNG PEOPLE IN THE UK. IT BEGAN AS AN AWARENESS CAMPAIGN, TO PREVENT YOUNG PEOPLE FROM CARRYING A KNIFE AND TO MAKE PARENTS AND ADULTS AWARE OF THE TRUE STATISTICS ON THE NUMBER OF YOUNG PEOPLE CARRYING KNIVES. THE CAMPAIGN STARTED WITH JUST A T-SHIRT IN BOLD PRINT TO MAKE A STATEMENT, WHICH READ LIVES NOT KNIVES. SOON MANY FRIENDS AND FAMILY WANTED TO BUY T-SHIRTS.

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08



IN 2008 WE USED THE MONEY FROM THE SALES OF T-SHIRTS TO HOLD A CELEBRATION FOR YOUNG PEOPLE TO HAVE FUN WITHOUT VIOLENCE. OVER 150 YOUNG PEOPLE ATTENDED AND SIGNED A PETITION TO 'MAKE OUR STREETS SAFE'. THIS WAS THEN GIVEN TO CROYDON COUNCIL.

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09



LNK STARTED WORKING WITH CITY HALL, CONTRIBUTING TO HOME OFFICE ROUNDTABLES TO HELP SHAPE THE PROGRAMMES THAT WERE RUNNING IN COMMUNITIES. WE HELD A VALENTINE'S DAY BALL, TO REMEMBER YOUNG PEOPLE WHO HAD LOST THEIR LIVES AS A RESULT OF KNIFE CRIME.

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LNK WAS CHOSEN BY BATTLEFRONT, A CHANNEL 4 SERIES THAT HELPED AND DOCUMENTED YOUNG CAMPAIGNERS. BATTLEFRONT HELPED LNK CREATE A KNIFE CRIME PREVENTION ASSEMBLY TO BE USED IN SECONDARY SCHOOLS, AND WORKED WITH US AS WE TRAINED MENTORS IN THE COMMUNITY TO BECOME YOUTH WORKERS. WE PILOTED LNK ROADSHOWS IN FIVE SECONDARY SCHOOLS IN CROYDON, WHICH WENT ON TO WIN US TWO AWARDS: A PHILIP LAWRENCE AWARD OF EXCELLENCE AND A PRINCESS DIANA CERTIFICATE OF EXCELLENCE.

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11



LNK ROADSHOWS EXPANDED INTO OVER 30 PRIMARY & SECONDARY SCHOOLS IN CROYDON AND PARTNERED WITH LFB CITIZENSHIP DAYS. BATTLEFRONT AND LNK CONTINUED THEIR PARTNERSHIP, CONCLUDING IN A BROADCAST DOCUMENTARY GOING OUT ON CHANNEL 4.

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12



WITH SUPPORT FROM THE EVENING STANDARD DISPOSSESSED FUN, LNK ROADSHOWS, GREW TO 150 SCHOOLS IN CROYDON. ALL YOUNG PEOPLE WORKING AS LNK MENTORS WERE GIVEN MENTORING & BEFRIENDING TRAINING, WITH MONEY FROM THE HOME OFFICE.

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13



THE CROYDON PARTNERSHIP KINDLY OFFERED TO HOUSE LIVES NOT KNIVES IN CENTRALE SHOPPING CENTRE. LNK TOOK ON THEIR FIRST APPRENTICE AND LAUNCHED A WORK READINESS PROGRAMME FOR YOUNG PEOPLE WHO WERE LONG TERM UNEMPLOYED, LOOKED AFTER CHILDREN OR YOUTH OFFENDERS WHO WERE ACTIVELY LOOKING FOR EMPLOYMENT BUT HAD NO EXPERIENCE IN A WORKING ENVIRONMENT. LNK ALSO LAUNCHED LNK TECH, FOR 9-15 YEAR OLDS INTERESTED IN TECH.

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14



LNK BECAME A REGISTERED CHARITY. A TOTAL OF 141 YOUNG PEOPLE WERE SUPPORTED FROM THE UNIT AND 78 OF THEM FOUND FULL TIME EMPLOYMENT. OF THE 141, 61 WERE KNOWN TO THE CRIMINAL JUSTICE SYSTEM. 50 OF THOSE HAVE NOT RE-OFFENDED SINCE TAKING PART IN THE PROGRAMME. LNK CONTINUED TO DELIVER ROADSHOWS AND REACHED 10,000 STUDENTS.

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15



LNK BUILT PARTNERSHIPS WITH LOCAL BUSINESS TO OFFER APPRENTICESHIPS, TRAINEESHIPS & INTERNSHIPS FOR YOUTH OFFENDERS & LOOKED AFTER CHILDREN. LNK TECH PARTICIPATED IN LONDON TECH AND HELD AN EVENT CALLED UPSKILLING CARDBOARD AND SHOWED THE COMMUNITY HOW TO USE GOOGLE GOGGLES AND VIRTUAL REALITY. HAMMERSON JOINED LNK ON A 55KM WALK TO FUNDRAISE FOR THE CHARITY, AND ELIZA WAS AWARDED RED MAGAZINE'S WOMAN OF THE YEAR AWARD, RAISING THE PROFILE OF LNK WITH ALL ITS READERS.

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16



LNK SECURED OUR BIGGEST CONTRACT TO DATE – LNK ASPIRE – AN 18 MONTH PROGRAMME TO SUPPORT 42 YOUNG PEOPLE FROM THREE PUPIL REFERRAL UNITS IN TWO BOROUGHES, INTO FURTHER EDUCATION, TRAINING OR EMPLOYMENT. LNK PARTNERED WITH NCS CHALLENGE IN CROYDON, WHO FUNDRAISED FOR LNK.

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17



ELIZA REBEIRO TOOK OVER AS CEO OF THE COMPANY. THIS WAS THE FIRST YEAR STAFF WERE EMPLOYED BY LNK, AS 5 MEMBERS OF STAFF WERE HIRED TO WORK AS MENTORS ON THE 18MONTH PROGRAMME. TOGETHER THEY DELIVERED WORKSHOPS IN THE PRUS, AND SUPPORTED YOUNG PEOPLE WITH MAKING APPLICATIONS AND ENSURING THEIR EMOTIONAL AND MENTAL WELLBEING. WE RAISED £8,000 ONLINE, ENABLING US TO RUN A SUMMER PROGRAMME FOR OUR MENTEES AND OTHER YOUNG PEOPLE IN CROYDON. BETWEEN JUNE AND NOVEMBER WE DELIVERED THE ROADSHOW TO 53 PRIMARY SCHOOLS. OVER THE COURSE OF THE YEAR, LNK STAFF RECEIVED YOUNG PEOPLE'S SEXUAL HEALTH TRAINING AND BECAME A C-CARD DISTRIBUTION CENTRE. IN NOVEMBER WE LAUNCHED LNKEDUCATE AND BEGAN A MENTORING PROGRAMME IN A CROYDON SECONDARY SCHOOL. WE ALSO HELD OUR 10 YEAR ANNIVERSARY EVENT AND RAISED £10,000 TO FUND A TEACHER RESOURCES PACK, WHICH IS GOING TO BE CREATED IN 2018.



## ▶ JANUARY

ELIZA REBEIRO, FOUNDER OF LNK, TOOK OVER AS CEO OF THE COMPANY.

## ▶ FEBRUARY

WE HIRED OUR FIRST EMPLOYEES - FIVE YOUTH WORKERS TO ACT AS MENTORS ON THE LNK ASPIRE PROGRAMME.

## ▶ MARCH

WE DELIVERED PRE-EMPLOYABILITY & HEALTHY RELATIONSHIP WORKSHOPS IN THE PUPIL REFERRAL UNITS, WHERE WE HELPED YOUNG PEOPLE WITH JOB / COLLEGE APPLICATIONS AND ENSURED THEIR POSITIVE EMOTIONAL AND MENTAL WELLBEING.

## ▶ APRIL

WE RAISED £8,000 ONLINE, TO ENABLE US TO RUN A SUMMER PROGRAMME FOR OUR MENTEES AND OTHER YOUNG PEOPLE IN CROYDON.

## ▶ MAY

FROM MAY – NOVEMBER - WE DELIVERED THE LNK ROADSHOW TO 53 PRIMARY SCHOOLS.

## ▶ JUNE – JULY – AUGUST

OVER THE SUMMER HOLIDAYS WE ATTENDED A NUMBER OF CONFERENCES AND EVENS, AND ALSO OPENED UP OUR UNIT AS A YOUTH HUB FOR YOUNG PEOPLE FROM CROYDON SO THAT THEY HAD A SAFE PLACE TO SOCIALISE IN OVER THE SUMMER HOLIDAYS.

## ▶ SEPTEMBER

WE PARTNERED WITH NCS CHALLENGE AND FUNDRAISED IN CENTRALE SHOPPING CENTRE. 3 GROUPS OF YOUNG PEOPLE HELPED US TO RAISE OVER £1000.

## ▶ NOVEMBER

WE LAUNCHED LNK EDUCATE AND BEGAN A MENTORING PROGRAMME IN A CROYDON SECONDARY SCHOOL.

## ▶ DECEMBER

WE HELD OUR 10 YEAR ANNIVERSARY DINNER AND RAISED £10,000 TO FUND A TEACHER RESOURCE PACK, WHICH IS GOING TO BE CREATED IN 2018.

## ▶ FINALLY

ACROSS THE COURSE OF THE YEAR, LNK STAFF RECEIVED YOUNG PEOPLE'S SEXUAL HEALTH TRAINING AND BECAME A C-CARD DISTRIBUTION CENTRE.

## LNK: MEET THE TEAM

LNK IS A YOUTH-LED ORGANISATION. MANY OF OUR TEAM HAVE COME FROM CHALLENGING BACKGROUNDS THEMSELVES, OR HAVE WITNESSED THE EFFECT OF GANG AND KNIFE CRIME FIRST HAND. BECAUSE OF THIS WE NOT ONLY BETTER UNDERSTAND THE STRUGGLES YOUNG PEOPLE FACE TODAY, BUT WE ALSO OFFER POSITIVE ROLE MODELS WHO SHOW POSITIVE LIFE AND CAREER OPPORTUNITIES TO “AT RISK” YOUNG PEOPLE.



### JACK KEW

ROADSHOW CO-ORDINATOR, YOUTH  
WORKER, MENTOR

LNK'S ROADSHOWS RAISE AWARENESS ON THE REALITIES AND NEEDS OF YOUNG PEOPLE TODAY. MY GOAL IS TO HELP ENSURE YOUNG PEOPLE ARE NOT JUST HEARD BUT ALSO UNDERSTOOD, NOT JUST ENGAGED BUT PROPERLY EMPOWERED AND SUPPORTED.



### KAREN STRACEY

LNK ASPIRE CO-ORDINATOR, YOUTH  
WORKER, MENTOR

OUR MENTORING PROGRAMS HELP BUILD YOUNG PEOPLE'S SKILLS AND CONFIDENCE, OPENNESS AND RESILIENCE. MY GOAL IS TO HELP EMPOWER YOUNG PEOPLE TO BETTER COPE WITH CHALLENGES AROUND PEER PRESSURE, MANAGING CONFLICT AND DECISION MAKING.



## ABIGALE WRAY

APPRENTICE, YOUTH WORKER,  
MENTOR

I KNOW HOW IT FEELS TO BE CAUGHT UP IN LIFE'S DIFFICULT SITUATIONS. AND I KNOW THAT MORE THAN ANYTHING, YOUNG PEOPLE NEED SUPPORT. LNK OFFERS THIS. MY GOAL IS TO HELP PREVENT OTHERS FROM GOING THROUGH WHAT I'VE BEEN THROUGH.



## PAUL BOGLE

SOCIAL MEDIA/CONTENT CREATOR,  
YOUTH WORKER, MENTOR

CROYDON IS HOME TO MORE YOUNG PEOPLE THAN ANYWHERE ELSE IN LONDON. MY GOAL IS TO HELP EMPOWER YOUNG PEOPLE. WE ARE CONNECTED LIKE NEVER BEFORE AND SOCIAL MEDIA IS AN AMAZING WAY TO ENGAGE WITH THEM.

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# THE NEED:

**THE 'INSTITUTE FOR PUBLIC POLICY RESEARCH' CLAIMS THAT OVER 50% OF STUDENTS EXPELLED FROM SCHOOL HAVE BEEN DIAGNOSED WITH SOME FORM OF MENTAL ILLNESS.**

**A REPORT FROM SEDEC STATES THAT AT LEAST 50% OF THE UNITED KINGDOM'S PRISON POPULATION WERE EXPELLED FROM SCHOOL**

**THE KNIFE CRIME EPIDEMIC REACHED AN ALL-TIME HIGH IN 2018, WITH HOMICIDES COMMITTED BY KNIFE BEING THE HIGHEST IN 50 YEARS**

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WE SURVEYED 100 STUDENTS FROM  
10 SCHOOLS TO EVALUATE THE  
EFFECTIVENESS OF OUR WORK.

AS THESE RESULTS SHOW, WE CARRY  
A POSITIVE INFLUENTIAL VOICE  
AMONGST SCHOOL CHILDREN.

THIS IS BECAUSE WE ARE YOUNG  
PEOPLE OURSELVES, AND HAVE LIVED  
THROUGH SIMILAR LIFE  
EXPERIENCES TO THOSE WE ARE  
TALKING TO. WE HAVE FIRST-HAND  
STORIES TO TELL, AND CAN SPEAK  
OPENLY ABOUT THE DANGERS AND  
EFFECTS OF KNIFE CRIME AND  
GANGS.

THIS PEER TO PEER STYLE OF  
TEACHING IS REALLY EFFECTIVE,  
AND TEACHERS ALWAYS REPORT  
BACK ON WHAT A POSITIVE IMPACT  
WE HAVE HAD WITH THEIR  
STUDENTS.

IN 2018, WE ARE WORKING WITH THE  
HOME OFFICE TO MAKE A SERIES OF  
VIDEOS AND RESOURCE PACKS FOR  
TEACHERS ACROSS THE COUNTRY  
TO DOWNLOAD AND USE IN  
SCHOOLS AS LESSON PLANS.

WHILST WE WOULD LOVE TO BE IN  
EVERY SCHOOL WITH TRAINED  
YOUTH WORKERS DELIVERING  
THESE LESSONS OURSELVES, WE  
KNOW THAT IS NOT POSSIBLE, SO  
WE HOPE OUR LEARNINGS AND OUR  
METHODS CAN BE APPLIED  
ELSEWHERE THROUGH THESE  
MATERIALS.

## WHAT WE DO: LNK ROADSHOWS

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**“RELATABLE FOR STUDENTS REAL LIFE EXPERIENCES MADE IT  
REALISTIC, INTERESTING AND IMPRESSIVE”.**

MISS FAULKER  
ST JOSEPHES COLLEGE

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LNK ROADSHOWS ARE INTERACTIVE SCHOOL SESSIONS THAT WE HOST ACROSS SCHOOLS IN CROYDON. IN THESE ROADSHOW WE EDUCATE YOUNG PEOPLE AND TEACHERS OF THE CONSEQUENCES OF KNIFE CRIME, USING A RANGE OF PERSONAL STORIES, TESTIMONIES AND HARD-HITTING FACTS.

THE AVERAGE COST SENDING A MALE AGED **15-17** TO A YOUNG OFFENDERS INSTITUTE IS **£85,975 PER YEAR**.

OF OUR **42** STARTERS, **27** PROGRESSED INTO EMPLOYMENT, EDUCATION OR TRAINING, DESPITE ALL THE  
ODDS BEING  
STACKED AGAINST THEM.

THIS SIGNIFICANTLY REDUCES THEIR CHANCE OF OFFENDING, MEANING OUR WORK HAS SAVED THE  
TAX PAYER A POTENTIAL **£2.3M**.



## WHAT WE DO: LNK ASPIRE

LNK Aspire is a scheme where we guide young people who are a part of or at risk of joining the criminal cycle on to the right path. We targeted Year 11s in **two Croydon Pupil Referral Units**, 'Phil Edwards' and 'Moving On', both part of the Saffron Valley Collegiate, from **June 2018 to March 2019**.

In order to be eligible to be referred to the Aspire programme, the pupils must meet the following criteria:

- Be aged 15 or 16 and in year 11 when recruited into the service
- Considered 'at risk' of not being in employment, education, or in training in the future
- Considered 'at risk' of being excluded from their school, or have already been excluded
- They are already attending a pupil referral unit, or an alternative education school
- Have very low attainment levels and are making little educational progress
- There are also some other criteria that some of the people we work with meet. These include:
  - At risk of being involved in gang crime
  - Misuse of substances such as cannabis
  - Have been identified as suffering from a mental health issue
  - Having special educational needs, e.g. ADHD, Dyslexia, and OCD
  - School attendance level of less than 90%

THE YOUNG PEOPLE WE WORK WITH ON THIS PROGRAMME BENEFIT FROM OPPORTUNITIES SUCH AS:

- PERSONAL ONE TO ONE COACHING SESSIONS: FOCUSED ON CREATING GOALS, SETTING OUTCOMES AND MANAGING PERSONAL GROWTH.
- LEARNING TO BUILD HEALTHY RELATIONSHIPS: EMOTIONAL DEVELOPMENT, ASSERTIVENESS, AND IMPULSE CONTROL.
- ACTIVITIES THAT PROMOTE EMPLOYABILITY: LITERACY AND PRESENTATION SKILLS, WRITING THE PERFECT CV AND JOB-WINNING INTERVIEW TECHNIQUES.
- ACTIVITIES THAT WILL HELP BROADEN THE HORIZONS OF YOUNG PEOPLE IN TERMS OF THEIR UNDERSTANDING OF THE WORLD.

OUR OVERALL GOAL IS TO SHOW THEM THAT THEY HAVE OPTIONS FOR A BETTER LIFE.

# LNK ASPIRE CASE STUDY

## CASE STUDY: ANTHONY (MENTOR'S PERSPECTIVE)

MY EXPERIENCE WORKING WITH ANTHONY WAS DIFFERENT FROM OTHER YOUNG PEOPLE I HAVE HAD THE OPPORTUNITY TO SUPPORT ON THE ASPIRE PROGRAMME. WHEN I FIRST MET HIM, HE WAS A BIT RESERVED, BUT ON BALANCE QUITE HAPPY AND POLITE. IT TRANSPIRED HE WAS EXPERIENCING QUITE A LOT OF PROBLEMS AT HOME. THESE LED TO HIM LIVING WITH DIFFERENT FAMILY MEMBERS IN THE SHORT TERM WITH AN EVENTUAL DECISION - MADE BY ANTHONY - TO LIVE WITH HIS AUNTIE FULL-TIME. THE PROBLEMS AT HOME IMPACTED ANTHONY IN A NUMBER OF WAYS - EMOTIONALLY, MENTALLY AND PSYCHOLOGICALLY - AND THEY CARRIED OVER INTO HIS SCHOOL LIFE RESULTING IN A LOW ATTENDANCE RECORD, AND SOME BEHAVIOURAL ISSUES.

WHEN WE FIRST CONNECTED WITH ANTHONY, HE WAS CLEAR THAT HE DIDN'T WANT TO GO TO COLLEGE, AND EXPRESSED MORE OF AN INTEREST IN AN APPRENTICESHIP OR WORKING FULL TIME. AS HIS CASEWORKER I ADVISED HIM THAT IF HE WERE TO GO INTO EMPLOYMENT IT WOULD BE GOOD TO LOOK FOR SOMETHING SKILLS BASED WITH ROOM FOR PROGRESSION AND DEVELOPMENT. WE TALKED ABOUT THE UPSIDE OF LEARNING NEW SKILLS AND BUILDING ON THEM AND THE IMPORTANCE OF HAVING A CLEAR DIRECTION TO AIM FOR IN THE FUTURE. WE REALLY WANTED TO INSPIRE HIM TO MAKE AN INFORMED CHOICE TO LEARN ON THE JOB AND MAKE A COMMITMENT TO HIS FUTURE.

IN SPITE OF THE VERY REAL CHALLENGES GOING ON ELSEWHERE IN HIS LIFE, ANTHONY DISPLAYED TREMENDOUS RESILIENCE AND A CONSTANTLY UPBEAT POSITIVE ATTITUDE WHEN IT CAME TO THE ASPIRE PROGRAM. HE ENGAGED WITH US WITH AN OPEN AND PARTICIPATIVE ATTITUDE, HE WAS WILLING TO LOOK AT THINGS DIFFERENTLY – AND ALWAYS IN A GLASS HALF FULL KIND OF WAY. HE REALLY DID HIS BEST TO PUSH FORWARD- NOT LETTING SETBACKS HOLD HIM BACK. THROUGH THE PROGRAM WE HELPED HIM CRAFT HIS CV AND SUPPORTED HIS ULTIMATELY SUCCESSFUL APPLICATION TO A WINDOW CLEANING COMPANY WHERE HE WAS OFFERED FULL-TIME WORK. WE WERE SO IMPRESSED WITH HOW ANTHONY APPLIED HIMSELF TO HIS NEW JOB. HE WORKED EXTREMELY HARD AND ALTHOUGH THE COMPANY COULDN'T OFFER HIM AN APPRENTICESHIP, HE LEARNT FAST, PICKED UP EVERY SKILL HE COULD AND PROGRESSED SO WELL HE WAS IN THE SPACE OF A FEW MONTHS - GIVEN THE RESPONSIBILITY OF WORKING ALONE ON SOME JOBS.

WHAT HAS BECOME SO CLEAR WORKING ON THE ASPIRE PROGRAM - IS THAT THE MOST EFFECTIVE MENTORING PROGRAMMES AND RELATIONSHIPS ARE THOSE THAT LAST, THAT ARE PROPERLY MONITORED AND INCLUDE SUPPORT FOR MENTORS, AND WHICH ALLOW YOUNG PEOPLE A ROLE IN SETTING THE AGENDA. THIS WE DID WITH ANTHONY AND WE CONTINUED GETTING TOGETHER EVEN AFTER HE STARTED HIS NEW JOB TALKING ABOUT EARNING A GOOD WAGE AND BRAINSTORMING WHAT HE WAS GOING TO SPEND IT ON.

WORKING WITH ANTHONY REALLY HIGHLIGHTED HOW MENTORING PROGRAMS CAN DELIVER REAL POSITIVE IMPACT AND BE SUCCESSFUL IN BOOSTING THE CHANCES OF EMPLOYMENT AND ATTRIBUTES RELATED TO EMPLOYABILITY AND EARLY ENTRY TO THE WORKPLACE. IT SHOWS THAT LONGER LASTING MENTORING RELATIONSHIPS CAN BE ASSOCIATED WITH POSITIVE OUTCOMES.

ANTHONY'S ATTITUDE AND WORK ETHIC HAS BEEN INSPIRATIONAL AND HIS ATTITUDE OUTSTANDING. HE HAS BEEN ON A CHALLENGING JOURNEY FROM STRENGTH TO STRENGTH AND IS NOW FEELING INDEPENDENT AND HAPPY. RECENTLY, HE HAS CHOSEN TO LEAVE THE WINDOW CLEANING COMPANY DUE TO THE IRREGULAR WORK TIMINGS AND HE IS NOW AIMING TO BECOME A FULLY QUALIFIED ELECTRICIAN IN THE NEXT 10 YEARS. WE WISH HIM THE BEST OF LUCK FOR HIS FUTURE ENDEAVOURS.

# LNK ASPIRE CASE STUDY

## CASE STUDY: ANTHONY (INTERVIEW)

WHAT DID YOU EXPECT WHEN YOU WERE FIRST  
INTRODUCED TO LNK?

TO BE HONEST, I HAD NEVER HEARD OF LNK WHEN I WAS FIRST REFERRED TO THE PROGRAMME, SO I DID NOT HAVE MUCH OF AN IDEA OF WHAT TO EXPECT

HOW DID LNK SUPPORT YOU, AND WAS THERE  
ANYTHING THAT THEY COULD HAVE DONE BETTER?

THE ASPIRE PROGRAMME WAS GREAT – MY MENTOR WAS ENCOURAGING, ACCESSIBLE, FLEXIBLE WHEN IT CAME TO MEETING. THE HELP PUTTING MY CV TOGETHER WAS INVALUABLE AS WAS THE SUPPORT STAYING IN THE LOOP ON APPRENTICESHIPS AND OPPORTUNITIES FOR EMPLOYMENT. I DON'T THINK THERE WAS ANYTHING LNK COULD HAVE DONE BETTER.

WOULD YOU RECOMMEND THE PROGRAMME TO A  
FRIEND GOING THROUGH A SIMILAR SITUATION?

I WOULD 100% RECOMMEND THIS TRIED AND TESTED PROGRAMME – ESPECIALLY IF THEY WERE STRUGGLING TO START THEIR CAREER. LNK ASPIRE IS ALMOST LIKE A VERY ACCESSIBLE JOB CENTRE STAFFED BY MOTIVATED AND COOL PEOPLE!

WHERE DO YOU SEE YOURSELF IN 10 YEARS?

I RECENTLY STEPPED AWAY FROM THE WINDOW CLEANING JOB AND MY GOAL NOW IS TO QUALIFY AS AN ELECTRICIAN.

DO YOU THINK YOUR FUTURE MIGHT HAVE BEEN  
DIFFERENT IF YOU HADN'T BEEN INTRODUCED TO LNK?

I LIKE TO THINK I WOULD STILL BE ON A SIMILAR PATH. HOWEVER, IT IS LIKELY THAT IT WOULD HAVE TAKEN ME LONGER TO FIND A JOB, AND POTENTIALLY I WOULDN'T HAVE BEEN AWARE OF ALL THE OPPORTUNITIES OPEN TO ME.



## LNK ASPIRE CASE STUDY

WHEN I FIRST MET B HE WAS VERY QUIET AND DIDN'T FEEL LIKE TALKING, HE LIVED AT HOME WITH HIS MUM AND HIS OLDER BROTHER, BUT STRUGGLED AS HIS MUM HAS MANY HEALTH ISSUES AND DISABILITIES WHICH RESTRICTS HER FROM GETTING AROUND HER DAY TO DAY LIFE. IT ALL HAS HAD A HUGE IMPACT ON B AND HE OFTEN FELT DOWN SEEING HIS MUM SUFFERING. HOWEVER, ONCE WE DID START TALKING TO B, HE STARTED TO OPEN UP TO US. HE ALSO FELT HAPPY AS WE OFTEN SHOWED HIS MUM SUPPORT WHEN IT CAME TO ANYTHING WHICH INVOLVED B. OUR RELATIONSHIP WHEN SUPPORTING HIM GREW FROM STRENGTH TO STRENGTH AND IT WAS VISIBLE THAT B AND HIS MUM REALLY APPRECIATED HAVING THAT EXTRA SUPPORT FROM US AND KNOWING IT WAS REGULAR.

B WENT ON TO TAKE PART IN WORKSHOPS WITH US, GAIN WORK EXPERIENCE THROUGH US AT A CONSTRUCTION SITE AND ENROLLED INTO COLLEGE, ALL GREAT ACHIEVEMENTS AS THEY WERE ALL VERY DIFFERENT ENVIRONMENTS TO THE PRU WHERE WE FIRST MET HIM. B SEEMED TO SETTLE QUITE QUICKLY INTO COLLEGE LIFE WITH NO REAL DIFFICULTIES OR CONCERNS BUT A MONTH LATER HE WAS THE VICTIM OF A NEAR FATAL STABBING. HE AND HIS BROTHER HAD BEEN STABBED AND B ENDED UP IN INTENSIVE CARE. THIS WAS A VERY DIFFICULT TIME FOR B, HIS BROTHER AND HIS FAMILY. HIS MUM WAS MENTALLY DEVASTATED BUT THANKFULLY BOTH BOYS RECOVERED.

THEY HAVE NEVER HAD ANY COUNSELLING AFTER WHAT HAPPENED AS THEY REFUSED TO SEE ANYONE, SO HAVE TRIED THEIR BEST TO CONTINUE AND B IS STILL AT COLLEGE. HIS CASEWORKER HAS SUPPORTED THE FAMILY WITH BEING PRESENT WHEN B WAS BEING ASSESSED FOR A HEALTHCARE PLAN, WHEN THERE HAVE BEEN SOCIAL WORKER VISITS, COLLEGE MEETINGS AND WITH GETTING FOOD VOUCHERS. MUM WAS PARTICULARLY STRUGGLING WHEN B WAS IN HOSPITAL AS SHE HAD TO PAY FOR CABS BACK AND FORTH AS SHE IS UNABLE TO WALK LONG DISTANCES, AND HER MOBILITY SCOOTER WAS BROKEN. THIS THEN HAD AN IMPACT ON THEM FINANCIALLY.

TOWARDS THE END OF THE PROGRAMME DESPITE B NOT BEING UP TO DATE WITH HIS COLLEGE WORK, HE IS STILL ON ROLE AND TRYING. HE HAS BEEN GIVEN THE OPPORTUNITY TO ACHIEVE AND RECEIVE CERTIFICATES IN EACH UNIT SO THAT HE COMES AWAY WITH SOMETHING RATHER THAN NOTHING. WE ALSO HAD THE OPPORTUNITY TO PUT B FORWARD FOR THE REDECORATION PROJECT WHERE THEY REDESIGNED HIS BEDROOM AND TRANSFORMED IT WITH ALL NEW FURNITURE. THIS WAS SOMETHING THAT MADE B VERY HAPPY AS HIS ROOM WAS VERY BASIC AND HE WAS SLEEPING ON A MATTRESS ON THE FLOOR. THE END RESULTS WERE AMAZING, AND HE WAS EXTREMELY GRATEFUL. B HAS SAID THAT THE SUPPORT AND KINDNESS HE HAS RECEIVED WHILST WORKING WITH US THIS PAST YEAR HAS BEEN SO GOOD! HE FEELS A LOT OF HIS ACHIEVEMENTS HAVE BEEN GAINED THROUGH OUR CONTINUOUS SUPPORT, ENCOURAGEMENT, AND BELIEF IN HIM, PUSHING HIM TO STRIVE FOR MORE. WE ARE VERY PROUD OF B'S DEVELOPMENT AND ATTITUDE TOWARDS HIS FUTURE AND WE WISH HIM AND HIS FAMILY THEY VERY BEST.

## LNK ASPIRE

### CASE STUDY – MOTHERS PERSPECTIVE

“I HAD HEARD BRIEFLY ABOUT LIVES NOT KNIVES AND SOME OF THE EVENTS THAT THEY HAD RUN IN THE COMMUNITY, BEFORE WE WERE INTRODUCED TO THEM THROUGH MY SON’S PUPIL REFERRAL UNIT, SO I WAS EXPECTING SOME SORT OF IMPROVEMENT OVERALL IN HIS BEHAVIOUR. HE GOT INTO A LOT OF FIGHTS AND HAD A LOT OF SUBSTANCE ISSUES, WHICH I KNEW WOULD COME BACK TO HURT HIM IN THE FUTURE, SO REALLY WANTED HIM TO CHANGE.

OVERALL, I WAS VERY GRATEFUL FOR THE SUPPORT I RECEIVED, AND CHERISHED EVERY SINGLE MOMENT OF IT. LNK WOULD ALWAYS GO THE EXTRA MILE, BY HELPING US WITH THINGS SUCH AS GETTING FOOD STAMPS AND REFURBISHING BEDROOMS. EVERY WEEK WITHOUT FAIL THE WORKER WOULD COME IN AND HAVE AN HOUR-LONG MEETING WITH US, SOMETIMES SUPPORTING US IN MEETING WITH HIS COLLEGE REGARDING HIS DISCIPLINE, WHICH WOULD SOMETIMES EXTEND WAY OVER THE 1 HOUR THEY WERE SUPPOSED TO BE THERE, BUT DID NOT CARE ABOUT SPENDING EXTRA TIME TO HELP. THE SUPPORT THAT THEY PROVIDED MADE ME FEEL AS THOUGH I WAS NOT ALONE IN HELPING MY SON, ESPECIALLY AS HIS DAD WAS NOT AROUND.”

“WE HAVE HAD VARIOUS OTHER SOCIAL WORKERS COME IN AND OUT OF OUR HOUSEHOLD, HOWEVER NONE HAVE BEEN AS EFFECTIVE AS LNK. THIS IS BECAUSE

THE SOCIAL WORKERS IN THESE GOVERNMENT-RUN SCHEMES TEND TO CHANGE EVERY FEW WEEKS, WHICH MAKES IT HARD FOR MY SON TO BUILD A PERSONAL RELATIONSHIP WITH THEM, AND FOR THEM TO GAIN HIS TRUST. THIS MAKES IT HARD FOR HIM TO OPEN UP TO THEM AND SORT OUT THE PROBLEMS HE HAS. ALSO, THESE WORKERS ARE NOT AS RELIABLE AS LNK, AS SOMETIMES THEY WOULD TURN UP TO MEETINGS OVER AN HOUR LATE, WHICH HEAVILY INCONVENIENCES US.

I AM QUITE GUTTED THAT THE LNK ASPIRE PROGRAMME ONLY LASTED FOR A YEAR, AS IT HELPED MY FAMILY OUT A LOT MORE THAN SOCIAL SERVICES AND I HAVE ALREADY RECOMMENDED THE PROGRAMME TO A FEW FRIENDS WHO HAVE CHILDREN IN SIMILAR POSITIONS.”

## WHAT WE DO: LNK EDUCATE

LNK HAS 6 TRAINED MENTORS BETWEEN THE AGES OF 17-25.

COLLECTIVELY THEY HAVE EXPERIENCED SOCIAL EXCLUSION, TEEN PREGNANCY, BEEN VICTIMS AND PERPETRATORS OF CRIME, HAVE THEMSELVES BEEN GANG MEMBERS AND LOST CLOSE FRIENDS TO VIOLENT CRIME.

THEY HAVE BEEN WORKING WITHIN SCHOOLS TO MENTOR 55 YOUNG PEOPLE IN CROYDON WHO ARE MOST VULNERABLE AND MOST AT RISK OF GETTING INVOLVED IN ANTI-SOCIAL BEHAVIOUR. IT HAS BECOME MORE EVIDENT WITH EACH NEW PROJECT THE IMPORTANCE OF PEER MENTORING.

OUR GOAL HERE REMAINS TRUE TO OUR PREVENTION APPROACH – WE WANT TO HELP KEEP THESE YOUNG PEOPLE IN MAIN STREAM SCHOOLS WITH THE BEST SUPPORT POSSIBLE, RATHER THAN SEEING THEM GO INTO A PUPIL REFERRAL UNIT.

NOT ONLY DO WE BELIEVE THAT THIS IS IN THE BEST INTEREST OF THE YOUNG PERSON, BUT IT IS ALSO THE MOST FINANCIALLY VIABLE OPTION TOO.

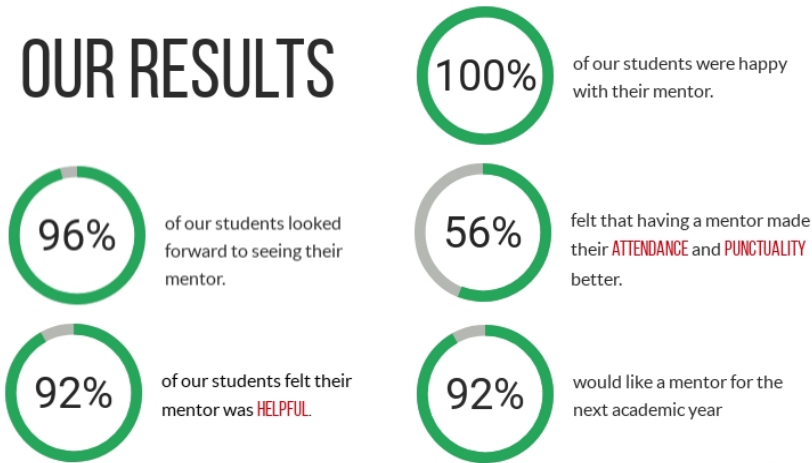
“

it is estimated that the cost of a place in a pupil referral unit is **£15,000** per year, compared with supporting young people to stay at school costing between **£5,050** and **£6,400** per year, depending on the model of support

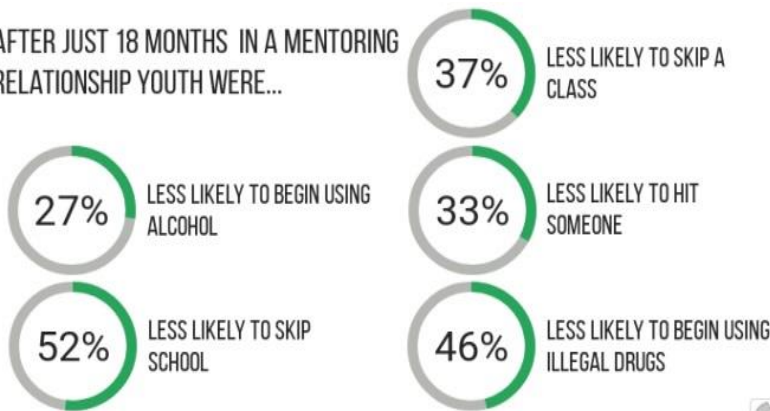
”

NOT PRESENT AND NOT CORRECT: UNDERSTANDING AND PREVENTING SCHOOL EXCLUSIONS – JANE EVANS (2010)

# OUR RESULTS



## AFTER JUST 18 MONTHS IN A MENTORING RELATIONSHIP YOUTH WERE...



Making a Difference: An Impact Study of Big Brothers/Big Sisters (2000)



## THE STRONGEST MOST CONSISTENT BENEFIT FOR MENTORED YOUTH WAS A REDUCTION IN DEPRESSIVE SYMPTOMS. THE STUDY ALSO FOUND...



Greater acceptance by their peers.



More positive beliefs about their ability to succeed in school.



Better grades in school.

The Role of Risk: Mentoring Experiences and Outcomes for Youth with Varying Risk Profiles (2013)



## AT-RISK YOUTH WHO HAD A MENTOR ARE...



The Mentoring Effect: Young people's perspective on the outcomes and availability of mentoring (2014)



# THE LNK THEORY OF CHANGE

## INPUT

ROADSHOWS:  
EDUCATING AND  
PROVIDING  
KNOWLEDGE ON THE  
TOPIC OF KNIFE  
CRIME, YOUTH  
OFFENDING AND  
INDIVIDUAL RIGHTS.  
LNK EDUCATE:  
PROVIDES AN  
EXTERNAL PERSON,  
TO HELP CHILDREN IN  
SCHOOL STAY ON  
TRACK AND GIVE  
THEM SOMEBODY TO  
EXPRESS  
THEMSELVES TO.  
LNK ASPIRE:  
SUPPORTS YOUNG  
PEOPLE IN PRU'S,  
GETTING THEM INTO  
FURTHER EDUCATION  
OR EMPLOYMENT  
TRAINING.

## OUTCOME

YOUNG PEOPLE  
BEING EDUCATED ON  
CRIME  
YOUNG PEOPLE  
FEELING LIKE THEY  
HAVE A SAFE PLACE  
TO GO TO AND  
SOMEONE TO TALK  
TO  
IMPROVED  
BEHAVIOUR  
YOUNG PEOPLE  
ENDING UP IN  
FURTHER EDUCATION  
OR EMPLOYMENT  
TRAINING  
IMPROVED  
INDEPENDENCE AND  
CONFIDENCE  
PROVIDE THE YOUNG  
PEOPLE WITH A  
SENSE OF  
BELONGING SO THAT  
THEY DO NOT SEEK IT  
ELSEWHERE

## PURPOSE

TO EDUCATE AND  
EMPOWER THE  
YOUNG PEOPLE SO  
THAT THEY ARE  
INDEPENDENT AND  
CONFIDENT ENOUGH  
TO MAKE POSITIVE  
LIFE CHOICES.  
TO SHOW THEM THAT  
THERE IS  
OPPORTUNITIES OUT  
THERE FOR THEM.

## GOAL

YOUNG PEOPLE  
FROM GETTING  
INVOLVED IN KNIFE  
CRIME, SERIOUS  
YOUTH VIOLENCE  
AND ANTI-SOCIAL  
BEHAVIOUR.

# LNK SOCIAL IMPACT THROUGH EARLY INTERVENTION

A STUDY BY THE UNIVERSITY OF EDINBURGH FOUND THAT INDIVIDUALS EXCLUDED FROM SCHOOL WERE **4 TIMES** MORE LIKELY TO END UP IN PRISON.

A REPORT BY SECED STATED THAT MORE THAN HALF OF THE UK PRISONERS WERE EXCLUDED FROM SCHOOL.

WHEN THE HOME OFFICE SERIOUS VIOLENCE STRATEGY LAUNCHED, IT HIGHLIGHTED RESEARCH WHICH SHOWED 40% OF GANG MEMBERS HAD SIGNS OF SEVERE BEHAVIOURAL PROBLEMS BEFORE THE AGE OF 12.

FOR SOMEONE UNDER THE AGE OF 12, KNOWLEDGE OF THE CONSEQUENCES OF CARRYING A KNIFE AND MENTORING GUIDANCE TO DETER THEM FROM CARRYING ONE ARE TWO CRUCIAL EARLY INTERVENTIONS. THESE INTERVENTIONS HELP TO HELP KEEP THEM IN SCHOOL, WHICH HELPS REDUCE THE CHANCES OF THEM CARRYING A KNIFE AND OFFENDING IN THE FUTURE.

THAT IS WHY EARLY INTERVENTION IS KEY.

THE EVIDENCE ABOVE SHOWS SOME OF THE PROBLEM THAT WE FACE AS A SOCIETY AND PART OF THE SOLUTION.

AS A CHARITY WE MAKE OUR IMPACT ON THIS SOCIETY

GLASGOW HAVE HALVED THEIR MURDER RATE OVER THE LAST 10 YEARS THROUGH EARLY INTERVENTION. THEY RECOGNISED THAT REAL CHANGE WILL HAPPEN WHEN YOU TACKLE THE PROBLEM FROM EVERY ANGLE AND ALLOW TIME TO NURTURE THOSE MOST AT RISK.

## WHAT WE DO: LNK TECH

EVERY 3RD SATURDAY OF EACH MONTH LNK OFFERS FREE CLASSES THAT TEACH YOUNG PEOPLE HTML, PYTHON PROGRAMMING AND OTHER ONLINE COMPUTER LANGUAGES.

LNK TECH HAS 3 AMAZING VOLUNTEERS THAT SUPPORT UP TO 15 YOUNG PEOPLE A MONTH.



## WHAT WE DO: LNK FUNDRAISE

THIS YEAR WE RAN A SOCIAL MEDIA CAMPAIGN AROUND THE SUMMER AND CHRISTMAS BIG GIVE PROGRAMMES.

WE SUCCESSFULLY RAISED £8673, SOME OF WHICH WENT TOWARDS PROVIDING FREE ACTIVITIES FOR 40 YOUNG PEOPLE OVER THE SUMMER HOLIDAYS.

THE CHILDHOOD TRUST SUPPORTED OUR CAMPAIGNS BY MATCH FUNDING OUR CHAMPION FUND.

"WE SUPPORT LNK ON AN ONGOING BASIS BECAUSE IT IS A UNIQUE PROGRAMME THAT BENEFITS NOT JUST THE MARGINALISED YOUNG PEOPLE WHOSE LIVES IT TRANSFORMS BUT ALSO THE WIDER COMMUNITY. LONDON NEEDS MORE WORK LIKE THIS AND WE ARE PROUD TO BE ASSOCIATED WITH THIS EXCELLENT PROJECT"

LAWRENCE GUINNESS, CHIEF EXECUTIVE, THE CHILDHOOD TRUST

WE ALSO HELD OUR 10 YEAR ANNIVERSARY DINNER AT APATURA RESTAURANT IN CROYDON. FUNDS RAISED FROM THIS WENT TOWARDS DEVELOPING THE TEACHERS RESOURCE PACK WE USE IN LNK EDUCATE, WHICH LAUNCHED IN NOVEMBER 2017.





## WHAT WE DO: LNK FUNDRAISE

WE ARE GRATEFUL TO ALL DONORS AND FUNDRAISERS, PARTICULARLY THOSE WHO SEEK US OUT BECAUSE OF OUR WORK, LIKE AARON TARRY AND HIS WIFE JEAN AND SISTER ANGELIA JORDAN WHO **RAISED £4,500** FOR LNK BY DOING AN EVENING CHARITY FUNDRAISER.



“ ”

FOR THE PAST 5 YEARS ALONG WITH MY WIFE AND SISTER WE HAVE BEEN RAISING MONEY FOR VARIOUS CHARITIES. THIS YEAR I WAS LOOKING TO SEE WHAT WAS CURRENT AND RELEVANT TO CROYDON. WHILE I WAS RESEARCHING, THERE WERE SEVERAL STABBINGS WHICH OCCURRED IN A SHORT SPACE OF TIME. I THEN DECIDED TO REVIEW VARIOUS ORGANISATIONS RELATING TO THE PREVENTION OF KNIFE CRIME - THIS IS WHEN I CAME ACROSS LIVES NOT KNIVES.

AFTER WE REVIEWED THEIR WEBSITE AND READ ABOUT ELIZA'S STORY, MY WIFE, SISTER AND I ALL AGREED THIS SHOULD BE THE CHARITY WE SUPPORT THIS YEAR. I WAS VERY IMPRESSED WITH WHAT LNK WANTED TO ACHIEVE AND WHAT THEY STOOD FOR.

I THEN ARRANGED TO MEET WITH THE LNK TEAM TO DISCUSS WHAT WE WANTED TO DO FOR THEM, AND FROM THAT MOMENT ON THE HELP AND SUPPORT FROM THE TEAM WAS OUTSTANDING. WITH THEIR SUPPORT WE MADE A VERY SUCCESSFUL EVENT.



# LNK FINANCES

DURING 2016-2017, LIVES NOT KNIVES INVESTED A LOT OF TIME AND EFFORT INTO APPLYING FOR FUNDING TO ALLOW US TO LAUNCH LNK ASPIRE – OUR BIGGEST AND LONGEST RUNNING YOUTH LED PROGRAMME YET.

OUR SUCCESSFUL BID HAS MEANT WE HAVE HAD A RELIABLE, CONTINUOUS FUNDING STREAM THAT HAS ALLOWED US TO EMPLOY A TEAM AND WORK WITH MORE YOUNG PEOPLE. HOWEVER, THE RESOURCE THAT IT TOOK TO COMPLETE THE BID MEANT THAT WE FINISHED LAST YEAR IN A DEBT OF £3,228.

SINCE THEN, WE HAVE UNDERTAKEN MORE FUNDRAISING ACTIVITIES AND COMPLETED MORE SUCCESSFUL FUNDING BIDS WITH THE HOME OFFICE.

AS A RESULT, OUR FINANCES ARE NOW IN A MORE STABLE CONDITION, WITH THE WAGES AND OVERHEADS OF THE CHARITY BEING COVERED FROM CONTRACTED PARTNERS, AND FUNDRAISING EFFORTS GENERATING ADDITIONAL REVENUE TO SPEND ON OUR OWN INITIATIVES, LIKE LNK EDUCATE, LNK TECH AND THE EVER EXPANDING LNK ROADSHOWS.

THEREFORE THIS YEAR WE FINISH WITH £28,160 IN RESERVED FUNDS. WHILST THIS IS A GREAT STATE TO END THE YEAR IN, WE WANT TO STRESS THAT THE BIGGEST CHALLENGE AND TIME CONSUMING ACTIVITY LNK UNDERTAKES IS WRITING FUNDING BIDS AND UNDERTAKING FUNDRAISING ACTIVITIES.

THE TIME AND EFFORT IT TAKES TO DO THIS COULD BE SPENT IN SCHOOLS AND PUPIL REFERRAL UNITS WITH YOUNG PEOPLE INSTEAD. SO, OUR LONG TERM GOAL IS TO BECOME FINANCIALLY INDEPENDENT WITH LONG TERM DONOR PARTNERS WHO INVEST IN OUR WORK FOR THE GOOD OF THE COMMUNITY.

FOR A FULL BREAKDOWN OF OUR ACCOUNTS, PLEASE SEE THE APPENDIX.

# LNK STRUCTURE, GOVERNANCE & MANAGEMENT

LNK IS SUPPORTED BY A PASSIONATE AND GROWING TRUSTEE BOARD WHO ARE DEDICATED TO ENSURING THAT LNK FULFILS OUR POTENTIAL WHILE STAYING TRUE TO OUR ROOTS. WE RECRUIT A DIVERSE RANGE OF TRUSTEES TO ENSURE LNK HAS THE BROADEST RANGE OF SKILLS TO DRAW ON, ENSURING A MIX OF PEOPLE WITH STRONG LINKS TO THE CROYDON AREA AND THE RIGHT SKILLS AND EXPERTISE TO STEER LNK AS IT GROWS.



## JAMES EMTAGE, CHAIR

JAMES FIRST STARTED SUPPORTING LNK IN 2008 WHEN IT WAS A GRASSROOTS CAMPAIGN IN CROYDON. HE THEN JOINED THE BOARD AS A TRUSTEE WHEN THE CHARITY WAS OFFICIALLY FORMED IN 2014, BECOMING CHAIR IN 2017. HE WORKS IN THE MEDIA INDUSTRY AS A TELEVISION PRODUCER, DEVELOPING AND MAKING YOUTH PROGRAMMES.



## STEPH LARNDER

STEPH JOINED THE LNK BOARD IN SUMMER 2017. SHE IS A CIVIL SERVANT AND HAS WORKED IN CENTRAL GOVERNMENT ON A RANGE OF POLICY ISSUES FOR NEARLY TEN YEARS, CURRENTLY WORKING ON ROUGH SLEEPING POLICY.



## SAFFRON SAUNDERS

SAFFRON IS A CREATIVE BUSINESS WOMAN WELL KNOWN IN CROYDON THROUGH HER WORK WITH CROYDON CHAMBER AND SUSSEX INNOVATION. SHE JOINED THE LNK BOARD IN SPRING 2017 AND THROUGH HER BROAD NETWORK HAS BOUGHT BUSINESS OPPORTUNITIES TO HELP THE CHARITY GO FROM STRENGTH TO STRENGTH.



## JACKIE KING

JACKIE JOINED THE LNK BOARD IN MARCH 2018 AND HAS WORKED AS A PHOTOGRAPHER AND PHOTOGRAPHIC EDUCATOR AND MENTOR SINCE 2005.



## GISELLE BROWN

GISELLE JOINED THE LNK BOARD IN SPRING 2018. SHE HAS WORKED IN A LEGAL ENVIRONMENT FOR OVER 20 YEARS AND RECENTLY MOVED FROM WORKING IN A CORPORATE ENVIRONMENT TO SETTING UP HER OWN LEGAL CONSULTANCY FIRM.

# GOVERNING DOCUMENT

THE CHARITY IS CONTROLLED BY ITS GOVERNING DOCUMENT, A DEED OF TRUST, AND CONSTITUTES A LIMITED COMPANY, LIMITED BY GUARANTEE, AS DEFINED BY THE COMPANIES ACT 2006.

## REFERENCE AND ADMINISTRATIVE DETAILS

### REGISTERED COMPANY NUMBER

CE000143 (ENGLAND AND WALES)

### REGISTERED CHARITY NUMBER

1153634

### REGISTERED OFFICE

LNK UNIT  
UPPER MALL  
CENTRALE SHOPPING CENTRE  
CROYDON  
SURREY  
CR0 1TY

### COMPANY ACCOUNTANTS & INDEPENDENT EXAMINER

SIMON MADDOX FCCA  
MADDOX & MADDOX  
4 SPIRE PLACE  
WARLINGHAM  
SURREY  
CR6 9LW

### BANK

BARCLAYS BANK PLC  
1 NORTH END  
CROYDON  
CRO 1TY

# WE WOULD LIKE TO THANK

THE CROYDON PARTNERSHIP FOR THEIR ONGOING  
SUPPORT AND FOR GIVING US OUR HOME IN  
CENTRALE, CROYDON

"THE CROYDON PARTNERSHIP STRONGLY BELIEVES  
IN SUPPORTING LOCAL CHARITIES AND COMMUNITY  
GROUPS THROUGH ONGOING LOCAL PARTNERSHIPS,  
WITH A FIRM FOCUS ON YOUTH ENGAGEMENT AND  
ENTERPRISE. LIVES NOT KNIVES WAS ONE OF THE  
FIRST ORGANISATIONS IN THE BOROUGH WE  
FORGED A RELATIONSHIP WITH FOUR YEARS AGO,  
AND WE'RE PROUD TO HAVE CONTINUED OUR  
SUPPORT EVER SINCE. IT HAS BEEN TRULY  
INSPIRING TO BE INVOLVED WITH SUCH A  
PASSIONATE ORGANISATION DOING FANTASTIC  
WORK WITH YOUNG PEOPLE THROUGH A RANGE OF  
INITIATIVES FROM ARRANGING CAREERS AND  
TECHNOLOGY WORKSHOPS, TO A SPONSORED  
CHARITY WALK, AND WE'VE BEEN PLEASED TO BE  
ABLE TO PROVIDE A COMMUNITY SPACE IN THE  
CENTRALE SHOPPING CENTRE TO PROMOTE AND  
RAISE AWARENESS."

JAMES ROGERS ON BEHALF OF THE CROYDON  
PARTNERSHIP

[HTTP://THECROYDONPARTNERSHIP.COM/](http://thecroydonpartnership.com/)

INSIDE ADVANTAGE FOR PROVIDING STAFF  
CONTRACTS AND OVERALL HR ADVICE AND SUPPORT

'MY DECISION TO PROVIDE PRO BONO SERVICES TO  
LIVES NOT KNIVES WAS AN EASY ONE. I AM  
CROYDON BORN AND BRED. I WENT TO SCHOOL  
HERE, MY FAMILY LIVE HERE AND MY CHILDREN  
WERE BORN HERE. I AM DESPERATELY SADDENED  
BY THE INCREASE IN KNIFE CRIME IN THE BOROUGH  
AND KNOW MANY FAMILIES THAT HAVE BEEN  
AFFECTED BY IT, INCLUDING MY OWN. I  
UNDERSTAND THE ANGER, HURT AND PAIN AND I  
WANT TO SEE AN END TO IT, NOW! THE WORK THAT  
LIVES NOT KNIVES DO IS SO IMPORTANT AND I AM  
PROUD TO SUPPORT THEM, AND IN TURN THE  
YOUTHS THEY GUIDE, SUPPORT AND ENCOURAGE  
TO BECOME PRODUCTIVE MEMBERS OF OUR  
COMMUNITY. IF IT HELPS TO PREVENT EVEN ONE  
MORE FAMILY FROM EXPERIENCING THE PAIN OR  
LOSS ASSOCIATED WITH KNIFE CRIME, IT'S TOTALLY  
WORTH IT!

MONICA BECKLES – INSIDE ADVANTAGE

<https://insideadvantage.co.uk/>

MADDOX AND MADDOX ACCOUNTANTS WHO HAVE  
PRODUCED LNKS ACCOUNTS FOR THE PAST  
THREE YEARS PRO BONO

'MADDOX & MADDOX IS A PROACTIVE CLOUD  
ACCOUNTING PRACTICE. WE ARE XERO AND  
QUICKBOOKS CERTIFIED ADVISORS, WITH  
OFFICES IN SURREY AND COUNTY DURHAM.  
USING THE LATEST, AND MOST TRUSTED CLOUD  
ACCOUNTING PACKAGES, WE PROVIDE EASY TO  
ACCESS REAL TIME ACCOUNTS AND  
MANAGEMENT INFORMATION AND BUSINESS  
COACHING SERVICES ALL SUPPORTED BY OVER  
30 YEARS' OF ACCOUNTING EXPERTISE. IN  
ADDITION TO SERVING OUR CLIENTS, WE FEEL IT  
IS IMPORTANT TO INVEST TIME AND EFFORT IN  
THE LOCAL COMMUNITY. WE WANT TO HELP THE  
NEXT GENERATION OF BUSINESS OWNERS TO  
FIND THEIR FEET. WE HOPE OUR COMMITMENT TO  
SOCIAL RESPONSIBILITY IN CROYDON AND  
BEYOND, GOES SOME WAY TO HELPING OTHER  
LESS FORTUNATE THAN OURSELVES. IT MAY ALSO  
GO SOME WAY TO HELPING WITH THE THREE  
GREAT CHALLENGES OF OUR TIME, NAMELY  
ECONOMIC STAGNATION, YOUTH  
UNEMPLOYMENT, AND POVERTY. IN ORDER TO  
OVERCOME THESE CHALLENGES WE SUPPORT  
THESE FINE CAUSES, WHO OPERATE BOTH  
LOCALLY AND INTERNATIONALLY:  
LIVES NOT KNIVES – CROYDON, THE HIVE –  
CROYDON, INTERNATIONAL NEEDS – CATERHAM,  
YOUNG START UP TALENT – LONDON,  
ENTERPRISE CUBE – CROYDON'  
SIMON MADDOX – MADDOX & MADDOX

# APPENDIX- ACCOUNTS 2016/7

THESE ACCOUNTS WERE COMPLETED BY SIMON MADDOX.

## REFERENCE AND ADMINISTRATIVE DETAILS

### INDEPENDENT EXAMINER

SIMON MADDOX FCCA

MADDOX & MADDOX

4 SPIRE PLACE

WARLINGHAM

SURREY

CR6 9LW

APPROVED BY ORDER OF THE BOARD OF TRUSTEES ON ..... AND SIGNED ON  
ITS BEHALF BY:

.....  
J N EMTAGE - TRUSTEE

# INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF LIVES NOT KNIVES

Independent examiner's report to the trustees of Lives Not Knives ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2018.

## Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

1.	accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2.	the accounts do not accord with those records; or
3.	the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4.	the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached

Simon Maddox FCCA  
Maddox & Maddox  
4 Spire Place  
Warlingham  
Surrey  
CR6 9LW

6 July 2018

# LIVES NOT KNIVES

## STATEMENT OF FINANCIAL ACTIVITIES

### FOR THE YEAR ENDED 31 MARCH 2018

		2018 Unrestricted fund £	2017 Total funds £
	Notes		
INCOME AND ENDOWMENTS FROM			
Donations and legacies		18,535	8,585
Charitable activities			
Education and life skill development programmes		4,500	-
Other trading activities	2	140,404	17,888
Investment income	3	<u>1,120</u>	<u>13,857</u>
Total		164,559	40,330
EXPENDITURE ON			
Raising funds		9,870	2,078
Charitable activities			
Education and life skill development programmes		123,300	87,039
Total		<u>133,170</u>	<u>87,117</u>
NET INCOME/(EXPENDITURE)		<u>31,389</u>	<u>(48,787)</u>
RECONCILIATION OF FUNDS			
Total funds brought forward		(3,229)	45,558
TOTAL FUNDS CARRIED FORWARD		<u>28,160</u>	<u>(3,229)</u>



# LIVES NOT KNIVES

## BALANCE SHEET AT 31 MARCH 2018

		2018 Unrestricted fund £	2017 Total funds £
	Notes		
FIXED ASSETS			
Tangible assets	8	375	-
CURRENT ASSETS			
Cash at bank		41,368	1,037
CREDITORS			
Amounts falling due within one year	9	(13,583)	(4,266)
<b>NET CURRENT ASSETS/(LIABILITIES)</b>		<u>27,785</u>	<u>(3,229)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		28,160	(3,229)
<b>NET ASSETS/(LIABILITIES)</b>		<u>28,160</u>	<u>(3,229)</u>
FUNDS	10		
Unrestricted funds		28,160	(3,229)
<b>TOTAL FUNDS</b>		<u>28,160</u>	<u>(3,229)</u>

# LIVES NOT KNIVES

## BALANCE SHEET - CONTINUED AT 31 MARCH 2018

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The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2018.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- |     |  |
|-----|--|
| (a) | ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and  |
| (b) | preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company. |

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on ..... and were signed on its behalf by:

.....  
J N Emtage -Trustee

# LIVES NOT KNIVES

## NOTES TO THE FINANCIAL STATEMENTS

### FOR THE YEAR ENDED 31 MARCH 2018

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#### 1. Accounting Policies

##### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention

##### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

##### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

##### Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

##### Taxation

The charity is exempt from corporation tax on its charitable activities.

##### Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

## 2. OTHER TRADING ACTIVITIES

	2018	2017
	£	£
Commissioned Work	140,395	17,872
Commission	<u>9</u>	<u>16</u>
	<u>140,404</u>	<u>17,888</u>

## 3. INVESTMENT INCOME

	2018	2017
	£	£
Rents received	<u>1,120</u>	<u>13,857</u>

## 4. NET INCOME/(EXPENDITURE)

Net Income/(expenditure) is stated after charging/(crediting):

	2018	2017
	£	£
Depreciation - owned assets	125	-

## 5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2018 nor for the year ended 31 March 2017.

### Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2018 nor for the year ended 31 March 2017.

## 6. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2018	2017
No employees received emoluments in excess of £60,000.	6	5

# LIVES NOT KNIVES

## NOTES TO THE FINANCIAL STATEMENTS –

### CONTINUED FOR THE YEAR ENDED 31 MARCH 2018

#### 7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	8,585
Other trading activities	17,888
<u>Investment income</u>	<u>13,857</u>
<b>Total</b>	<b>40,330</b>
EXPENDITURE ON	
Raising funds	2,078
Charitable activities	
Education and life skill development programmes	87,039
<b>Total</b>	<b>89,117</b>
NET INCOME/(EXPENDITURE)	<u>(48,787)</u>
	Unrestricted fund £
RECONCILIATION OF FUNDS	
Total funds brought forward	45,558
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>(3,229)</u>

# LIVES NOT KNIVES

## NOTES TO THE FINANCIAL STATEMENTS –

### CONTINUED FOR THE YEAR ENDED 31 MARCH 2018

#### 8. TANGIBLE FIXED ASSETS

	Computer equipment £
<b>COST</b>	
<u>Additions</u>	<u>500</u>
<b>DEPRECIATION</b>	
Charge for year	125

#### 9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2018 £	2017 £
Social security and other taxes	8,270	1,545
Other creditors	5,313	2,721
13,583		4,266

#### 10. MOVEMENT IN FUNDS

	At 1.4.17 £	Net movement in funds £	At 31.3.18 £
<b>Unrestricted funds</b>			
General fund	(3,229)	31,389	28,160
<b>TOTAL FUNDS</b>	<b>(3,229)</b>	<b>31,389</b>	<b>28,160</b>

# LIVES NOT KNIVES

## NOTES TO THE FINANCIAL STATEMENTS –

### CONTINUED FOR THE YEAR ENDED 31 MARCH 2018

#### 10. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	164,559	(133,170)	31,389
<b>TOTAL FUNDS</b>	<b>164,559</b>	<b>(133,170)</b>	<b>31,389</b>

#### Comparatives for movement in funds

	At 1.4.16 £	Net movement in funds £	At 31.3.17 £
<b>Unrestricted Funds</b>			
General fund	45,558	(48,787)	(3,229)
<b>TOTAL FUNDS</b>	<b>45,558</b>	<b>(48,787)</b>	<b>(3,229)</b>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted Funds</b>			
General fund	40,330	(89,117)	(48,787)
<b>TOTAL FUNDS</b>	<b>40,330</b>	<b>(89,117)</b>	<b>(48,787)</b>

#### 11. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2018.

# LIVES NOT KNIVES

## DETAILED STATEMENT OF FINANCIAL ACTIVITIES

### FOR THE YEAR ENDED 31 MARCH 2018

	2018	2017
	£	£
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	18,535	8,585
<b>Other trading activities</b>		
Commissioned Work	140,395	17,872
Commission	9	16
	<hr/>	<hr/>
	140,404	17,888
<b>Investment income</b>		
Rents received	1,120	13,857
<b>Charitable activities</b>		
Grants	4,500	-
	<hr/>	<hr/>
Total incoming resources	164,559	40,330
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Fundraising expenses	1,009	-
<b>Other trading activities</b>		
Programme expenses	8,861	2,078
<b>Charitable activities</b>		
Wages	65,296	17,528
Social security	3,962	-
Consultancy	570	-
Rates and water	57	39
Insurance	625	572
Light and heat	2,484	3,532
Telephone	431	94
Postage and stationery	1,282	-
Video production	-	750
Website IT and computer costs	274	705
Subscriptions	1,020	411
Travel	357	-
Cleaning	337	-
Staff training	627	-
Computer equipment	125	-
	<hr/>	<hr/>
	77,447	23,631
<b>Support costs</b>		



# LIVES NOT KNIVES

## DETAILED STATEMENT OF FINANCIAL ACTIVITIES

### FOR THE YEAR ENDED 31 MARCH 2018

	2018	2017
	£	£
<b>Management</b>		
Wages	36,000	-
Social security	842	-
Consultancy	9,000	63,400
	<u>45,842</u>	<u>63,400</u>
<b>Finance</b>		
Bank charges	10	8
Bank interest	1	-
	<u>11</u>	<u>8</u>
Total resources expended	<u>133,170</u>	<u>89,117</u>
Net income/(expenditure)	<u>31,389</u>	<u>(48,787)</u>