

# LIVES NOT KNIVES

1153634

Trustees Annual Report 2018-19



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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)

02086818244

## LONDON'S MURDER TOLL REACHED 132 IN 2018, THE HIGHEST IN ALMOST A DECADE.



WITH THIS MY SECOND YEAR AS CEO OF LIVES NOT KNIVES, I AM VERY PROUD TO LEAD A CHARITY THAT IS CONTINUING TO GROW AND DIVERSIFY IN TERMS OF THE PROGRAMMES AND SUPPORT THAT WE CAN OFFER YOUNG PEOPLE IN CROYDON.

IT HAS BEEN Hugely Rewarding to Recruit Abigale, a Product of our Aspire Programme, as an Apprentice at LNK. Watching her grow and develop as a person is truly inspiring and serves as evidence that our strategy is effective and delivers tangible results.

WITH KNIFE CRIME AT AN ALL-TIME HIGH IN THE CAPITAL AND NOW REACHING EPIDEMIC PROPORTIONS, MORE EMPHASIS HAS FALLEN ON ORGANISATIONS SUCH AS OURS TO PROVIDE OPPORTUNITIES SO THAT YOUNG PEOPLE CAN SECURE A MORE POSITIVE FUTURE.

WHILE WE HAVE ALREADY ACHIEVED SO MUCH, LOOKING FORWARD I AIM TO HIRE MORE YOUTH WORKERS WITH LIVED EXPERIENCE TO MAXIMISE OUR OUTREACH AND ALLOW EVEN MORE YOUNG PEOPLE TO BENEFIT FROM OUR SUPPORT AND ADVICE. IN SO DOING WE AIM TO BUILD ON OUR SUCCESS AND WORK WITH MORE SCHOOLS, MORE TEACHERS, AND IN MORE AREAS.

I WOULD ALSO LIKE TO OFFER A HUGE THANK YOU TO ALL DONORS, VOLUNTEERS, TRUSTEES AND MY TEAM FOR THEIR ONGOING SUPPORT AND ALL OF THE YOUNG PEOPLE THAT HAVE BEEN HAPPY TO WORK WITH US.

ELIZA REBEIRO

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**LNK  
BELIEVE IN  
PREVENTION  
RATHER THAN  
CURE.**

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# WELCOME FROM OUR TRUSTEES

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:

1. 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.
2. 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.
3. 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.
4. 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.
5. 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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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", AND SOON MANY FRIENDS AND FAMILY WANTED TO BUY T-SHIRTS.

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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 GIVEN TO CROYDON COUNCIL.

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LNK STARTED WORKING WITH CITY HALL, CONTRIBUTING TO HOME OFFICE ROUNDTABLES TO HELP SHAPE THE PROGRAMMES THAT WERE RUNNING IN COMMUNITIES. WE HELD A VALENTINES 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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LNK ROADSHOWS EXPANDED INTO OVER 30 PRIMARY & SECONDARY SCHOOLS IN CROYDON AND PARTNERED WITH LONDON FIRE BRIGADE CITIZENSHIP DAYS. BATTLEFRONT AND LNK CONTINUED THEIR PARTNERSHIP, CONCLUDING IN A BROADCAST DOCUMENTARY GOING OUT ON CHANNEL 4.

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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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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', AND SUPPORTED CHILDREN OR YOUTH OFFENDERS WHO WERE ACTIVELY LOOKING FOR EMPLOYMENT BUT HAD NO EXPERIENCE IN A WORKING ENVIRONMENT.

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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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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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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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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.

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THIS YEAR WE CONTINUED OUR 1-1 MENTORING IN A NUMBER OF SECONDARY SCHOOLS ACROSS CROYDON AS WELL AS THE DELIVERY OF ROADSHOWS THROUGHOUT THE BOROUGH. WE WERE ABLE TO REACH OVER 10,000 YOUNG PEOPLE THROUGH THESE MEANS, AND ALSO HELD A SKYDIVING FUNDRAISER , ATTENDED A NUMBER OF SOCIAL MEDIA RELATED EVENTS TO IMPROVE OUR ONLINE PRESENCE, AND ALSO ATTENDED BBC EVENTS WITH CROYDON MP SARAH JONES.

# MONTHLY BREAKDOWN 2018-19

## ▶ MARCH

WE HOSTED A WOMAN'S DAY EVENT AND WORKED WITH DAY LEWIS PHARMACY TO DELIVER HEALTHY LIVING AND MENTAL HEALTH AWARENESS.

## ▶ APRIL

ELIZA WAS INTERVIEWED BY BBC NEWS AND FEATURED ON VANESSA FELTZ'S SHOW. WE ALSO BEGAN OUR PRIMARY SCHOOL ROADSHOWS AND RECEIVED MEDIA AND COMMS TRAINING AT BNP PARIBAS.

## ▶ MAY

WE LAUNCHED OUR WOMEN'S DAY EVENT AND BEGAN WORKING WITH YOUNG PEOPLE AT HARRIS ACADEMY. WE WERE ALSO INTERVIEWED BY SKY NEWS AND BEGAN FILMING FOR OUR TEACHER RESOURCE PACK.

## ▶ JUNE

WE LAUNCHED OUR DAY LEWIS PHARMACY CHARITY DAY. ALISHA WAS ALSO INTERVIEWED FOR BBC NEWS AND WE BEGAN DELIVERING ROADSHOWS AT APPELGARTH ACADEMY AND 2 PRU'S ACROSS CROYDON. ELIZA ALSO BEGAN WORKING WITH THE CHILDHOOD TRUST, AND LNK TEAM AND LNK SUPPORTERS JUMPED OUT OF A PLANE AS A FUNDRAISER

## ▶ JULY

WE HIRED AN INTERN, AYO, WHO BEGAN WORKING ON A SOCIAL VALUE REPORT, AND WORKED ALONGSIDE YOUNG PEOPLE TO RAISE AWARENESS OF KNIFE CRIME ON CROYDON HIGH ST.

## ▶ AUGUST

WE CONTINUED WITH OUR SUMMER PROGRAMME AND BEGAN WORKING WITH PHOTOGRAPHERS IN THE LOCAL COMMUNITY TO TAKE PHOTOGRAPHS IN CROYDON.

## ▶ SEPTEMBER

WE SUPPORTED 6 YOUNG PEOPLE TO DO WORK EXPERIENCE WITH WILLMOTT DIXONS CONSTRUCTION COMPANY, AND SUPPORTED 14 YOUNG PEOPLE TO ENROLL IN COLLEGE.

## ▶ OCTOBER

WE BEGAN PROMOTING FOR BLACK HISTORY MONTH AND SUPPORTED 8 YOUNG PEOPLE TO RECEIVE C CARD SEXUAL ADVICE.

## ▶ NOVEMBER

WE RAISED AWARENESS ABOUT TERRIFIER'S PLAY, SPOKE TO BBC RADIO 4 AND LAUNCHED OUR SOCIAL VALUE PAPER. WE ALSO HELD OUR BIG GIVE XMAS CHALLENGE WITH THE CHILDHOOD TRUST AND RAISED OVER £14,000.

## ▶ DECEMBER

WE WORKED WITH PUPILS FROM HARRODIAN AS PART OF OUR YPI PROJECT AND HOSTED ROADSHOWS AT A NUMBER OF PRIMARY SCHOOLS.

## ▶ JANUARY

LNK FEATURED ON CHANNEL 5 AND APPEARED ON DO THE RIGHT THING WITH EAMONN HOLMES, WHO ALSO WENT ON TO MAKE A GENEROUS DONATION TO LNK. WE ALSO ATTENDED THE YOUTUBE SPACE TO TAKE PART IN THE INTERNET CITIZENSHIP PROGRAMME.

## ▶ FEBRUARY

LNK WAS VISITED BY NICK HURD MP WHO CAME TO LEARN MORE ABOUT PREVENTION AND OUR APPROACH TO REDUCING KNIFE CRIME. WE WERE ALSO CHOSEN FOR #FIRSTGIVE BY CROYDON COLLEGE. WE ALSO DELIVERED A TRAINING SESSION AT OASIS SHIRLEY PARK.

## ▶ MARCH

WE HOSTED ANOTHER WOMEN'S DAY EVENT AND CONTINUED OUR WORK MENTORING AND DELIVERING ROADSHOWS THROUGHOUT CROYDON.

## 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 FIRSTHAND. 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

**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.

## WHAT WE DO: THE NEED

KNIFE CRIME HAS REACHED 'EPIDEMIC' PROPORTIONS IN LONDON AND THE UK. OVER 40,000 KNIFE CRIME OFFENCES WERE COMMITTED IN THE UK IN 2018, AND KNIFE CRIME HAS NOW REACHED AN ALL-TIME HIGH.

THERE WERE 67 FATAL STABBINGS ALONE IN 2019, AS THE CAPITAL HAS SEEN ITS HIGHEST NUMBER FOR DECADES. KNIFE RELATED DEATHS ALSO AMOUNTED TO OVER HALF OF THE HOMICIDES COMMITTED IN THE CAPITAL THAT YEAR- AS KNIFE CRIME CAN CLEARLY BE SEEN TO BE THE PRINCIPAL ISSUE REGARDING YOUTH VIOLENCE.

WITH THESE WORRYING STATISTICS LIKELY LINKED TO CUTS IN PUBLIC SERVICES AND THERE BEING 20,000 LESS POLICE THAN IN 2010, MORE EMPHASIS HAS FALLEN ON YOUTH SUPPORT NETWORKS SUCH AS LNK TO GUIDE VULNERABLE YOUNG PEOPLE INTO EDUCATION OR EMPLOYMENT AND AWAY FROM GANG CULTURE.

THERE IS ALSO A LOCAL NEED FOR LNK. CROYDON HAS THE LARGEST UNDER 18 POPULATION OF ANY LONDON BOROUGH, STANDING AT AROUND 94,000 (25% OF THE POPULATION), AND THE BOROUGH ALSO RANKS AS ONE OF LONDON'S MOST DEPRIVED DISTRICTS FOR EDUCATION AND TRAINING AS WELL AS FOR CRIME.

THE 'INSTITUTE FOR PUBLIC POLICY RESEARCH' CLAIMS THAT OVER 50% OF STUDENTS EXPELLED FROM SCHOOL HAVE BEEN DIAGNOSED WITH A MENTAL ILLNESS, AND A REPORT FROM SEDEC STATES THAT AT LEAST 50% OF THE UK'S PRISON POPULATION WERE EXPELLED FROM SCHOOL

### SURVEY:

AN EXTERNAL EVALUATOR SURVEYED 1000 STUDENTS FROM 10 CROYDON 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 OFTEN REPORT BACK ON WHAT A POSITIVE IMPACT WE HAVE HAD WITH THEIR STUDENTS.

#### Primary Roadshows

92%

knew more about gangs after the session

92%

knew more about the law after the session

96%

found the real life stories of our mentors interesting

85%

knew more about the dangers of carrying a knife

92%

wouldn't want to be friends with anyone who carries a knife

90%

are aware of what a real friend is after the session

96%

enjoyed the session.

#### Secondary Roadshows

89%

felt the session met their expectations

78%

felt their understanding of gangs and related violence had been changed by the session

87%

felt more informed about the dangers of carrying a knife

78%

said they were less likely to carry a knife after our visit

70%

said they were more confident about their personal safety after the session

80%

felt that it was a positive activity

95%

enjoyed the session.

## 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%

### BENEFITS FOR YOUNG PERSON

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.

### FINANCIAL FACTORS

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

BY 24 OF THE 31 MEMBERS BEING IN EMPLOYMENT, EDUCATION, OR TRAINING, THIS **SIGNIFICANTLY REDUCES** THE CHANCE OF THEM OFFENDING AND GETTING SENT TO PRISON IN THE FUTURE

IT IS ALSO ESTIMATED THAT THE COST TO SOCIETY OF A PERSON NOT BEING IN EMPLOYMENT, EDUCATION, OR TRAINING IS **£120,000** FOR THEIR LIFETIME, THROUGH COSTS SUCH AS BENEFITS AND LOST INCOME TAX.

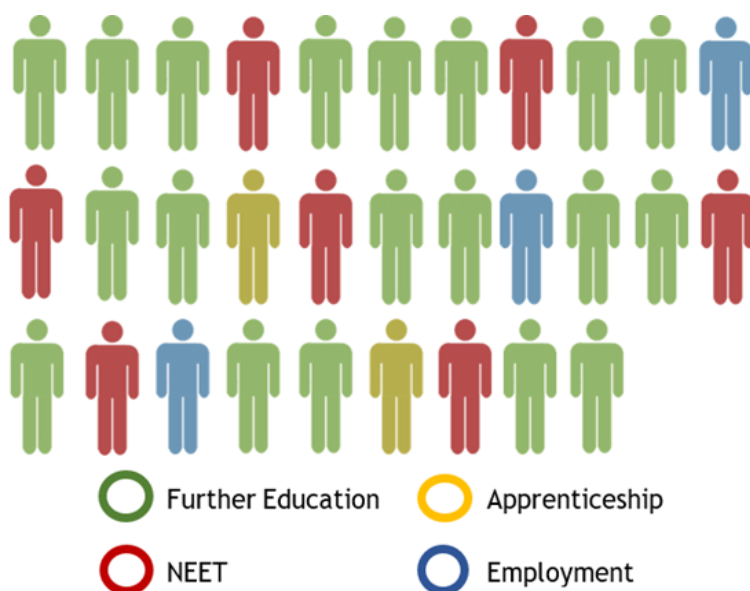
THIS MEANS THAT OUR 2018/19 PROGRAMME WILL POTENTIALLY SAVE THE GOVERNMENT **£2 MILLION PER YEAR** THROUGH FEWER YOUNG OFFENDERS, AS WELL AS AN ADDITIONAL **£2.9 MILLION** OVERALL BY KEEPING THEM IN EMPLOYMENT, EDUCATION, OR TRAINING.

## RESULTS OF LNK ASPIRE:

LAST YEAR, WE WORKED WITH **31 YOUNG PEOPLE** AS MENTORS AND ACHIEVEMENT COACHES.

A **MENTOR** IS THE MAIN CONTACT WITH THE YOUNG PERSON, THEIR FAMILY, AND ANY OTHER ORGANISATIONS THAT THEY WORK WITH. THE MENTORS ALSO OFFER **MENTAL** AND **EMOTIONAL SUPPORT**.

IN ADDITION, THE **ACHIEVEMENT COACH** WORKS WITH FINDING THE YOUNG PERSON OPPORTUNITIES THAT SUIT THEM, BY **BUILDING THEIR CONFIDENCE** AND DEVELOPING **SOFT SKILLS** TO HELP THEM **FIND APPRENTICESHIPS, A JOB, OR THEIR WAY BACK INTO EDUCATION**.



19 continued into Further Education

2 started an Apprenticeship

3 went into Employment

7 are still 'Not in Employment, Education, or Training' (NEET)

## 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.

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

"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 ENROLLED 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: B (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: TEACHER RESOURCE PACK

WHEN LIVES NOT KNIVES WAS CREATED IT WAS DONE WITH THE GOAL OF POSITIVELY IMPACTING AND CHANGING THE LIVES OF YOUNG PEOPLE AT RISK OF YOUTH VIOLENCE. BUT WE ARE WORKING AGAINST THE BACKDROP OF AN INCREASINGLY FRAGMENTED SET UP. THE EDUCATION SYSTEM IS COMPLEX WITH A MIX OF FREE SCHOOLS, MAINTAINED SCHOOLS, ACADEMIES AND PRU'S. AGENCIES AND GOVERNMENT BODIES WANT TO DO MORE TO PROTECT CHILDREN BUT, DUE TO CONFLICTING OR COMPETING PRIORITIES, ARE NOT ALWAYS ABLE TO DO SO. WHAT WE ARE SEEING IS THAT CHILDREN NEED EVERYONE IN SOCIETY TO WORK TOGETHER TO PUT THEM FIRST AND PROTECT THEM. WHAT WE ARE HEARING IS THAT THIS IS NOT ALWAYS THE CASE. OUR RESOURCES ARE FINITE AND OUR FUNDING LIMITED, WHICH IMPACTS THE NUMBER OF CHILDREN THAT WE ARE ABLE TO REACH, SO TO ADDRESS THIS, LAST YEAR WE INTRODUCED THE TEACHERS RESOURCE PACK.

THE TEACHERS RESOURCE PACK IS ESSENTIALLY A TOOLKIT WE HAVE CREATED TO SUPPORT AND ASSIST EDUCATION STAFF IN THEIR WORK WITH CHILDREN, YOUNG PEOPLE AND FAMILIES. IT PROVIDES INFORMATION, ADVICE AND LINKS TO RESOURCES SPECIFIC TO KNIFE CRIME, INCLUDING LESSON PLANS FOR KS2. WHILE THE MATERIAL ADDRESSES MATTERS LIKE THE CONSEQUENCES OF CARRYING A KNIFE – IT ALSO AIMS TO OFFER INSPIRATION TO CHILDREN TO PURSUE POSITIVE ALTERNATIVES, USING REAL LIFE STORIES OF YOUNG PEOPLE'S EXPERIENCES AS A BASIS.

OUR PACK INCLUDES 5 FILMS FEATURING CLIPS FROM THE FOLLOWING PEOPLE:  
DUNIA SHAFIK – HER SON STABBED AND KILLED SOMEONE IN A REVENGE ATTACK  
SOPHIE STERLING – HER BROTHER WAS STABBED TO DEATH  
JUNIOR BARRISTER  
ORRET HYLTON - POLICE OFFICER  
JEFF TRAUMA SURGEON

DUNIA AND SOPHIE HAVE 2 HARD-HITTING STORIES, WHERE THEY EXPLAIN HOW THEIR LIVES HAVE BEEN IMPACTED SO NEGATIVELY BY KNIFE CRIME. AFTER EACH OF THESE 2 VIDEOS ARE WATCHED, THE TEACHER WILL HOST A CLASS DISCUSSION ASKING FOR OPINIONS ON THE STORIES, ASKING QUESTIONS SUCH AS WHAT THEY WOULD HAVE DONE IF THEY WERE IN THE POSITION OF THE OFFENDERS.

THE OTHER 3 FILMS ARE MAINLY TO DO WITH IMPROVING KNOWLEDGE LEVELS OF THE PUPILS. THE JUNIOR BARRISTER AND THE POLICE OFFICER GO OVER INFORMATION SUCH AS THE LEGAL CONSEQUENCES OF CARRYING A KNIFE AND HOW YOUR FUTURE IS AFFECTED, FOR EXAMPLE GOING TO PRISON AND NOT BEING ABLE TO APPLY FOR CERTAIN JOBS IN THE FUTURE DUE TO YOUR CRIMINAL RECORD. THE TRAUMA SURGEON GOES OVER THE SEVERITY OF STABBING SOMEONE AND HOW IT CAN HAVE SEVERE LONG-TERM PSYCHOLOGICAL EFFECTS FOR THE VICTIM AS WELL AS THE OBVIOUS PHYSICAL EFFECTS.

# 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.

THIS REINFORCES 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.

# SOCIAL MEDIA

CONTEMPORARY SOCIETIES ARE CHARACTERISED BY RAPID SOCIAL CHANGE, WHICH IS FURTHERED BY DEVELOPMENTS IN MEDIA AND TECHNOLOGY. FROM THE PINGS, CHAT WINDOWS TO THE POKES AND EMOTICONS, EVERYTHING EXISTS TO BRING PEOPLE CLOSER, TO MAKE THE WORLD MORE COMFORTABLE. SOCIAL MEDIA IS AN IMPORTANT PIECE OF A YOUNG PERSON'S LIFE. BENEFITS INCLUDE CONNECTION, LEARNING, CREATIVITY AND MORE. RISKS INCLUDE EXPOSURE TO INAPPROPRIATE CONTENT, CYBERBULLYING, DATA BREACHES AND OTHERS. OUR TEAM AT LNK BELIEVE THAT THERE ARE MANY OPPORTUNITIES TO BETTER ENGAGE YOUNG PEOPLE THROUGH SOCIAL MEDIA.

THE FIRST THING WE LOOKED AT WAS HOW WE COULD POST CURRENT NEWS IN AN EMPATHETIC WAY, WHILST SHEDDING LIGHT ON THE DEVASTATING REALITY IN WHICH WE LIVE. ONE OF OUR TRUSTEES SET US UP WITH REAL TIME CURRENT NEWS ALERTS WHICH HELPED US TO KEEP US UP TO DATE ON REAL TIME NEWS ON KNIFE CRIME AND VIOLENCE.

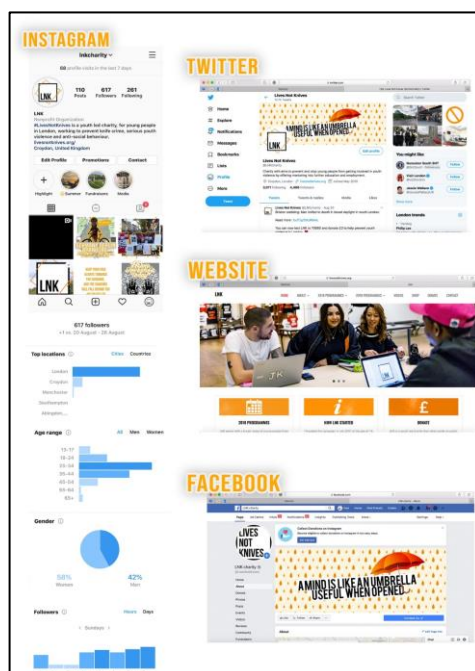
WE ALSO POST ABOUT SUCCESSFUL ACHIEVEMENTS AND POSITIVE OUTCOMES REGARDING THE YOUNG PEOPLE WE SUPPORT. WE FEEL IT IS IMPORTANT TO POST ABOUT OTHERS MAKING CHANGE IN THE COMMUNITY AND WORK HARD TO COLLABORATE WITH OTHERS WHEN THE OPPORTUNITY ARISES.

SINCE IMPLEMENTING OUR NEW SOCIAL MEDIA STRATEGY THERE HAS BEEN CHANGES THAT HAVE RESULTED IN THE STEADY INCREASE OF ONLINE FOLLOWINGS AND ENGAGEMENT. SOME OF THESE CHANGES INCLUDE:

- POSTING UP TO DATE AND RELEVANT NEWS DAILY
- CREATING FUN VIDEOS INVOLVING STAFF MEMBERS
- CELEBRATING YOUNG PEOPLE'S ACHIEVEMENTS
- PUTTING UP INFORMATION ABOUT UPCOMING EVENTS
- MORE POSITIVE QUOTES AND TESTIMONIES BEING PRODUCED

ALL OF THESE CHANGES HAVE IN TURN LED TO AN INCREASE IN GENERAL ENQUIRIES AND AWARENESS FOR OUR ORGANISATION

ON OUR FACEBOOK ACCOUNT WE HAVE A SLIGHTLY OLDER FOLLOWING. ON TWITTER WE HAVE A MORE CORPORATE FOLLOWING, WHEREAS ON INSTAGRAM THE AUDIENCE IS MUCH YOUNGER. THIS MEANS WE HAVE DEVELOPED DIFFERENT STRATEGIES FOR EACH OF THE PLATFORMS.



## WHAT WE DO: LNK CAREERS

### WORK EXPERIENCE

LIVES NOT KNIVES OFFER SHORT-TERM WORK EXPERIENCE TO SCHOOL PUPILS, GIVING THEM TASKS TO DO SUCH AS HELPING TO PROMOTE OUR UPCOMING FUNDRAISERS IN CROYDON HIGH STREET. WE ALSO GET THEM TO WORK ON THEIR PRESENTATION SKILLS IN A PROFESSIONAL ENVIRONMENT BY HAVING THEM DO AN INTRODUCTORY PRESENTATION ON KNIFE CRIME THAT THEY HAVE RESEARCHED. WE ALSO GET EACH OF OUR STAFF MEMBERS TO DO A PRESENTATION EXPLAINING WHAT LNK DOES.



### APPRENTICESHIPS

AN APPRENTICESHIP IS A PROGRAMME FOR PEOPLE AGED 16 AND ABOVE, WHICH COMBINES GAINING AN EDUCATION WITH WORKING IN A JOB.

BENEFITS OF AN APPRENTICESHIP INCLUDE:

- EARNING MONEY WHILST STUDYING FOR QUALIFICATIONS
- INCREASED POTENTIAL EARNINGS IN FUTURE
- LEARN TO BECOME MORE INDEPENDENT

AT LIVES NOT KNIVES, WE OFFER APPRENTICESHIPS, AND ARE OPEN TO ACCEPTING ANYONE WILLING TO MAKE A CHANGE IN SOCIETY. THERE ARE PEOPLE WHO HAVE BEEN TO PRISON THAT WORK WITH US, AND THIS CAN ACT AS A SECOND CHANCE TO SOME OF THEM AS A LOT OF OTHER JOBS WILL TURN THEM AWAY BECAUSE OF THEIR CRIMINAL RECORDS.

WE BELIEVE THAT BY ALLOWING THE YOUNG PEOPLE TO TALK TO PEOPLE WHO HAVE EXPERIENCED THE REALITY OF LIFE IN THE STREETS, IT IS MORE LIKELY TO TEACH THEM THAT IT IS NOT WHERE THEY WANT TO BE IN THE FUTURE.

## WHAT WE DO: LNK CAREERS

### ABIGALE'S STORY

"LIVES NOT KNIVES HAVE WORKED WITH ME FOR THE LAST THREE YEARS, MENTORING ME AND GUIDING ME BECAUSE MY PUPIL REFERRAL UNIT HAD REFERRED ME DUE TO ONGOING ISSUES WITH THE POLICE. THESE ISSUES ADDED FRUSTRATION AND ANGER INTO MY LIFE, AND THIS IS HOW MY TROUBLE STREAK BEGAN. I ENDED UP GETTING INVOLVED WITH THE POLICE AND BEING ARRESTED FOR BEING IN THE WRONG PLACE AT THE WRONG TIME, AND JUST GETTING CAUGHT UP IN THE WRONG CROWD, SO I WOULD GET IN TO FIGHTS ALL THE TIME.

I WAS KICKED OUT OF 2 MAINSTREAM SCHOOLS AND SENT TO A PUPIL REFERRAL UNIT. BEING IN THE PRU REALLY FRUSTRATED ME, BECAUSE I FELT AS THOUGH EDUCATION WAS NOT TAKEN SERIOUSLY ENOUGH BY BOTH MY TEACHERS AND OTHER PUPILS, WHICH MADE IT HARD FOR ME TO LEARN. LOOKING AT MY PEERS AROUND ME, I STRUGGLED TO BELIEVE THAT I BELONGED WITH THIS CROWD OF PEOPLE, WHICH WAS ANNOYING BECAUSE I KNEW THAT BY STAYING HERE MY EDUCATIONAL AND JOB OPPORTUNITIES IN THE FUTURE WOULD BE LIMITED.

HOWEVER, IT WAS A BLESSING IN DISGUISE TO BE SENT HERE BECAUSE I WAS REFERRED TO LIVES NOT KNIVES. THEY HAVE HAD A STRONG POSITIVE IMPACT ON MY LIFE, I WANTED TO BE PART OF THE TEAM TO GIVE THE HELP TO OTHER CHILDREN THAT I HAD RECEIVED, TO GIVE YOUNG PEOPLE A LOUDER VOICE THAN I EVER HAD, TO ACTUALLY MAKE A DIFFERENCE IN OUR COMMUNITY.

DUE TO TERRY GEORGE'S DONATION I WAS ABLE TO GET AN APPRENTICESHIP IN THE FIELD I ALWAYS WANTED TO WORK IN, TO WORK WITH LIVES NOT KNIVES, DOING MY DREAM JOB."

"A LOT OF PEOPLE HAVE TURNED ME DOWN OR BELITTLED ME IN MY LIFE, HOWEVER I FOUND A SAFE PLACE AT LIVES NOT KNIVES, A PLACE TO BE MYSELF. HE WAS A MASSIVE PART IN MAKING MY STORY NOT A SOB STORY, BUT AN ONGOING SUCCESS STORY AND I THANK HIM MASSIVELY FOR THIS. ON THE 24TH JANUARY 2018, I STARTED DOING MY APPRENTICESHIP WITH LIVES NOT KNIVES. SINCE THEN I HAVE DONE MORE THAN I EXPECTED I WOULD HAVE DONE, I SPOKE AT A LECTURE WITH ELIZA, PAUL, AND A YOUNG PERSON, I HAVE PRESENTED 'FIRST GIVE' POWERPOINTS TWICE TO CROYDON COLLEGE WITH JACK. I ALSO SAT IN A ROUND TABLE WITH MR HANCOCK, JACK AND SAFFRON, I'VE ATTENDED NETWORKING EVENTS BY MYSELF AND WITH OTHERS IN THE TEAM.

MY BIGGEST ACHIEVEMENT IS GOING TO ST JOSEPH'S COLLEGE AND DOING A ROADSHOW FOR THE WHOLE SCHOOL DAY PRESENTING SIX LESSONS TO YEAR 8 MALE STUDENTS. I AM SOON LAUNCHING A YOUTH AMBASSADOR PROGRAMME WHERE I WILL BE AN AMBASSADOR AS WELL AS LEAD THE PROGRAMME. I AM ENJOYING MY APPRENTICESHIP AS THIS IS THE FIELD I'VE WANTED TO WORK IN FROM A YOUNG AGE AND I CAN PRESENT MY POTENTIAL THAT NO ONE BUT THE LIVES NOT KNIVES TEAM SAW IN ME. I HAVE A FANTASTIC RELATIONSHIP WITH EVERYONE ON THE TEAM, AND THIS IS A BONUS AS IT MAKES COMING INTO WORK EVERY DAY MORE ENJOYABLE AND I AM ACTUALLY WANTING TO BE HERE.

COLLEGE DIDN'T GO WELL FOR ME AND I WAS NOT UNDERSTOOD, HOWEVER I PREFER TO BE LEARNING WHILE WORKING PRACTICALLY WITH A GROUP THAT MAY NOT UNDERSTAND ME FULLY BUT TRY. THE EDUCATION SIDE TO MY APPRENTICE IS ACTUALLY EASIER THAN I EXPECTED IT TO BE. I AM KEEPING UP TO DATE WITH THIS. I FIND IT BETTER THAN BEING IN COLLEGE AS THE WORK DOESN'T COME CONSTANTLY AND A LOT AT A TIME. MY APPRENTICESHIP WILL HELP ME CONTINUE AS A YOUTH WORKER WITHOUT STRUGGLE. OVERALL MY APPRENTICESHIP IS GOING FANTASTICALLY, NOT THAT I EXPECTED IT TO GO ANY OTHER WAY."

## WHAT WE DO: LNK ROADSHOWS

LNK ROADSHOWS ARE AN IMPORTANT PART OF THE WORK WE DO AT LIVES NOT KNIVES. THE AIM IS TO DELIVER POWERFUL MESSAGES, RAISE AWARENESS, AND EDUCATE YOUNG PEOPLE ON A WIDE RANGE OF ISSUES RELATING TO KNIFE AND YOUTH CRIME, RANGING FROM KNOWING THEIR RIGHTS AS CITIZENS TO EDUCATIONAL AND CAREER OPTIONS. OUR GOAL IS TO EQUIP YOUNG PEOPLE WITH THE KNOWLEDGE, ABILITY, POWER OF CHOICE AND CONFIDENCE TO CHOOSE NOT TO GET INVOLVED AND TO RESIST PEER PRESSURES AROUND CARRYING A WEAPON FOR EXAMPLE.

IN BOTH PRIMARY AND SECONDARY SCHOOLS WE INCORPORATED OUR OWN PERSONAL EXPERIENCES WITH KNIFE CRIME AND HOW IT HAD AFFECTED US DIRECTLY OR INDIRECTLY. WE FOUND THERE WAS A HIGHER IMPACT WHEN THE YOUNG PEOPLE WERE ABLE TO EITHER RELATE, SYMPATHISE OR BE TAKEN BY SURPRISE WITH OUR PERSONAL STORIES. THEY ASKED MORE QUESTIONS SURROUNDING THESE.

NEED: CROYDON HAS THE WORST RECORD FOR KNIFE CRIME IN SCHOOLS THAN ANY OTHER LONDON BOROUGH ACCORDING TO 2019 METROPOLITAN POLICE FIGURES RELEASED IN MARCH 2019. ACCORDING TO THE NUMBERS, CROYDON HAD 89 KNIFE CRIME OFFENCES IN SCHOOL PREMISES BETWEEN 2015-2018, OVER 30 MORE THAN ANY OTHER BOROUGH. THESE WEAPONS INCLUDED KNUCKLEDUSTERS, KITCHEN KNIVES, BUTTERFLY KNIVES AND MACHETES. OFFENDERS AS YOUNG AS SEVEN HAVE BEEN FOUND WITH SUCH WEAPONS.

OVER THE LAST YEAR AND AGAINST THIS BACKDROP, LIVES NOT KNIVES HAVE INTERACTIVELY EDUCATED AND REACHED APPROXIMATELY 3,000 YOUNG PEOPLE BETWEEN THE AGES OF 10 AND 14 ACROSS CROYDON.

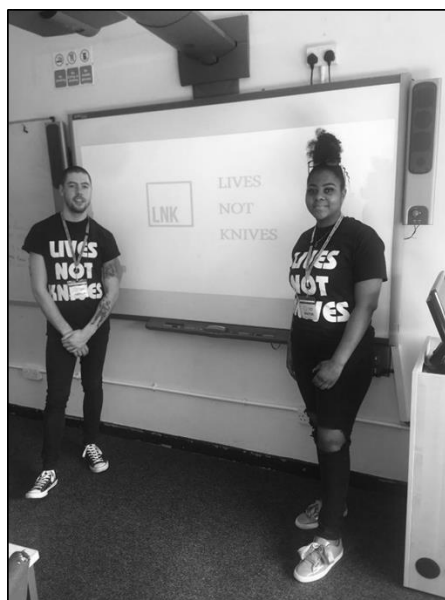
THROUGHOUT THIS YEAR WE HAVE SOUGHT TO REGULARLY UPDATE STATISTICAL FACTS TO KEEP OUR ROADSHOWS FACTUAL AND RELEVANT AND OUR ACTIVITIES AS ENGAGING AND AUTHENTIC AS POSSIBLE.

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

Ms Faulkner  
St Joseph's College

**“THE ROADSHOWS ARE USEFUL BECAUSE IT EDUCATES THE YOUNG PEOPLE ABOUT THE SIDE OF KNIFE CRIME THAT ISN'T NECESSARILY SPOKEN ABOUT. IT ALSO ALLOWS YOUNG PEOPLE TO LEARN OFF ME AND RAYMOND'S MISTAKES AND APPRECIATE THAT NO MATTER WHAT YOU DO IN LIFE THERE IS A WAY OF TURNING IT AROUND”**

**ABIGALE WRAY  
YOUTH WORKER**



## AREAS THAT WE HAVE WORKED IN

OVER THE COURSE OF A YEAR WE DELIVERED OUR PROGRAMMES IN A RANGE OF SCHOOLS ACROSS THE CROYDON BOROUGH. THESE INCLUDED, FOR EXAMPLE:

MOVING ON AND PHIL EDWARDS PRU'S FOR OUR LNK ASPIRE PROGRAMME

FOR MENTORING THESE INCLUDED OASIS SHIRLEY PARK, SHIRLEY HIGH AND CROYDON HIGH.

WE ALSO DELIVERED ROADSHOWS IN A NUMBER OF SCHOOLS ACROSS CROYDON.

## LNK STRUCTURE, GOVERNANCE & MANAGEMENT



### 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 LOCAL BUSINESSWOMAN 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.



### ALEXANDRA UMPLEBY

ALEX JOINED THE LNK BOARD IN 2018 AFTER WITNESSING A STABBING CLOSE TO HOME AND BECOMING EAGER TO HELP AND MAKE A DIFFERENCE. SHE IS HEAD OF MEDIA RELATIONS AT BNP PARIBAS AND IS KEEN TO USE HER SKILLSET TO BENEFIT LNK.

# LNK FINANCES

FOR THE YEAR ENDING 31<sup>ST</sup> MARCH 2019 LIVES NOT KNIVES TURNED OVER £183,824.62.

£145,392.00 OF THIS IS COMMISSIONED WORK THAT SUPPORTED THE MENTORING AND ASPIRE PROGRAMME IN SCHOOLS AND PUPIL REFERRAL UNITS ACROSS CROYDON.

£38,357.79 WAS GENERATED THROUGH FUNDRAISING EVENTS AND ONLINE PLATFORMS SUCH AS 'THE SUMMER GIVE' AND 'THE BIG GIVE'.

A TOTAL OF £113,029.00 WAS SPENT ON SALARIES, WHICH ENABLED OUR MENTORS TO DELIVER OUR PROGRAMS TO OVER 10,000 YOUNG PEOPLE IN THE LOCAL COMMUNITY.

THIS YEAR WE FINISHED WITH £79,633.68 IN UNRESTRICTED FUNDS THAT WILL GO TOWARDS CONTINUING THE LNK ROADSHOWS, THE MENTORING AND SUPPORT IN SCHOOLS, WORK EXPERIENCE AND EXPENSES FOR THE YOUNG PEOPLE ON WORK EXPERIENCE, AND MORE TRAINING SUPPORT AND QUALIFICATIONS FOR OUR STAFF TO DELIVER YOUTH SUPPORT AT A GREATER CAPACITY.

FOR A FULL BREAKDOWN OF OUR ACCOUNTS PLEASE REFER TO THE APPENDIX.

# 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 YOU

ALL OF US AT LNK WOULD LIKE TO OFFER A MASSIVE THANK YOU TO THE FOLLOWING FOR SUPPORTING US TO CONTINUE OUR WORK BY FUNDING MUCH NEEDED YOUTH VIOLENCE PREVENTION PROGRAMMES IN CROYDON.

- MOPAC
- CHRISTMAS BIG GIVE
- THE HOME OFFICE
- EVENING STANDARD DISPOSSESSED FUND
- TAMPON TAX
- AWARDS FOR ALL – BIG LOTTERY

WE WOULD ALSO LIKE TO EXTEND A HUGE THANK YOU TO ALL OF THE INDIVIDUAL DONORS AND FUNDRAISERS WHO HAVE OFFERED SUPPORT OR MONEY TO SUPPORT OUR CAUSE AND FURTHER OUR MISSION OF REDUCING KNIFE CRIME IN THE LOCAL COMMUNITY.

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

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

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

# APPENDIX- ACCOUNTS 2018/19

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

# **LIVES NOT KNIVES**

## **NOTES TO THE FINANCIAL STATEMENTS**

### **FOR THE YEAR ENDED 31 MARCH 2019**

#### **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

REGISTERED COMPANY NUMBER: CE000143 (England and Wales)  
REGISTERED CHARITY NUMBER: 1153634

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2019  
FOR  
LIVES NOT KNIVES**

Maddox & Maddox Limited  
4 Spire Place  
Warlingham  
Surrey  
CR6 9LW

# **LIVES NOT KNIVES**

## **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2019**

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### **REFERENCE AND ADMINISTRATIVE DETAILS**

**Independent examiner**  
Simon Maddox FCCA  
Maddox & Maddox Limited  
4 Spire Place  
Warlingham  
Surrey  
CR6 9LW

Approved by order of the board of trustees on 31 January 2020 and signed on its behalf by:

J N Entage - Trustee

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

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### 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 2019.

#### 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').

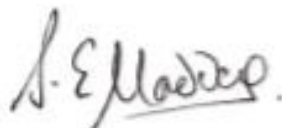
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act').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

#### Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

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 Limited  
4 Spire Place  
Warlingham  
Surrey  
CR6 9LW

31 January 2020

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# LIVES NOT KNIVES

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2019

	Notes	2019 Unrestricted fund £	2018 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies		38,419	18,535
<b>Charitable activities</b>			
Education and life skill development programmes		60,100	4,500
Other trading activities	2	145,403	140,404
Investment income	3	-	1,120
<b>Total</b>		<b>243,922</b>	<b>164,559</b>
<b>EXPENDITURE ON</b>			
Raising funds		16,295	9,870
<b>Charitable activities</b>			
Education and life skill development programmes		181,055	123,300
<b>Total</b>		<b>197,350</b>	<b>133,170</b>
<b>NET INCOME</b>		<b>46,572</b>	<b>31,389</b>
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward		28,160	(3,229)
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>74,732</b>	<b>28,160</b>

The notes form part of these financial statements

## LIVES NOT KNIVES

### BALANCE SHEET - CONTINUED AT 31 MARCH 2019

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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 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2019 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 provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 31 January 2020 and were signed on its behalf by:

J N Entage -Trustee

**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**

	2019 £	2018 £
Commissioned Work	145,392	140,395
Commission	<u>11</u>	<u>9</u>
	<u>145,403</u>	<u>140,404</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019

3. INVESTMENT INCOME

	2019	2018
	£	£
Rents received	<u>-</u>	<u>1,120</u>

4. NET INCOME/(EXPENDITURE)

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

	2019	2018
	£	£
Depreciation - owned assets	<u>445</u>	<u>125</u>

5. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2019 nor for the year ended 31 March 2018.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 March 2019 nor for the year ended 31 March 2018.

6. STAFF COSTS

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

2019	2018
<u>6</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
<b>INCOME AND ENDOWMENTS FROM</b>	
Donations and legacies	18,535
<b>Charitable activities</b>	
Education and life skill development programmes	4,500
Other trading activities	140,404
Investment income	<u>1,120</u>
<b>Total</b>	164,559
 <b>EXPENDITURE ON</b>	
Raising funds	9,870
<b>Charitable activities</b>	
Education and life skill development programmes	<u>123,300</u>
<b>Total</b>	133,170

LIVES NOT KNIVES

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED  
FOR THE YEAR ENDED 31 MARCH 2019

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

Unrestricted  
fund  
£

NET INCOME	31,389
RECONCILIATION OF FUNDS	
Total funds brought forward	(3,229)
TOTAL FUNDS CARRIED FORWARD	<u>28,160</u>

8. TANGIBLE FIXED ASSETS

Computer  
equipment  
£

<b>COST</b>	
At 1 April 2018	500
Additions	<u>1,280</u>
At 31 March 2019	<u>1,780</u>
<b>DEPRECIATION</b>	
At 1 April 2018	125
Charge for year	<u>445</u>
At 31 March 2019	<u>570</u>
<b>NET BOOK VALUE</b>	
At 31 March 2019	<u>1,210</u>
At 31 March 2018	<u>375</u>

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Other debtors	<u>2,180</u>	<u>-</u>

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
	£	£
Social security and other taxes	10,435	8,270
Other creditors	<u>7,513</u>	<u>5,313</u>
	<u>17,948</u>	<u>13,583</u>

## 11. MOVEMENT IN FUNDS

	At 1.4.18 £	Net movement in funds £	At 31.3.19 £
<b>Unrestricted funds</b>			
General fund	28,160	46,572	74,732
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>28,160</u>	<u>46,572</u>	<u>74,732</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	243,922	(197,350)	46,572
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>243,922</u>	<u>(197,350)</u>	<u>46,572</u>

## Comparatives for 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
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>(3,229)</u>	<u>31,389</u>	<u>28,160</u>

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	164,559	(133,170)	31,389
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>164,559</u>	<u>(133,170)</u>	<u>31,389</u>

**11. MOVEMENT IN FUNDS - continued**

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.17 £	Net movement in funds £	At 31.3.19 £
<b>Unrestricted funds</b>			
General fund	<u>(3,229)</u>	<u>77,961</u>	<u>74,732</u>
<b>TOTAL FUNDS</b>	<u>(3,229)</u>	<u>77,961</u>	<u>74,732</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	<u>408,481</u>	<u>(330,520)</u>	<u>77,961</u>
<b>TOTAL FUNDS</b>	<u>408,481</u>	<u>(330,520)</u>	<u>77,961</u>

**12. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31 March 2019.

# LIVES NOT KNIVES

## DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2019

	2019 £	2018 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Gifts	(3)	-
Donations	<u>38,422</u>	<u>18,535</u>
	38,419	18,535
<b>Other trading activities</b>		
Commissioned Work	145,392	140,395
Commission	<u>11</u>	<u>9</u>
	145,403	140,404
<b>Investment income</b>		
Rents received	-	1,120
<b>Charitable activities</b>		
Grants	<u>60,100</u>	<u>4,500</u>
<b>Total incoming resources</b>	243,922	164,559
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Fundraising expenses	2,652	1,009
<b>Other trading activities</b>		
Programme expenses	13,643	8,861
<b>Charitable activities</b>		
Wages	77,030	65,296
Social security	1,477	962
Consultancy	1,712	570
Rates and water	-	57
Insurance	649	625
Light and heat	4,068	2,484
Telephone	1,153	431
Postage and stationery	1,322	1,282
Website IT and computer costs	763	274
Subscriptions	493	1,020
Travel	840	357
Cleaning	71	337
Staff training	3,107	627
Computer equipment	<u>445</u>	<u>125</u>
	93,130	74,447
<b>Support costs</b>		

# LIVES NOT KNIVES

## DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2019

	2019 £	2018 £
<b>Management</b>		
Wages	36,000	36,000
Social security	3,805	3,842
Consultancy	46,080	9,000
Advertising	15	-
Sundries	<u>587</u>	<u>-</u>
	86,487	48,842
<b>Finance</b>		
Bank charges	29	10
Bank interest	<u>-</u>	<u>1</u>
	29	11
<b>Information technology</b>		
Repairs and renewals	<u>1,409</u>	<u>-</u>
<b>Total resources expended</b>	197,350	133,170
	<u>          </u>	<u>          </u>
<b>Net income</b>	<u>46,572</u>	<u>31,389</u>