



Believing in young people

Annual Report 2018/ 19



KINGSTON
BUSINESS EXCELLENCE
AWARDS
2018

IN ASSOCIATION WITH



WINNER

Mayors Charity 2019



Kingston upon Thames

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Welcome from our Chair of Trustees

A warm welcome to you all. 2018/19 has been another successful year for Oxygen – but at the time of writing, now in May 2020, we also reflect on a sad time, with the loss of two special people – Glyn McCauley and Peter Holmes, who played key roles in the founding and development of Oxygen. Both were strong visionaries and formed part of the original Board of Trustees. I would like us to pause briefly and remember the contribution they made to the community, through Oxygen, as you read this report. Thank you.

This year, again, Oxygen has continued to build many positive relationships with young people through the after-school projects and other activities that are run week by week. The young people enjoy the range of activities available to them, from table tennis, a climbing wall, quizzes AND especially the cookery sessions!

Oxygen's Knife Crime Programme ***What's the point?*** continues to be relevant to young people, with knife incidents and deaths in the news too often. The programme has grown and developed over several years and is still being supported by the Mayor's Office for Policing and Crime, and the Home Office and Kingston Council. Other organisations in a number of London Boroughs have been keen to deliver What's the Point and have approached us for information to do so. It is great that Oxygen is at the forefront with this programme which can reduce the loss of more young people so that their families, and communities may avoid the senseless pain and suffering caused by knife crime.

Our Charity Shop in New Malden is strongly influencing the High Street and is providing a positive public focus for OXYGEN in the community. It provides excellent volunteering opportunities, as well as work experience for young people, and of course, raises much needed funds through the sale of donations. We were delighted to be voted the Best Charity by Kingston Business Excellence Awards, an accolade which was followed up with us being selected by Cllr.

Margaret Thompson as one of her charities as she took on the role of Mayor of Kingston in 2019.

We are grateful for our brilliant staff team under the leadership of John Trend, as well as our volunteers who give their time to support us. Thank you to Peter Wilkins our Treasurer, who has done a lot of work to improve our financial management and reporting during the year.

We have been fortunate over the last year to have had excellent international volunteers from Germany and the States who dedicated their 'year out' to the work of Oxygen but the last two, unfortunately, had to return home due to the virus epidemic. Michael from North Carolina, was particularly disappointed in returning home before the end of his time as he felt that he was making some good relationships with the young people he had been involved with

Oxygen, whose office is based at St Peter's Church, Kingston, also supports the staff of the Street Pastors' Project. They are responsible for organising teams patrolling and helping vulnerable young people and adults in Kingston's town centre at weekends. We would like to thank the volunteers and members of the Street Pastors management team for all their hard work.

Oxygen and Street Pastors are very grateful for all the support they get from the local churches, businesses, funders and people of Kingston and surrounding boroughs for their ongoing support. Thank you so much.

Liz Wynyard,
Chair of Trustees



Introduction

Oxygen has gone from strength to strength in 2018/19, consolidating and building upon the significant growth in the previous year and, as a result, impacted the lives of hundreds of young people.

It feels as though we have gone into a different gear, due to the significant strategic developments achieved in 2017/18 and the recognition we received from the local community. They came as a result of some huge steps of faith and formed a strong foundation for Oxygen to extend our profile and reach, whilst ensuring that some of the most disadvantaged and vulnerable young people received support when they needed it most.

The **“What’s the point?”** knife crime awareness programme, has continued to grow and attract additional funding from the Home Office to deliver a second conference for local schools and develop its reach into other parts of London.

Oxygen’s work through **Kingsnympton Youth Centre** has grown and it was great to see so many parents and community partners attend the AGM held at the centre.

Since securing the lease and opening the **Oxygen charity shop** in April 2018, things have really moved forward in many ways. We have seen a mass of new volunteers with over 40 signing up to help. This has included young people doing D. of E. or work experience, or participating in the upcycling project. Community awareness of who we are and what work we do has increased significantly and we are able to reach and support more vulnerable and disadvantaged people.

Oxygen’s achievements over the year have only been possible due to the amazing support and commitment of Rory and Charlie (the senior management team) plus Lisa, the staff, trustees, our wonderful volunteers and our amazing supporters, many of whom have grasped the vision of Oxygen, stepped up and got involved.

We have continued to receive recognition for our work and the impact it has on young people and were voted **the Best Charity or Social Enterprise category at Kingston Business Excellence Awards** in October

2018!

Thank you to all those who have given so much over the last year and to those who voted for us, funded our work, or donated to the shop. The young people of Kingston (and now further afield) are blessed to have you!

As I write this, I also am reflecting upon the significant contribution made to Oxygen by Glyn Macaulay and Reverend Peter Holmes and having to cope with the loss of their valued guidance, wisdom, faith and friendship. Both Glyn and Peter were a great support to me personally, and their commitment to serving others and the example they set in how to live out their faith, I feel compelled to emulate in the future.

What motivates and drives us is the continuing belief that we can improve the lives of young people and the communities in which we live. Young people continue to be the inspiration for me along with my belief that every young person needs to know that they are valued and have a purpose.

Seeing young people realise their potential, that moment when they feel that they have an insight into what they could achieve, is so valuable. Our job is to do all we can to help them discover who they are, give them hope, and encourage and support them to fulfil their aspirations.

John Trend,
Director



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2018/19 Report

Governance:

The Charitable Trust (1086608) was set up on 1st May 2001. The vision of the charity was conceived by young people from Kingston Churches with the aim of reaching out to other young people in the community who are marginalised or disadvantaged. In 2016 the trustees of the Oxygen Trust established Oxygen as a Charitable Incorporated Organisation (1165522), which is bound by its own constitution document. The C.I.O. now has its own bank account and the transfer of assets and operation to the CIO has begun and will be completed in the 2019/20 financial year.

Constitution:

Oxygen has had a long association with **British Youth for Christ** and has greatly benefited from their resources, support and training over the last eighteen years. In 2016 British Youth for Christ launched a rebranding process, which resulted in a change to the branding requirements of affiliated centres, along with a renewed theological emphasis. Oxygen's Trustees, Director, and Senior Management Team undertook a process of consultation, involving young people, local churches and stakeholders and honorary

officers. It was felt that the requirement to change Oxygen's name and align with the National Association would undermine Oxygen's interpretation of our Christian mission and be detrimental to our brand. Oxygen has such a strong identity (particularly with young people), both locally and within the region. After much discussion with Youth for Christ to seek a compromise and explore alternative proposals, it was, with regret, that Oxygen's Affiliation with British Youth For Christ came to an end in July 2019.

Leaving the youth for Christ family has been hard and we did not make the decision lightly. We have not changed in the way we fulfil the mission of Oxygen and, if anything, we have a stronger resolve and clarity about how we marry being a Christian charity with the way we respond to those in need around us. Our staff and volunteers are from varied backgrounds and some from different faiths, but all are focussed upon supporting the most marginalised and disadvantaged young people and showing that we believe in them.

“Oxygen have a superb record in reaching out to young people in Kingston and beyond. Their various projects on knife crime specifically – such as What’s the Point? – have adopted new ideas as well as best practice and they are going from strength to strength.”

**Ed Davey, MP and
leader of the Liberal
Democrat Party.**



Glyn MaCaulay

Glyn was one of the founding Trustees of Oxygen and continued to be involved as treasurer until 2016 when he retired from the role and became a Vice President. Glyn passed away in September 2019 whilst visiting his family in Canada.

Glyn was very highly regarded by all who met him and were involved in Oxygen and he was a great asset to the charity. He would bring such wisdom and integrity to our meetings and whenever he talked it was with an air of humble authority, summing up our discussion and proposing course of action, which the board would invariably follow. He was a great support to the leadership and would always have time for a Starbucks or meal if there were more pressing matters.

Glyn would always ask provocative, probing questions, which often tested our thinking, but always with the purpose of helping to prepare arguments for a particular course of action. He would then encourage others to be bold and give helpful advice as to how to achieve our goals.

Glyn was passionate about young people and always enquired about family, taking particular interest in staff and young people, especially any sporting achievements and went out of his way to encourage and bless others.

Glyn was a founding trustee of Tearfund and was influential in the growth and development of many charities which have become household names. He would apply his faith with such wisdom and his timing was impeccable! He always asked the most challenging of questions, to make sure we were on the right track, and then speak such empowering words, encouraging those he was advising to take bold, expectant steps of faith.

John (Oxygen's Director) along with Liz (Oxygen's Chair), met with Glyn a couple of days before he left for Canada, and he was excited about his trip to Canada and the prospect of seeing his family. The last correspondence we received from Glyn is a letter



accompanying a donation for the charity which he so generously supported over the years.

We meet so many people throughout our lives but relatively few are able to inspire and affect others in the way that Glyn did. We are so glad to have benefited from knowing Glyn and have such respect for the strength of his faith, wisdom and humble nature. We know that we share the sadness of his passing with so many others and give our thoughts and prayers to his family.

We will strive to model his example and honour his memory for years to come.

Reverend Peter Holmes.

We were deeply saddened when our very dear friend, Rev. Peter Holmes, passed away after a long and courageous battle with the Coronavirus in April 2020

Peter dedicated his life to serving the needs of some of the most vulnerable in our community, particularly the homeless and disadvantaged. Peter was influential in the early days of Oxygen and provided spiritual direction and a physical home for the charity for almost 20 years. As a serving Trustee, Peter has helped to change the lives of many young people, giving them hope and valuing their contribution to the community.

Peter chaired Oxygen's council of reference ensuring that the charity maintains its relevance to the community and helped to guide the Trustees and leadership through many delicate challenges and encourage us to be bold when we need to take steps of faith, most recently in taking on the lease for the charity shop in New Malden.

Peter was passionate about demonstrating his Christian faith in a way which was relevant to the local community and was committed to championing the needs of those who had little hope. He was a visionary who inspired others and has been at the forefront of the fight to serve those in our community who are struggling with homelessness. He set up the Joel Project at St. Peter's Church as a permanent night shelter to give residents a place where they could feel safe and have a foundation on which to build their lives.

His loss will be felt by many in our community and we will miss him greatly. Our thoughts and prayers are with Peter's wife, and children who have shown such faith and courage during his illness and in the weeks since his death.

It was so moving to see such a large number of people line the route of his funeral procession and pay their respects. He had a deep and profound impact on the community of Norbiton who held him in high esteem.

Peter's last text to his family before he was put on a



ventilator, sums up his passion and conviction about his ultimate destination and his never-ending desire to point people to Christ.

"Love each other, love God, run for Jesus. Whichever way this goes, I love you all."

"Precious in the sight of the Lord is the death of his Saints"

Psalms 116:15

Statement of benefit to the community

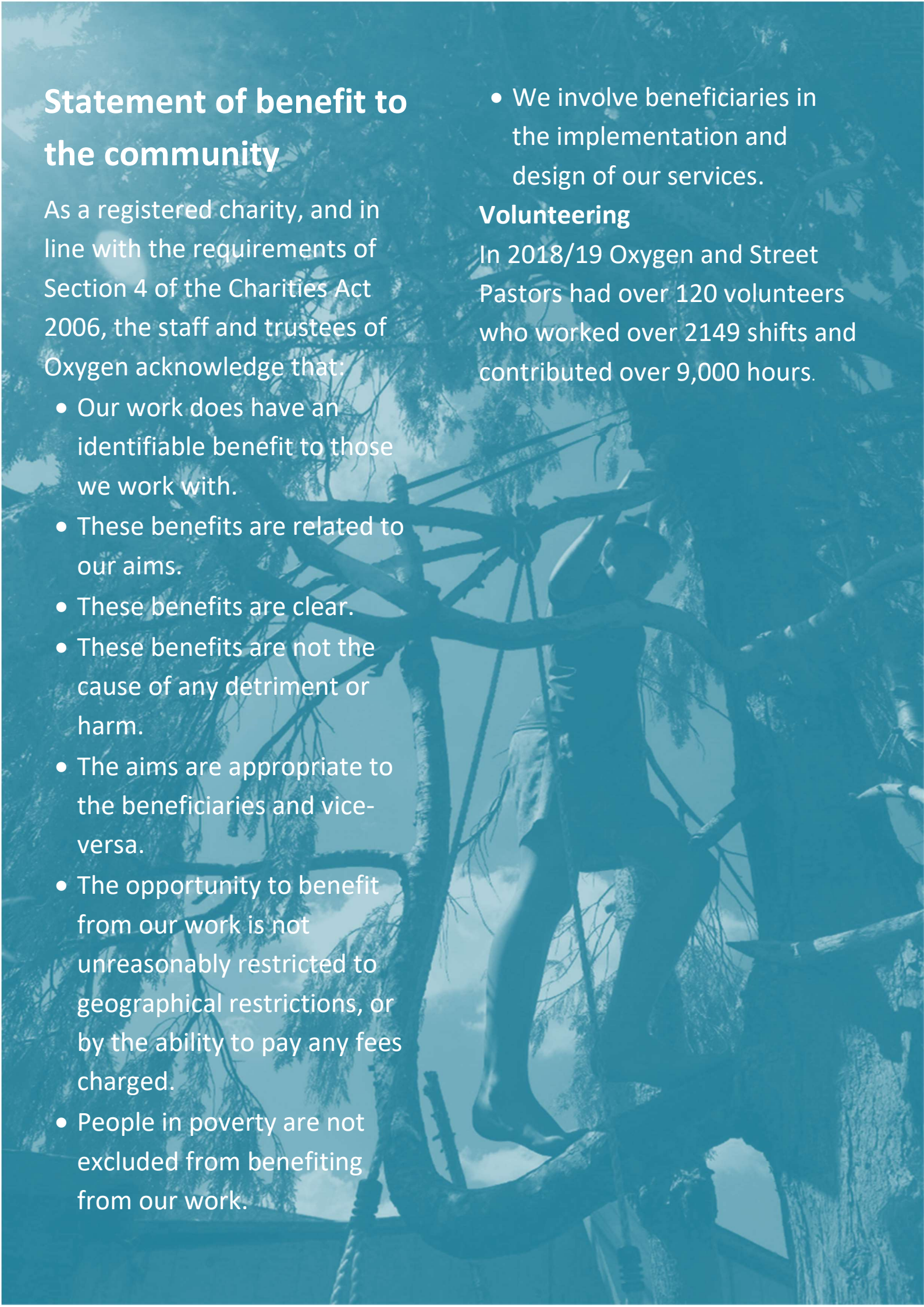
As a registered charity, and in line with the requirements of Section 4 of the Charities Act 2006, the staff and trustees of Oxygen acknowledge that:

- Our work does have an identifiable benefit to those we work with.
- These benefits are related to our aims.
- These benefits are clear.
- These benefits are not the cause of any detriment or harm.
- The aims are appropriate to the beneficiaries and vice-versa.
- The opportunity to benefit from our work is not unreasonably restricted to geographical restrictions, or by the ability to pay any fees charged.
- People in poverty are not excluded from benefiting from our work.

- We involve beneficiaries in the implementation and design of our services.

Volunteering

In 2018/19 Oxygen and Street Pastors had over 120 volunteers who worked over 2149 shifts and contributed over 9,000 hours.



Activities

Key achievements

Oxygen and Street Pastors engaged and supported young people and adults on over 6442 occasions, over half of which were targeted towards disadvantaged, marginalised or vulnerable adults or young people. Oxygen delivered over 350 sessions or 5664 hours of youth work during 2018/19. Over 80% of the young people we worked with were from economically deprived areas, marginalised from their peers, underachieving in education or on the fringes of crime and antisocial behaviour.

- Engaged over 215 young people each week
- Expanding the Knife Crime project "What's the point?" into more Kingston schools. and into 3 other boroughs.
- Delivered the second Conference on knife crime for young people hosted at Kingston College.
- Selected as one of two Mayor's charities by Cllr. Margaret Thompson.
- Selected as one of the L&Q Foundation's supported charities
- Thames Barge Developing Leaders 2019
- Developed the delivery of youth work at Kingsnympton Youth Centre
- Events on Cambridge Road and Kingsnympton Estate including Summer Fun Day 2019
- Supporting an additional 2 local churches with staff, volunteers, resources, and advice.
- Continued in to advocate for the voluntary youth work sector in partnership with other agencies and with the Local authority.
- Hosted work experience placements
- Staff supporting young people in crisis
- Young people growing in faith
- Recruited 40 new volunteers
- Invited to consult on the creation of the protocol for schools on knife and violent incidents by the Metropolitan police.

Outcomes for young people

The work of Oxygen has:

- Provided young people with safe places to meet, socialise and have fun as well as a sense of place for them in the community;
- Enabled young people to build positive relationships and helped them discover and develop new skills and qualities;
- Provided a vehicle through which other agencies can engage and respond to the needs of young people;
- Given young people an experience of the Christian faith that is relevant and meaningful to their lives and enabled young people to explore their own faith, values and beliefs.
- Given 1-2-1 support to young people who find themselves in crisis;
- Supported young people into education employment and training
- Provided young people with opportunities to access music and the arts and develop talents
- Helped young people raise their aspirations and access the resources they need to achieve their goals;
- Created new initiatives to provide tailored pathways into further training and employment.
- Made available a range of other opportunities for young people like trips to the theatre, holiday schemes and beyond their community.
- Provide young people with the knowledge they need on knife crime and to raise awareness of the issue and take action to challenge the culture that exists around carrying Knives



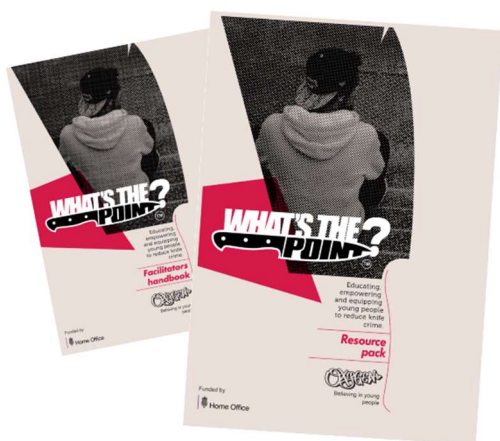
Click the picture to see us receive the award



Strategic Aims and Development

Oxygen delivers a variety of youth work projects and activities for young people but is focused upon meeting the needs of those who are disadvantaged, marginalised, disengaged, or vulnerable. Our experienced and dedicated staff team build strong relationships with young people based on understanding their needs and their context. All our work seeks to affirm the worth, dignity and unique identity of young people rooted in our motivation to see them as God sees them. Our broad range of projects continue to help young people to realise their potential and provide them with opportunities to explore their identity, develop new skills and raise their aspirations for the future.

Oxygen has developed its reputation for effective targeted intervention with some of the most vulnerable young people in and around Kingston upon Thames. Our **What's the point?** programme has continued to attract funding from the Mayor's Office for Policing and Crime, Local authority and now the Home Office. During 2018/19 we were able to increase the reach of the programme to other parts of London in addition to engaging most of the schools in Kingston.



Our strategy for reaching into other areas is to seek local partners from the voluntary or faith sector and to train and equip them with the WTP resource and provide support to pilot the programme in a local school. This strategy acknowledges and enables the releasing of valuable resources, held locally within the voluntary sector and has even facilitated their engagement with schools, where they might previously have struggled to gain access.

As a result of our increased profile from the WTP programme, Oxygen's Director was invited, by

Kingston Police and Head of Education for Achieving for Children, to join a working party writing policy guidance for Kingston and Richmond schools, identifying how they should respond to knife and violent crime. The police stated that their strategy for engaging with schools to reduce knife crime was going to be achieved by working more closely with Oxygen and the *What's the Point?* programme. The protocol was rolled out towards the end of the summer term 2019.

Oxygen has continued to fulfil its role as a Strategic Lead for young people on behalf of the Voluntary Sector and has worked with several local organisations and churches to develop their work with young people and build stronger networks.

The considerable work and effort to secure and establish the Oxygen shop in New Malden High Street has resulted in a significant increase in awareness of what Oxygen does and opened up new opportunities for us to deliver and respond to other needs. The shop's ability to support both young people and adults who have physical and mental health needs has been remarkable! It has also enabled many of our supporters and stakeholders to contribute to the work of Oxygen by volunteering or donating goods and has increased our supporter base.

The shop is now well established and able to generate income above its operating costs. The shop has also increased our engagement with local schools, keen to place young people on the Duke of Edinburgh's Award and for retail work experience.



Oxygen AGM July 2019:

Oxygen held its 2019 AGM at the Kingsnympton Youth Centre.

“One of last year's highlights I felt was the annual meeting where, several of the young people from Room One and Kingsnympton were presented with their Jack Petchey awards. A number of their parents had attended to watch their children receive their awards. It was wonderful to see how proud they looked and how proud the young people were. It's great to know Oxygen makes a difference in young people, by allowing them to feel good about themselves and their achievements.” Kat Field, Youth Worker.



Of special note were Lisa Trend, who has led the shop development with support from Tracey Hall. Jackie Bennet was also recognised for her hard work to get

our Gift aid claims submitted. The event was attended by many young people receiving their Jack Petchey and Developing Leaders awards Including: Jack, Akira, Daphne, Hynunwoo, Jean Paul, Keelie, Poppy, Tia, Torin, and Zakaria.

It was fantastic to see so many parents attend the event and gave Oxygen a real boost to have the Councillor Margaret Thompson, The Mayor of Kingston attend to present the awards.

Food was organised by Peter Holmes and provided by the Korean church at St. Peters Church.



Key staff and volunteers



Oxygen is blessed to have a strong and capable core team with many years' working for the charity, balanced with a regular turnover of highly energised and innovative gap workers. We said goodbye to Troy who moved area, Eileen who went back to Germany and Dan as he went off to university.

Oxygen seems to attract staff and volunteers who are attracted to come and work for Oxygen often because they feel an alignment with our values, philosophy and the way we are responding to a particular need in our community. 2018/19 has been no exception and we were delighted to welcome Frederike from Germany who came to us through Time for God who was followed later in the year by Julia from the same town.

Danica, began as a volunteer in the shop and soon expressed a desire to work with young people. She joined the team initially as a volunteer and then as a paid sessional worker and is looking to go on to undertake professional youth worker training.

Oxygen's Senior Management Team have continued to serve the charity well with Rory responsible for leading the delivery of our youth work programme, managing staff including Adam, Ben, Cat and Becky, who grew to become a great asset to the team as a level 3 qualified youth worker. Charlie continued coordinating the excellent Kingston Street pastors and fulfilling the role of Communications and Development manager. Lisa continued to develop the shop, building its reputation, and supporting the team of volunteers.

We were also blessed to have more students on placement from St Marys University in Twickenham and from Kingston several of whom stayed on, after their placements, to undertake paid sessional work such as Alice.

The team have been supported by Norman, our bookkeeper and several volunteers like Jackie who has

helped in the office and numerous others who have signed up to volunteer in the shop.

Of course, we cannot forget our superb board of Trustees who have been very supportive of the team and kept hold of the reins. Peter Wilkins, our treasurer, has done a considerable amount of work to improve our financial management systems and ensure we have a good understanding of our position. At the time of writing we have now moved our system online and trained those in key roles to be able to input data.

However, there must have been something in the water as four of the paid staff team (or their partners) had babies during 2018/19! This did mean that extra effort was needed to provide maternity or paternity cover for each other and made our team meetings a little more dynamic!

The Oxygen team have demonstrated their capabilities, range of skills and an impressive level of passion and commitment to our mission and delivery of our work.

Thank you!



Oxygen Projects:



The Oxygen shop has become an innovative, dynamic, and powerful project since it was opened in April 2018. We set up the shop with the overall vision that it would provide a long term, sustainable, unrestricted income to support the wider work of all the Oxygen youth projects.

The shop has become much more than just simply a money-making venture!

We are now supported by a strong and loyal band of wonderful volunteers, donators, and regular customers. Many of whom have their own complex health issues and varied life challenges. We have been able to build a reputation for establishing strong, quality relationships, a welcoming, unique, and fun atmosphere. **"A space on the high street where all ages can express their creativity, feel supported, listened to and accepted for who they are and the vital role we can each play in our community."** Lisa Trend

The project is intergenerational, and all ages are welcome to get involved. We provide accreditation for young people looking for work experience. We provide roles for those who need to reduce loneliness or stress and we are available to give training and mental health support to a range of individuals. The

shop gives a sense of belonging to a community, gives purpose and contact with others who have been through challenges in their lives. It has prevented suicide, addressed loneliness, isolation and



helped socially excluded and bereaved, take the first steps to recovering their self-worth and identity.

The shop has also provided a way for our loyal supporters from local churches to actively engage with us through volunteering and donating goods and enables many local Christians to come together and demonstrate their faith by serving others. It brings young and old together giving opportunities for intergenerational relationships and support.



There are many ideas for the future and the work of the shop is ever evolving to suit the needs of the community and the changing high street.





What's the point?

Oxygen has been delivering its *What's the point?* programme for over six years now and could easily have continued to engage a few young people in Kingston schools in looking at the issue. The award of funding from the Knife Crime Community Fund has challenged Oxygen to consider how the programme could be developed to reach a wider cohort of young people and impact communities further afield. Being able to say that the programme is funded by the Home Office has given Oxygen the opportunity we needed to get beyond the front reception of local schools and focus upon the content of the programme.

The funding made available to Oxygen through the Community Fund has had a significant impact upon the young people of Kingston upon Thames and has enabled us to increase our capacity, extending participation to young people in other parts of London.

The funding enabled Oxygen to focus the time of key staff into developing the programme and translating the experience, skills and knowledge gained over the last six years delivering *What's the point?* into a comprehensive resource that can be utilised by other practitioners to reduce knife crime. Oxygen now has a Facilitators Handbook, a Resource Pack and training programme which can be supplied to other organisations seeking to tackle the issue.

“The attendance level has nearly doubled from the year before and has taken a step further by involving the Further Education (FE) College, to not only host the event, but introduce a question time panel; to include their young people who come from other Local Authorities, thus spreading the message wider across London.” Chris Robson the chair of Kingston & Richmond Local Safeguarding Children's Board (LSCB)



Evaluation of the project by young people:



The young people were involved in delivering the curriculum days and facilitating the conferences. Their feedback was that the programme has given them the opportunity to discuss the issue of knife crime in a way which makes them think about it from a different perspective. For some young people it has been an emotional and moving experience and they particularly like the conference and hearing Marvin (ex-offender) speak.

Questionnaires to staff of the schools engaged:

Sample below:

“I thought it was a really great event again and the workshops/talks were spot on.

The staff were brilliant and brought a great range of skills to the day which were well received by the students.

It was much better going around with the students this year.

Thanks again for sorting out lunch. Apologies for the oversight on this

It was a shame not more schools came. I'm not sure what else you could do as it was well promoted with regular reminders. I know schools are struggling with cover and staff at the moment”

Pupil feedback, evaluation and testimony about their experience and journey as well as Video interviews with staff, volunteers and young people:

Due to the sensitive nature of filming young people about knife crime and the potential this must make them more vulnerable we have decided not to film young people. However, we have had really positive



feedback from young people about the sessions and have built into the programme the expectation that they are encouraged to participate in planning the curriculum day and contributing their views in the sessions. Young people have even completed start of programme questionnaires to assist in planning and ensuring the delivery is appropriate to the level of need.

Reflection and data from partner agencies:

We have received feedback from both practitioners and young people about both the schools' interventions and the conference, which has helped to improve the delivery of the programme:

"It was as so great to be with Rich and Nigel today for the 'What's the Point!' session! It was a great session- kids starting to open up and some interesting topics developing! 4 of the 8 kids have lost a friend/ relative to knife crime, 3 have had a mate get stabbed and survived.... really moving!"
"Got deep very quick – they were challenged and open to exploring ideas about how things have escalated across their life time, living in a state of trauma in a 'war zone', and the impact this is having on their worldview (scared of each other)

Exploring ideas or reputation and identity and how exhausting this is to maintain, being someone else and not be vulnerable – "



Home Office

We have developed the project over the last 6 years and now work across most local secondary schools. For the last two years we have also run a borough wide knife crime conference hosted by Kingston University and Kingston College. Last year, a local young person attended our knife crime conference and several months later, when he was attacked and

stabbed, he was able to use medical information he had learned to keep himself alive until the ambulance arrived. This work saves lives.

"This past year we have seen 'What's the point?' grow from strength to strength, delivering our second annual conference with over 300 young people from schools and the college involved. One great outcome from this work has been the ability to see lives changed with one young person in particular having his life saved by what he learnt in the project. He then went on to channel his experiences into educating his fellow students, through What's the point? about the dangers of involvement in knife crime". Rory Densham Brown, Head of youth work

***I am alive today because of the What's the point? programme run by Oxygen! I learned about how to treat someone with a knife wound which I used when I was stabbed. It saved my life."* Young person**

Our funding from the Home Office's Knife Community Fund came with a challenge to take the successful project that we have been delivering in our own borough since 2014. The resource has now been delivered in several London boroughs and we have established partnerships with the Wickers Charity, Newham Youth for Christ, Chislehurst youth for Christ and Gmac Global.

We also partnered with the Metropolitan Police, Fearless, Street Doctors, Kingston College, Achieving for children, Kingston and Richmond LSCB, and delivered training and support days in the relevant locations to equip managers and staff to deliver the 'What's The Point?' programme.



Room 1

Room 1 at Coombe boy's school has been our most consistent project over the past few years running from Monday to Friday each week during the school term. The project is for school years 7 & 8 with year 9's showing leadership potential being invited back as junior leaders, a role they are invited to stay on into year 10 as well as becoming members of our developing leaders group.



In academic year 18/19 we ran over 93 sessions and had 655 attendances over the course of the year. The project offers the young people support in a variety of ways through homework support, mentoring and advice. On a weekly basis we run a variety of activities including cooking and sports and we have a weekly theme, which influences the other activities.

"I loved seeing how close all the kids became at room 1 before we were forced to close due to the Covid-19 pandemic. In the past, there were lots of little friendship groups that didn't always mix well, but it was really nice to see all the kids from different backgrounds who wouldn't usually class themselves as friends during normal school hours becoming really close at the after school club!" Ben, Youth Worker.

On average we have between 10 and 15 boys attending each session and offer free sessions to those receiving free school meals. We pride ourselves

on having all our staff trained to the highest level to support the young people we work with and one of the year's greatest achievements was to receive a level 4 from the local authority for food hygiene.



Kingston Vale

Oxygen has been running Monday youth provision for St John the Baptist church in Kingston Vale now for a number of years and we really value the opportunity to support the local church in this way.

We have seen the group grow from low numbers to age 8-11 years old and we hope to see this increase next year. Danica has taken on the planning and coordination of the club and provided continuity for the young people. The group enjoy creative activities such as cooking and science experiments particularly enjoying making slime.



"My highlight at Kingston Vale was when we were talking to the children

about what they wanted to do in the next session, and they said that they wanted to do something for the homeless people in Kingston. We then spoke about what types of things we could do to help them, like doing hygiene bags, making them some sandwiches. I am looking into what we can do to help the community in Kingston" Danica, Youth Worker



KINGSNYMPTON

In November 2017 we took over Kingsnympton youth community centre as part of a tender alongside St Pauls YMCA in which we have been contracted to run three of the council youth centres for the next 4 years.

We run two sessions a week initially on a Tuesday and Wednesday but towards the end of the year we moved the Wednesday session to a Thursday to allow for development of more focused sessions on a Wednesday including a rock climbing club.

The two sessions run each week in term time and then we offer additional holiday provision including Trips, community activities and sports. We have had a total of 1087 attendances to the centre over 71 sessions.

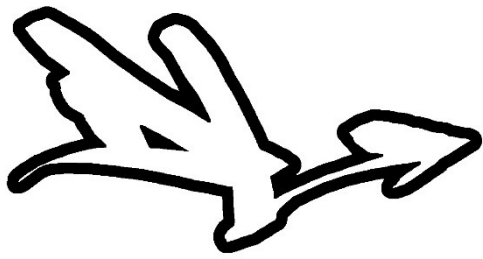
“I think one of the great things that stands out for me at the Kingsnympton youth club is the willingness of the young ones to get involved in the activities, including cooking and art etc. One would think that after a whole day’s work at school, the youths would just want to play and unwind.

The reality is, the practical skills learned whilst helping to make food for the rest of the members, gives a certain amount of healthy pride and confidence to the younger ones, when being trusted to take part. Making pancakes for everyone was particularly fun and they were all so patient waiting for their turn. The art room generally has many youths in, with a mixture of ages, both boys and girls interacting responsibly and productively, exploring their artistic abilities in a safe environment. I can remember how happy they were when a load of canvas’s and new paints were provided.” Trevor, Youth Worker

“Oxygen is a hub for young people to come and be free for a little while. Here at Kingsnympton youth club we cook a lot and aim to teach the young people basic cooking and baking skills. The young people enjoy getting to choose between them, what they would like to learn to cook each week. We (as youth workers) provide the ingredients and guidance to help them achieve this. Cooking meals range from stir fry’s, to spaghetti bolognese, tacos and curries etc. We try to encourage the young people to be inspired by different cultures and therefore each

week choose a country to incorporate different meals for them to cook. For example, one week we told the young people to think of a dish which related to the country of Italy, therefore the young people decided they wanted to make a lasagne. We guide them step by step, allow them to share cooking roles and take turns as well as letting them eat what they have made once all is finished. This is a good way to stimulate basic cooking skills and encourages them to cook meals from scratch. Many young people have told us stories of how they have taken what they have learnt at the youth club and how they have reattempted to make it at home with their family. This has been one key highlight of time at Oxygen as it demonstrates an interest into the young people’s love for food and cooking.” Alice, Youth Worker





DEVELOPING LEADERS

Developing Leaders

Oxygen is committed to involving young people in the development, planning and design of our activities. We hold regular activities bring young people together from all our projects and hear their ideas and suggestions about how we can develop our work to ensure it remains relevant to young people's needs.

We have devised the Developing Leaders Training to equip them with the skills they need to fully engage in that process. This year we ran another of our Developing Leaders Training weekends on the Thames Barge.

Throughout the residential, young people gain valuable experience and teambuilding skills by working as part of the crew which involves cleaning the boat, planning, and preparing meals, piloting and managing the boat through locks. They also plan and deliver peer training modules on Trust, Team Building, Leadership, and identity.

The training tests young people's skills requiring them to plan and present sessions to their peers, hones their ability function and make decisions under pressure, manage conflict and build relationships. Young people speak of feeling more confident about themselves and have a unique and memorable experience on the boat which will remain with them for years to come. Many of the young people we work with go on to contribute something back to Oxygen through our Developing Leaders project.





NMBC has always been a loyal supporter of Oxygen's work and we are pleased that the work has continued in 2018/19. NMBC is a lively church and have 2 youth clubs during the week: *Rock Solid* 14+ yrs. and *Club 629* 11 to 14yrs old. They also have a very well attended Sunday school class called *Over and Out* and a Sunday evening group *God Squad*. All those clubs are run with the help of faithful and dedicated volunteers from NMBC. Analice continued to lead the delivery of youth work there and is supported by Simon Bramwell and managed by Rory, Oxygen's Head of Youth Work.

It has been a challenging year in terms of youth work due to the new church plant into Malden Manor in 2017, which has seen several core young people move with their parents to the new church. This has led to a change in emphasis towards more joint work between the two churches and 1-2-1 work to support young people who have stayed at NMBC. Analice has also supported the recruitment of more volunteers over the last year many of whom have undergone accredited safeguarding Training delivered by Rory.

They continue to offer local trips, plan services led by young people, 1-2-1 support and a range of fun activities for the community.

2018/19 formed the third year of a three-year partnership agreement between NMBC and Oxygen. In April 2019 Analice went on maternity leave and, with a sense of divine intervention, Frederike Deinst, one of Oxygen's Gap workers was able to continue the work. Frederike was already invested in the church, having made it her home for the duration of her time with Oxygen. Many thanks to Freddie who did a great job for the church for the last few months until August when the agreement came to an end. Congratulations to Analice and her husband Simon on the birth of their daughter in April.



Oxygen's Mentoring Project continues to go from strength to strength and we plan to train more mentors to support our work. Our current mentors are offering a variety of support to their mentees. Alongside this provision the wider Oxygen staff team also offer support and mentoring to a variety of young people from across our projects. This has involved intense intervention for some students to help them stay in education. Offering a variety of solutions to both schools and students to help reduce the number of young people being permanently excluded.

Through this work we have developed a close working relationship with the schools SEN, pastoral and safeguarding teams as well as developing relationships with social workers and council workers including the council's electronic school who work predominantly with young people who are off timetable. Our end goal is to support the schools and enable our full time mentors to take over the support of the young people to maintain a long-term relationship that will help the young person throughout their education and beyond.

NEET?

Similar to our mentoring scheme, the young people on the project are paired up with specialist, experienced staff who help them to understand their potential, identify skills and aspirations and design an action plan to achieve their goals. We then work with them to enable them to move forward, overcoming the challenges they face to enter education or employment or training.

Events

There has been a great tradition of our Gap workers from overseas planning and hosting a cultural event focussed upon their country of origin. Analice started the tradition with a Brazilian evening back in 2013 and then Robyn did an American evening in 2017. This year we were privileged to have Freddie and Julia our gap workers from Time for God hold a German evening at NMBC. The event was a great success and



well attended and did a lot to educate us about, what is obviously, such a beautiful country.



For the first time in the event's history, Oxygen entered, as the Mayor's charity, the Kingston Dragon Boat Race organised by the Rotary Club. We thought that this would be a relaxed affair but none the less put together a decent crew of paddlers from Oxygen's network.

However, we soon realised that we were up against teams who had been training on a weekly basis for several months. Pride was at stake! The Oxygen team changed gear and went to battle! Spurred on by the Mayor, Councillor Margaret Thompson, and rousing speeches from the team, we knocked several seconds off our first heat and managed to become respected contenders by the third heat being just seconds of qualifying for the knockout stages.

It was a great day and one which we plan to repeat in the future. T-shirts designed and printed by Dan Trend designs.



Partnership working

Oxygen continues to advocate for the voluntary, community and faith sector's youth organisations by liaising with Kingston Council and other strategic partners. The role is to work with the borough to raise awareness of the value and contribution of the sector and develop strategic partnerships that build capacity and enhance youth provision.



Kingston Street Pastors

2018-19 was our thirteenth year deploying trained volunteers on the streets of Kingston to care, listen and help. Over the year we trained 5 new Street Pastors and two of our team also trained as Response Pastors, special volunteers who can be called to provide pastoral support to communities following a major incident anywhere in the UK.

One of the biggest highlights of the year came in November 2018 when Oxygen and Street Pastors won the Best Charity and Social Enterprise award at the Kingston Business Excellence Awards. This was a special and proud moment for all of us and it was great to receive such amazing public recognition for the contribution Street Pastors makes to the community alongside the wider work of Oxygen.

In January 2019, we held our annual celebration at Everyday Church, Kingston which was a brilliant and uplifting service. As well as the usual updates on the ongoing work of Kingston Street Pastors, we celebrated several Street Pastors and Prayer Pastors completing 10 years' service and heard from our Chair, Rev. Lesley Charlton, on the topic of church unity.



Charlie Bamford
Co-ordinator



Brenda Robertson
Deputy Co-ordinator

Our second Kingston Street Pastors Extended Training Event took place in February 2019 and included input on Situational Awareness and Scenario based learning which gave Street Pastors an opportunity to review some of the more difficult situations our teams have dealt with on the streets. We also had excellent input from Will Terry on alcohol intoxication. Will is one of the paramedics from Cue Medical who provide medics to venues in the night-time economy.



We also provided additional training courses for Street Pastors this year including Emergency First Aid, Mental Health First Aid, and River Training. Several Street Pastor volunteers also attended refresher training and leadership training with the Ascension Trust.

We continue to deploy regular patrols in Kingston covering most Friday and Saturday nights. Our role in the town centre continues to be primarily to support users of the night-time economy and provide practical support and companionship to rough sleepers in Kingston.

In 2018-19 we once again participated in the RBK public health team's Homeless Health Day at St Peter's Church as well as other public events such as Kingston University Freshers' Fayre and Kingston College's Student Well-being day. We have continued to work closely with Kingston Council, Kingston Churches Action on Homelessness and SPEAR to support rough sleepers in the borough. This included taking part in the annual rough sleeper count. We are grateful for the continued participation in our management committee from Sgt Stuart Hobbs of Kingston Police.

In May 2019, Kingston Street Pastors (as part of Oxygen) was announced as one of the Mayor's Charities in Kingston by new mayor Cllr Margaret Thompson who also has a longstanding connection to Street Pastors. We were honoured to be recognised in this way and work to fundraise for Oxygen and Street Pastors (along with the other named charity, Kingston Centre for Independent Living) in the mayoral year is already well underway.

In June 2019 we held a management team away day where we reassessed our strategic priorities and discussed how we could build the quality and reach of the work of Kingston Street Pastors.

Statistics

Total number of Street Pastor shifts	349
Total number of people helped on the streets (approx.)	3,145
Total number of bottles/glasses collected	2,916
Total number of anti-social incidents attended (approx.)	37
Total number of water bottles/ hot drinks provided	373
Total number of people signposted to other organisations (e.g. addiction, homelessness, mental health)	29
Pairs of flip-flops given out over the past 12 months:	231

Looking Ahead: Street Pastors goals for 2019-20:

- Increasing Street Pastor presence at local events
- Continue strong emphasis on recruitment and regular church visits and talks.
- Build financial sustainability through fundraising events and regular giving
- A renewed emphasis on the role of prayer and Prayer Pastors
- Find new ways to work together with nearby Street Pastors initiatives and other relevant charities.
- Continue to build quality and robustness in extended training of volunteers by providing specialist training in key areas including safeguarding, mental health, and scenarios.
- Maintain and strengthen links with police and local authority and track new key statistics to communicate the value of the work of Street Pastors e.g. situations made safe, prevented trips to A+E.

“For many years Oxygen has provided invaluable and imaginative youth work across Kingston, and has enhanced the lives of many young people, communities and churches based on a vision of life in all its fullness deeply inspired by the Christian faith.”

The Rt Revd Dr Richard
Cheetham, Bishop of
Kingston.



Trustees

The following individuals have served as trustees during the period:

Mrs Liz Wynyard (Chair of Trustees)

Mr. Peter Wilkins (Treasurer)

Dr Brian Austen

Rev Peter Holmes

Mr Nathan Larkin

Mr Richard Caldwell

Vice Presidents

Mr Steve Barnes

Mr Glyn MacAulay

Director/C.E.O.

John Trend, M.A., Dip. Theo., Dip. H.E.

Professional Advisers

Independent Examiner:

Nicola Lewis – EasyBooks (Wales) Ltd

Bankers:

The Co-operative Bank plc

Lloyds TSB Bank plc

Risk Assessment

The trustees have considered the risks that the charity may face and is satisfied that adequate contingency plans appropriate to an organisation of this size are in place to lessen the effect of such risks. Indemnity Insurance is provided to each of the Trustees.



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Independent Examiner's Report

To the trustees of: **OXYGEN (Kingston Borough Youth for Christ) 1086608**

I report on the accounts of the Trust for the year ended 31st August 2019, which are set out on the following pages.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144) of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.


Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) Which gives me reasonable cause to believe that in any material respect the requirements
- a. to keep accounting records in accordance with section 130 of the Charities Act; and
 - b. to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

- (2) To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed..........Nicola Jayne Lewis

Date.....26.6.20.....



STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST AUGUST 2019

	Notes	Unrestricted and Designated	Restricted Oxygen	Restricted Street Pastors	2018/19 Total	2017/18 Total
Incoming Resources						
Voluntary Income	10	123,001	35,432	38,950	197,383	222,118
Trading Income		0	48,698	0	48,698	27,149
Incoming resources from generated funds		1,784	0	0	1,784	106
Incoming Resources Total		124,785	84,130	38,950	247,865	249,374
Resources Expended						
Costs of generating funds		160	184	0	344	0
Charitable Activities		120,556	85,688	9,056	215,300	216,301
Operational Costs			0	27,628	27,628	11,481
Governance		2,229		0	2,229	2,764
Resources Used Total	14	122,945	85,872	36,684	245,502	230,546
Net incoming/(outgoing) resources		1,840	(1,742)	2,266	2,363	18,828
Transfers		14,840	(14,840)	0	0	0
Loss on disposal of fixed assets		0	0	0	0	0
Net movement in funds		16,680	(16,583)	2,266	2,363	18,828
Fund Balances Brought Forward		56,356	37,755	4,907	99,019	80,189
Fund Balances Carried Forward		73,036	21,172	7,173	101,382	99,019

OXYGEN (KINGSTON BOROUGH YOUTH FOR CHRIST)

BALANCE SHEET AS AT 31ST AUGUST 2019

All Amounts GBP		2018/19	2017/18
Tangible assets	2	2,510	3,058
Investments			
		<u>2,510</u>	<u>3,058</u>
Debtors	3	30,891	85,765
Cash at bank and in hand		84,599	41,349
		<u>115,490</u>	<u>127,114</u>
Creditors: Amounts falling due in one year	4	(16,619)	(31,154)
Net Current Assets		<u>98,871</u>	<u>95,960</u>
Total Assets less current liabilities		<u>101,382</u>	<u>99,018</u>
Funds			
Restricted-SP	5	7,173	4,907
Restricted-OX	6	21,172	37,755
Unrestricted-OX	7	73,036	56,356
	8	<u>101,382</u>	<u>99,018</u>

Approved by the Trustees  Date 25th June 2020

Liz Wynyard (Chair of Trustees)

1. ACCOUNTING POLICIES

a) Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Small Entities and follow the recommendations in “Accounting and Reporting by Charities: Statement of Recommended Practice” issued in March 2005 (SORP 2005) and the Charities Act 2011.

b) Depreciation

Depreciation is provided on tangible assets over estimated useful lives at a rate of 25% on the reducing balance method.

c) Stock

Stock is included at the lower of cost or net realisable value

d) Fund Accounting

Funds held by the charity are either:

- Unrestricted General Funds – These are funds which can be used in accordance with the charitable objects at the discretion of the trustees
- Designated Funds – These are funds set aside by the Trustees out of unrestricted funds for the specific purposes or projects
- Restricted Funds – These are funds that can only be used for particular restricted purposes or projects. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

e) Pension Costs

Oxygen has met its obligations under the government’s Auto Enrolment Scheme which came into effect on 16th June 2016.

f) Incoming resources

Receipts are accounted for on an accrual basis.

g) Cost of activities in furtherance of the charity’s activities

This comprises all expenditure directly related to the objects of the charity.

h) Fundraising and publicity expenditure

This comprises all expenditure relating to raising funds for the charity.

i) Management of the charity

This comprises expenditure relating to compliance with constitutional and statutory requirements and other costs, which cannot be treated as costs of activities in furtherance of the charity's objects.

j) Taxation

The company is a registered charity under the Charities Act 2011 and therefore no liability to taxation arises.

k) Grants payable in furtherance of the charity's objects

Grants payable are charged in the year when the grant is paid.

l) Reserves Policy

The trustees consider that the charity needs to retain sufficient unrestricted reserves at all times in order to maintain its work. It is therefore the aim of the trustees to retain between 1 and 3 months operating costs as free reserves that are not invested in tangible fixed assets.

The reserves are regularly monitored by the trustees.

2. TANGIBLE ASSETS

	Fixtures & Fittings	Office Equipment	Property		Total
Cost					
01-Sep-18		9,167			9,167
Additions		289			289
Disposals/Write Offs		0			0
31-Aug-19		9,456	0		9,456
Depreciation					
01-Sep-18		6,109			6,109
Additions		837	0		837
Disposals/Write Offs		0			0
31-Aug-19		6,946	0		6,946
Net Book Value					
01-Sep-18		3,058	0		3,058
31-Aug-19		2,510	0		2,510

Depreciation is provided on tangible assets over estimated useful lives at a rate of 25% on the reducing balance method.

3. DEBTORS AND PREPAYMENTS

	CY	PY
Debtors	30,891	85,765
Prepayments		
	38,356	85,765

4. CREDITORS: Amounts falling due within one year

	2018/19	2017/18
Accruals & Deferred Income	16,619	31,154
	33,129	31,154

5. RESTRICTED FUNDS – Street Pastors

Comprises the unexpended balances of donations to be applied for the work of Street Pastors:

	01-Sep-18	Incoming	Outgoing	Transfers	31-Aug-19
Churches	32,259	8,483			40,742
Individuals Inc Gift Aid	33,782	12,282			46,063
Organisations	3,574	160			3,734
Grants without conditions	14,427	17,500			31,927
Income from generated funds	30	526			556
Expenditure: Charitable activities & Operational Costs	(79,165)		35,684		(114,849)
Total	4,907	38,950	35,684	0	8,173

6. RESTRICTED FUNDS – Oxygen

Restricted funds comprise the unexpended balances of donations to be applied for specific purposes:

	01-Sep-18	Incoming	Outgoing	Transfers to other funds for shared costs	31-Aug-19
I Love Kingsnympton	2,358	12,062	-7,066	-4000	3,354
Jack Petchey Achievement Award	798	4,500	-2,196	-1141	1,961
Charity Shop	2867	48,698	-43,923	0	7,642
Wates Foundation	0	0	0	0	0
mentoring	0	0	0	104	104
Developing Leaders	175	0	-406	500	269
Apprentice	0	0	0	0	0
Community Investment Fund	0	0	0	0	0
St Andrew & St Marks	0	0	-23	24	0
KVA Capacity	0	0	-2,755	2755	0

Oxygen Extreme		0	0	0	0	0
Surbiton Hill Methodists		(1)	0	0	0	(1)
Knife Crime Project		29,500	2,100	-1,902	-26500	3198
Mental Wellbeing		(0)	0	0	0	(0)
St John's Kingston Vale		386	2,765	-917	-1,800	434
NEET Engagement Project		88	0	0	-88	0
One Norbiton		0	0	0	0	0
Cambridge Road		80	0	-167	4,000	3913
New Malden Baptist Church		1,504	14,005	-11,942	-3267	300
Strategic Partner		0	0	0	0	0
Time for God		0	0	-14,575	14574	0
Totals		37,755	84,130	(85,872)	-14839	21,174

Restricted Fund descriptions

I Love Kingsnympton is payment for delivery of youth work on the Kingsnympton Estate as part of a contract between the YMCA and Achieving for children.

Jack Petchey Achievement Award is a donation from the Jack Petchey Foundation specifically to reward youth members who have been voted by their peers as having had a positive influence within the community.

Mentoring provides a one to one relationship between a trained adult and a young person, identified by school or youth services as needing additional support.

Developing Leaders is an opportunity for young people to develop their capability in leading small groups of their peers.

Apprentice is a donation from the Personal Development Trust to support the post of Apprentice held by Theo.

Capacity gives us funds from central government via KVA to improve our computing, IT and database capabilities.

Extreme provides young people with opportunities to participate in more adventurous activities such as climbing and canoeing.

Knife Crime project (What's the point?) is a peer led project designed to raise awareness about the issues, consequences and perspectives on knife crime, delivered to local secondary schools. Funders include MOPAC, Kingston Borough Council and the Home Office.

Mental Wellbeing is a project using funds received from the local health trust to work with young people on a 1-2-1 basis in support of their mental health needs.

St John's Kingston Vale is a partnership with St. John The Baptist church where Oxygen provides youth workers to deliver several youth clubs to engage local young people.

AFC NEET is a partnership with Achieving for Children to engage young people who are Not in Education Employment or Training and help them move forward into or towards a destination.

Cambridge Road This is funding identified by the Royal Borough of Kingston Upon Thames and local ward Councillors

New Malden Baptist Church is funding to support the employment of a part time youth worker seconded to the church and managed by Oxygen

Strategic Partner Is funding received for the role of strategic partner from RBK, administered through Kingston Voluntary Association

Time for God is a fund to support the placement of a GAP workers through Time for God

7. UNRESTRICTED FUNDS OXYGEN

	01-Sep-18	Incoming	Outgoing	Transfers	31-Aug-19
Churches		30,300			
Individuals Inc GAD		38,616			
Organisations		7,037			
Grants		33,330			
Other income		15,501			
General Fund	56,354	124,785	122,945	14840	73,035
Fixed Asset Reserve	0	0			
Total per SOF Unrestricted	56,354	124,785	122,945	14840	73,035

8. ASSETS

	Fixed Assets	Net Current Assets	2019 Total	2018 Total
Unrestricted	0	73,036	73,036	56,356
Restricted OX	2,510	18,662	21,172	37,755
Restricted SP	0	7,173	7,173	4,907
	2,510	98,871	101,381	99,018

9. RELATED PARTY TRANSACTIONS

Ascension Trust	
AT	2,355

Connected charities

The sum of £2,355 was paid to the Ascension Trust on behalf of Street Pastors.

Other

Intercompany bank transfers between Street Pastors and Oxygen general funds will take place after year end. The amounts are currently accrued in the relevant expense categories, but the monies have not been transferred at the bank.

10. DONATIONS Received

		Unrestricted & Designated	Restricted	2018/19 Total	2017/18 Total
General		105,286	65,186	170,472	210,675
HMRC GAD		11,403	9,076	20,479	11,443
Total		116,689	74,262	190,951	222,119

11. INDEPENDENT EXAMINATION FEE

The net movement of unrestricted funds is stated after charging the independent examination fee of £910.

12. STAFF COSTS

	2018/19	2017/18
Salaries	154,695	150,570
Pension	9,894	13,375
	164,588	163,945

Employee Numbers	2018/19	2017/18
Director	1.00	1.00
Office Staff/manager (FTE)	1.60	1.60
Office Staff Voluntary (FTE)	0.20	0.20
Youth work/ Street Pastors Staff (FTE)	5.6	6.5
Youth work/ Street Pastors Volunteers (Not FTE)	83.00	83.00
Shop Volunteers	41	44

Youth work/Street Pastors volunteers is actual volunteers includes: Trustees, Youth workers, street pastors and prayer pastors, support committees and voluntary consultants. A large number of volunteers provide regular support at the various projects. Their input to Oxygen is acknowledged with thanks.

No remuneration was paid to Trustees.

13. PENSION SCHEME ARRANGEMENTS

Oxygen has met its obligations under the government's Auto Enrolment Scheme. Pension contributions are being paid on behalf of all of the Trust's employees. Contributions range from 5% to 10% of their gross salary and an additional 1% contribution for life cover.

14. TOTAL UNRESTRICTED AND DESIGNATED RESOURCES EXPENDED

	2018/19	2017/18
Salaries	111,494	121,774
Premises	4,800	1,888
Training	473	2,503
General office	2,212	4,828
Charity Shop Contribution	-2,708	0
Event Expenses	3,331	1,863
Accounting Fee	2,227	2,743
Donations Made	120	0
Sundries	160	0
Depreciation	837	1,019
Total	122,945	136,618