

RAISING ASPIRATIONS • NURTURING AMBITION • ACHIEVING POTENTIAL

The Clock (Yorkshire) Ltd Annual Report 2017 - 2018



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The Clock (Yorkshire) Ltd
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You Said ... We Did in 2018

Clock staff do collect a lot of data from our members and it is important that you know that we listen

100% of you said that Facebook provides the information you need so we are continuing to use it

96% of you said that our posters provide you with the right information so we will continue to update them

3% of you said that you would not know who to talk to if you felt unsafe so we have reviewed our welcome leaflet

97% of you (more than last year) recognise staff by our uniform so we will continue to wear it

94% of you (less than last year) said our staff are easy to contact so we will review the way you can contact us

Report from the Chief Executive Officer

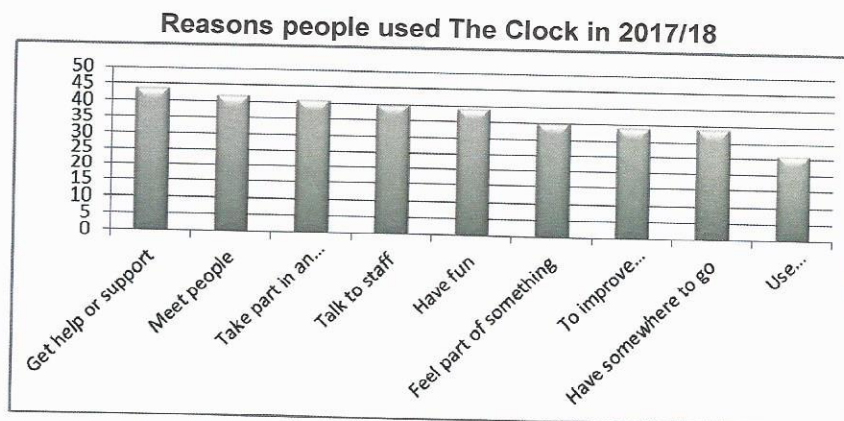
As usual 2017/18 has been a mixed year with celebrations and sadness. 2017 saw The Clock effected by austerity cuts. Due to NYCC having to make significant reductions to budgets, the Active Engagement contract was not recommissioned. Staff were disappointed to learn that the service which had made such positive differences to young people across the county was ending and myself and the Trustees were saddened that we had to make redundancies meaning that we lost some amazing staff; some of whom have made The Clock what it is (see page 11 for the report). We lost some £340,000 of income and were forced to re-evaluate our strategic direction and restructure. Just to give you an idea of the changes that had to be made:

Income	Staff
2015/16 £548000	March 2017 -25 staff
2016/17 £424000	March 2018 – 6 staff (2 of whom were facing redundancy)
2018/19 £190000 (projected)	

Whilst painful, this change process has been one of the most exciting things we have ever done. We made an informed decision not to look to replace our lost funding or grow back to a similar size. Instead we want to develop more sustainable ways to meet the emerging gaps in services for vulnerable people in our community through increased partnerships with local people and enterprise activity. As always, we are an organization that looks for solutions;

- So when young unemployed adults couldn't wash their clothes because they couldn't afford to buy a washing machine (Thirsk doesn't have a launderette) we bought one.
- When people kept turning up hungry, with no food, we opened a food bank.
- When people are lonely we bring them together to make friendships with each other.
- When our clients began to have benefit problems beyond our technical scope we invited the district CAB to come to Thirsk and hosted their sessions.

We have a 'can do attitude' and rely strongly on our links with our communities to make things happen. Without them we simply wouldn't be able to do the things we do. We have just been inspected for our Matrix Quality Standard and the report says 'Overall despite a challenging year of major funding cuts, the Assessor found a passionate staff team that offer wide ranging support to clients of the services delivered'.



This year's annual survey was completed by 73 people. 100% feel that The Clock's staff are helpful and quick to respond, a rise of last year's results of 94%. Additionally, 100% of service users find The Clock's staff to be friendly and supportive, contributing to a positive atmosphere within The Clock. The Clock works hard at providing a welcoming, supportive environment and it is particularly pleasing to hear that our members agree that we have achieved this.

The Clock also ensures through training and professional development that staff are well versed in offering support and providing Information, Advice and Guidance when working with service users and as a result 98.6% of members agree that staff have a good understanding of issues that could affect them.

97.1%, (an increase from last year) of those surveyed would recognise our distinctive uniform. The same number agreed that they felt confident approaching staff wearing the uniform if they required information or support. It is also wonderful news that 100% of people (a 22% increase from last year) said that our knowledgeable staff gave them all of the information that they sought. We also asked why people came to The Clock.

With support from NYCC Stronger Communities team we were able to take time to plan for our future. We adopted a new Business Plan and created a trading arm 'Clock Works'. Over the next five years our mission is to support more vulnerable, isolated and disadvantaged people in North Yorkshire to connect with and contribute to their community by providing opportunities for them to improve their economic, physical and social well-being. In particular, our work will help make the following differences:

Increase Social Inclusion— We want our communities to be more socially included. Over the next three years our work will help more of our members, particularly older people, to belong, join in, and contribute to community life. Fewer people will feel isolated and will have taken up opportunities to make and sustain friendships. More members will have moved on to join other local community groups with our support and taken part in 'giving back' activities that have grown their feelings of community belonging. As part of this we will have delivered focused pieces of work supporting people with mental health problems, older people, unemployed young people, and people with long-term ill health, and helped build community life in places where little currently exists, including the newly developing communities in Sowerby.

Increase Community Resilience - We want our communities to be more resilient, able to step up and solve their own problems. Over the next three years the Clock will focus on growing more active volunteers who recognise and value the merits of 'giving back'. Our work will connect the power of local people with the time and will to support others to people and communities in need, building teams of volunteers who can identify community need and deliver community-led solutions. In order to do this, we will actively grow our own volunteer team to deliver a range of volunteer-led services.

Improve Well-being— Over the next three years people we will develop work which supports a range of vulnerable people to improve their physical and mental wellbeing. Our activities will enable more people to develop their confidence, self-esteem and coping strategies, adopt healthy living behaviours (such as better exercise and diet) and reduce reliance on damaging coping strategies (such as self-harm, substance abuse, and anti-social behaviour). More people, particularly those over 25, will have been

able to increase their resilience to the chaotic circumstances in which many of them live, enabling them to take positive steps to achieving their potential.

Increase Economic Prosperity – We want our members to broaden the sense of what is possible in their lives and develop hope in their futures. Our work over the next three years will support local people to gain learning, skill and experiences that increase their access to new opportunities. Where users are of working age, we will support them to improve their employability and access to higher value work. As part of this we will build a range of sustainable services and activities which offer users meaningful opportunities to gain work-related experience that has value to employers.

Re-visioning of how our community can meet the needs of its marginalized members with greatly reduced resources has left us excited and more strongly embedded local life. And we looking forward to the year ahead.

Before we move on to the reports from our staff team, here are some more of our member's thoughts from the Annual

<p>I First Got Involved with The Clock when:</p> <p>"I was at the end of my tether regarding Universal Credit and depression"</p> <p>"My friends told me about it"</p> <p>"When a member of staff took me here"</p> <p>"The jobcentre asked me to come"</p> <p>" To support a friend"</p> <p>"When I lost my job and split up with my partner"</p> <p>"When my mum died"</p>	<p>Being Part of The Clock Means:</p> <p>"I can make new friends and have fun"</p> <p>"A lot to me as I have a place I can belong where people understand me"</p> <p>"To me, it's a family that helps"</p> <p>"Being part of a community"</p> <p>"Always knowing someone is there when I need advice"</p> <p>"To have fun, learn stuff and talk to someone"</p> <p>"Everything to me. They're very helpful and understanding and most importantly don't discriminate"</p>
<p>My Personal Message to The Clock</p> <p>"Thank you. You are valuable to me and many others whose needs are so much more complex than mine"</p> <p>"Thank you for giving the opportunity to the least fortunate"</p> <p>"To keep on doing what they do best – almost everything"</p>	<p>"I look forward to the visits. Andy has helped me in understanding the workings of a computer. Meeting people of all ages and health and Motability difficulties – there is always something going on that will interest someone"</p> <p>"I have the support I need to help me with school"</p> <p>"That I don't just have to stay at home"</p>

Action Towards Inclusion

Action Towards Inclusion (ATI) aims to help people who are unemployed or economically inactive get the support they need to get to work. It is part of a national programme funded by the Big Lottery Fund and the European Social Fund. The Clock is one of many partners delivering the service in York and North Yorkshire.

ATI provides support to adults to address barriers to work and tackle the disadvantages they face, helping them move towards job search, education or training and employment. This includes support to overcome barriers related to health, finances and skills.

Since the project has started 31 participants have accessed support from Key workers and Intervention partners ranging from general well-being such as the attending the T4T groups and Boccia to support with counselling/therapy and also to help them develop and improve their own skills with vocational qualifications!

Access Towards Inclusion Target Profile	by 31 st Mar 18	By 20 th Feb 18
Total no of participants	26	31
No of men	14	18
No of women	12	13
No who are unemployed	7	18
No who are economically inactive	21	13
People engaged who are 50 or over	8	10
People engaged who have a disability	3	10
People engaged from an ethnic minority	2	1
People enrolled on the project move into education or training on leaving	3	7
No of people moving into employment, including self-employment	3	6
No of people who were economically inactive when joining the project move into job-search on leaving	3	1

From the 33 participants on the programme 9 participants have with help and support from the key workers managed to move into full time employment, all have accessed at one or more times the well-being activities i.e. T4T, Boccia run at The Clock. 20 participants have accessed different training and vocational courses through support from key workers and intervention partners.

In summary the project has gone from strength to strength and has helped to provide some of the people who attend with support and guidance with issues and barriers they were struggling with.

Monitoring information 17/18

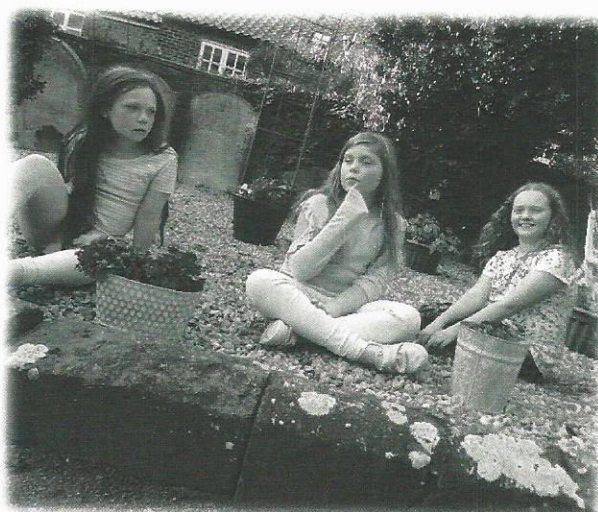
The column marked with a * represents the numbers of young people accessing the services and is the data we have always collated annually. It is the first year we have collated the figures in the column marked with a +. We did some very valuable work with someone with a business background who suggested that we needed to collect data regarding those who have had a positive outcome from the services. This demonstrates the excellent work of The Clock and the unmet needs still to be addressed.

	15/16		16/17		17/18	
			*	+		+
Total users	912		956		836	
New members	342		487		339	
One to one support						
Self referral	249		278		193	
IN1	243		266		156	
IN2	256		289		217	
IN3	413		560		463	
Service Used						
Active Engagement Yr 4	240		260		155	
Active Engagement Yr 5	255		239		265	
Aspirations	197		270		303	
Communities	138		138		50	
Enhancement	24		49		63	
Money	37					
Financial hardship	38	31	67	51	67	60
Benefits	28	24	38	27	29	28
Budgeting	24	24	47	39	16	15
Funding	54	48	48	40	34	34
Transport						
Advice	148	148	172	172	100	100
Funding	172	158	172	163	84	82
Accompanied	68	67	77	77	71	71

Health						
General	131	115	154	133	123	120
Sexual	15	15	18	15	11	11
Self harming	12	12	14	124	46	41
Mental illness	57	54	61	40	48	45
Anger Management	76	76	64	64	39	39
Stress Management	158	156	177	166	133	121
Addictions						
Alcohol	34	33	40	34	31	20
Smoking	29	18	25	15	14	12
Drugs	39	31	37	30	26	20
Gambling	1	1	2	1	2	2
Other	1	1	1	1	1	1
Housing						
Homelessness	19	19	25	25	27	20
Vulnerable	9	9	11	11	9	8
Supported	11	11	16	16	14	14
General	33	23	42	25	41	41
Family						
Breakdown	50	39	68	46	55	50
Parenting	6	6	5	5	9	8
Pregnancy	4	4	3	3	9	9
Home issues	98	89	107	98	91	78
Bereavement	11	11	9	9	13	13
Criminal activities						
Police	19		27			
Criminal behaviour	11	10	14	11	8	8

Anti-social behaviour	27	27	33	28	28	25
Courts	3		4			
Victim of crime	4	4	7	7	2	2
Prison	2		1			
YJS/probation	5		8			
Education						
School	300	267	353	334	267	267
PRS	21	16	18	16	9	9
Training	97	87	34	19	46	40
Apprenticeships	158	125	167	157	108	78
FE	318	318	333	330	8	8
HE	10	10	8	8	7	7
Functional Skills	12	11	14	11	7	7
Exam Support	114	114	177	160	264	245
Interview Skills	170	170	202	198	47	47
Clock Training	70	70	54	50	45	45
Accredited Learning	46	45	9	9	45	45
Employment						
CV	174	174	213	213	237	236
Job search	103	103	156	156	262	260
Seeking employment	31	24	54	44	61	61
Long term NEET	4	3	12	10	0	
Careers guidance	204	147	244	237	168	168
Partnership						
Multi agency	48	48	65	65	42	40
Partners use of building	5	5	9	9	9	9

other						
Individual use of building	12	12	17	17	9	9
TLC	51	51	77	77	72	72
Food Parcels	83	83	96	96	145	145
resources	28	28	156	156	3	3
Support to Family	12	12	15	15	19	19
Furniture	7	7	29	29	13	13
Social Activities	185	185	255	255	239	239
Group Activities	174	174	170	170	235	235
Equality and Diversity	38	31				
Sexism	28		31		5	
Racism	24		43		12	
Homophobia	54		76		44	
Ageism					0	
Disability Discrimination	148		165		17	
Religious Discrimination	172		165		40	
Cultural Discrimination	68		71		41	



Active Engagement

The Active Engagement service users were referred by their school as they had been identified as being at risk of becoming NEET. The Active Engagement Youth Support Workers worked with them to identify and address their barriers to progression. We began by assessing their individual support needs using a Rickter Scale assessment and from there the young people were supported to create a tailored action plan that utilised SMART targets. They then received intensive one to one support throughout their final year of statutory education to address their barriers and achieve their goals with the ultimate goal of securing an appropriate post 16 destination into EET. Once the young people had achieved their aim and felt that their barriers had been addressed they then moved onto a staying in touch pathway where they would be contacted once a month to ensure that they remained on track. If at any point during this period they felt they required further support then one to one sessions would resume and the process would be repeated until they felt that the issues had been successfully addressed. Once the young person had left school and progressed into EET their Active Engagement worker would contact them at key points, where traditionally young people become NEET, to ensure that they remain happy with their chosen destination. Once again, should issues arise, their Active Engagement worker would repeat the process to ensure that any barriers are addressed. This support would be in place for six months after progression.

Identified issues and recommendations

Over each of the school summer holidays we offered weekly drop in sessions in as many towns as we could using NYCC buildings or our own mobile vans. They were particularly successful in Easingwold and Thirsk. In some areas such as Harrogate and Scarborough, The Clock ran its drop ins alongside NYCC staff which saved resources.

The service worked best in the schools where there was a named person who communicated with Clock staff. A recommendation would be to use the 'agreement form' which The Clock uses with its other services which identifies the school's named contact and safeguarding officer.

At the end of each term we provided the schools with a review of the work we had completed with each young person which the schools found extremely useful. Staff shared this information with the Prevention Service at case meetings.

As with most services, demand was greater than the resource. Most schools asked if we would work with other year groups but unfortunately there wasn't the resources. Group activities for young people in lower school years who are identified at being at Risk of NEET would be an effective use of resources.



What school's said about the loss of the Active Engagement Service

Another sign of the times where vulnerable students miss out. Stokesley

I am sorry to hear that! We have been very grateful for the support The Clock has given our challenging Year 11s over the last 5 years – we have really valued the support. I wish you and all your staff well for the future. Grove Academy

Really sorry to hear this. You have worked so hard to support our youngsters. Hambleton and Richmondshire PRS

This is really sad news. Thank you for all your work with our school. It has made such an impact on some of the student's lives and you will be missed. St Francis Xavier School

How sad and very disappointing! Is there an alternative in the pipeline? This leaves a huge gap in the provision we offer. Thirsk School and 6th Form College

This is a real shame as we have always found the services offered have extended our provision and the workers have been brilliant with our young people. Who will pick up the NEET remit? This is a hugely important piece of work. Easingwold School

Achievements over 5 years

	Caseload	September Progression (%)	After 6 Months	Target after 6 months (%)
Year 1	134	90	96	70
Year 2	271	89	99	70
Year 3	258	87	92	70
Year 4	260	92	92	90
Year 5	239	76 with 19 unable to be contacted due to tight timeframe	N/A	90

The second part of the Active Engagement Service was to contribute to the NYCC's target of reducing the number of unknown young people to below 3%. In order to track these young people we contacted them using a range of methods and recorded their current situation on the NYCC's Aspire system and signposted them to suitable support. Each young person would receive a phone call, a Facebook message and a letter until a suitable method of contact is found and their current situation is confirmed. Should any of those methods prove unsuccessful then the Active Engagement workers would provide a home visit in order to confirm their situation and signpost to suitable support provisions where necessary.

30.7% of young people were unknown in 2012

July 2013 – 9.7%

June 2014 – 3.9%

June 2015 – 2.2%

May 2016 – 4.4%

April 2017 – 2.3%

During the five years of Active Engagement 97% of schools in our areas benefitted from the service

What the young people said about Active Engagement

- 94% of those surveyed said that they would recommend the Active Engagement Service to a friend
- 93% of those surveyed agreed that the Active Engagement Service had made a positive impact on their lives.
- 91% agreed or strongly agreed that Active Engagement has improved their support
- 99% agreed or strongly agreed that their Active Engagement worker provided a professional non-judgemental service
- A great service which is extremely valuable for our students.
- Active Engagement is a service that our school is lucky to have.
- The Clock provides the school with professional and high quality service, which I would very much recommend to any school potentially pursuing this service.
- All the staff are friendly, professional and they genuinely care about the young people they are working with.

Community Grants

The Community Grants programme was delivered in partnership with Your Consortium Ltd and funded through ESF. Its aim was to develop the employability skills of the participants, aged 18 and over, to ensure that they have the tools to independently return to work. The participants varied greatly in ages from 19 to 64. The abilities of the participants were varying some had recently been employed and merely needed some support to access a computer and help them to gain confidence with it, others had been unemployed for a significant amount of time and required intensive support to become employment ready.

The support was delivered using both drop ins and one to one sessions. Each participant would be responsible for setting their own goals and The Clock staff would help them to create an action plan to achieve those goals. The most common support need was with IT. It is now common place to apply for jobs online or through emails often needing to attach a CV electronically. Also with the recent welfare reforms we have seen a switch to the new Universal Credit system which requires the claimants to manage their account and update their progress online in their journal. A lack of confidence and knowledge in computers affected three quarters of our participants. Without the support of The Clock staff and the Community Grants programme these participants would have struggled to not only seek employment but also to access Universal Credit which would have increased the risk of poverty.

Of the twenty participants, over half secured employment while the others developed the necessary skills and abilities needed to continue their search independently.

Aspirations

Thirsk School and 6th Form College and The Clock have always worked in close partnership with each other to support their vulnerable students. Having recognised the need to provide extra post 16 support to this group they approached The Clock to commission us to provide it.

The aim of the Aspirations Programme was to raise aspirations and secured a post 16 destination to prevent them from becoming NEET. The Clock provided the students with an individual support package which was tailored to tackle the barriers to progression that were highlighted from their initial assessment. An action plan, using SMART targets, was developed between the worker and the young person which would be the blue print of the one to one sessions. The barriers ranged from not knowing where to begin looking for the chosen career path to arranging transportation to college. A solution focussed method of support was provided and each of the participants managed to secure a suitable post 16 destination and where needed a back up plan was also in place.

Three students secured places at Colleges, three will attend Thirsk 6th Form and two will begin apprenticeships.

Broadacres support to young people

Broadacres have continued to fund The Clock for the youth club project. Due to this we provide youth clubs across 3 separate locations in North Yorkshire; Thirsk, Northallerton and Stokesley. The project also runs holiday activities and offers one to one support for those individuals who may need extra help in their lives.

We could not run the youth clubs without our team of dedicated and enthusiastic volunteers and so part of the work we do is to recruit, train and support those who are willing to give up their time to volunteer. We have had a great turn-out from community volunteers and work placement students who continue to support the youth clubs and hope this will continue to be the case as we take the youth clubs forward.

During the last year, 125 sessions have taken place benefitting 155 young people. The sessions provided a safe place for the young people to come, meet friends, talk to staff and take part in structured games and activities.

We also delivered 135 one-to-one sessions that supported many young people with additional needs in their lives. The youth clubs and individual support we offer help us to invest in the young people of our community, build relationships and contribute to prevention work aimed at reducing anti-social behaviour.

As always, we believe partnership working is key to building stronger communities and so liaise regularly with other agencies and organisations. We also encourage young people to take a bigger part in their community, playing a positive by volunteering, fundraising and visiting local care homes.

Making Time

Making Time is a project funded by Hambleton District Council which provides weekly drop ins and one to one support to young people and adults from Thirsk and district. Beneficiaries of the project self-assess how they are feeling when they first come for support and at the end of the support using the Edinburgh-Warwick scale. By the end of June 55 individuals felt that Clock staff have helped them address the reason they came in and on average they feel that their well-being had improved by 49%. Only 8 reported no overall improvement and half of these started with extremely high scores. Issues people wanted help to resolve were wide ranging and included improving IT skills, securing employment, accessing benefits and budgeting.

In the initial assessment the lowest score was for the question 'I Have Been Feeling Optimistic About The Future' where on average our clients scored 2 for 'Rarely'. By The end of the support on average the Client scored closest to 'I often feel optimistic for the future'. This shows extremely positive movement outlook having had the benefit of support from The Clock.

The biggest improvement shown was from ratings to the statement 'I have been Feeling Relaxed' which similarly went from our clients feeling rarely relaxed to feeling often relaxed. This represented a 60% increase.

The lowest increase came from the statement 'I've been able to make up my own mind about things'. This was also the statement that had the most positive initial response, with our clients reporting that on average they are able to some of the time. The 34% improvement means that on average they are now closer to often being able to make up their own mind about things.

By the end of the support, 10 individuals reported that felt that they could deal with their problems well all of the time. At the start of the support, one of the 10 said she felt that she was dealing with problems well none of the time. This client started at a combined score of just 8, scoring none of the time on all but feeling close to other people, by the end she had improved by a total of 20, with huge improvements across the board.

8 clients score themselves the lowest possible score, all of them at least doubled this score by the end of the support. Over a third of clients reported an overall improvement of over 10 or more.



The Clock feedback report

Most people come to The Clock with a specific issue(s) and that's easy for us to record and report on. This year we have tried to capture the other benefits people gain from coming to The Clock such as making friends and improving health. This is the feedback in quarter one of 18/19. Members from across all projects were asked to complete the survey. It is designed to see what they felt they had gained from attending The Clock and accessing our services. This information can then be used to better target our projects in future.

On average 68% of responses to questions the members felt applicable to them were positive. 26% neither agreed nor disagreed with the statements and only 7% were negative. The most positive responses came in response to the statements 'My confidence and self-esteem have improved' and 'I have tried something new e.g. activities, hobbies, interests etc'.

These reflect multiple of our current projects including our inclusive sport project Primetime, , and a wide range of support that includes training and therapeutic activities we can offer with the Action Towards Inclusion project which is aimed at supporting adults who are a long way from the labour market.

A lot of the support we offer centres around boosting our members' confidence into believing they can achieve a lot more than they believe. 72% agreed they had gained more positive behaviours such as regular exercise, healthier diet and socialising. 71% agreed they had gained some level of employment, training, education or volunteering from their support from The Clock. 70% said they had gained work-related experience they could use with their CV.

The areas the survey highlighted room for improvement was with the statement 'I have made new friends and continued to meet with them' where 34% neither agreed nor disagreed, although no one disagreed with the statement outright. A large number also disagreed that they have gained a volunteering placement within my locality. The volunteer co-ordinator role that began at end of September should seek to address this issue.

Another area where there were fewer positive responses was the statement 'I feel my physical fitness has improved'. We have recently launched multiple sessions a week teaching healthy cooking on a budget to benefit members on the Access to Inclusion programme. This is an area we may consider what more we can do to help our members improve their fitness.

While 69% agreed they felt they had more control over their lives and 68% said they felt less stressed less than 15% strongly agreed with either statement. These are areas for improvement, dealing with stress, and helping our members feel more in control are essential for the support we offer. The Clock's vision is 'Everyone Feels Part of The Community', however while 65% said they felt they belonged to the community only 9% strongly agreed and 26% were neutral.



The Clock (Yorkshire) Limited
(A company limited by guarantee)

Trustees' report and financial statements
for the year ended 31 March 2018

Charity number: 1096518

Company number: 04520206 (England & Wales)

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The Clock (Yorkshire) Limited
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Chair's Report

for the year ended 31 March 2018

Without a doubt my sixth year as Chairman has been the most challenging for the organisation.

Having said that we have adapted and risen to all the adversity placed in front of us and following all the difficulties are in a strong position going forward from what looked like a very bleak outlook.

The austerity which the country has been experiencing really hit home in June 2017. This is when we found out that due to the financial pressures on North Yorkshire County Council the incredibly successful Active Engagement contract, which we have run for the past five years, was not going to be retendered.

This triggered a major restructure, which ultimately lead to redundancies and a significant loss in service provision. I'm pleased to say that the staff team dealt with this difficult time with dignity and professionalism which is a huge credit to those involved.

The restructure and reduction in services made us re-evaluate the work we do and as a result we have expanded our services further in terms of supporting the whole community of Thirsk, not just young people. They are still absolutely at the core of what we do and will remain so, however in this ever changing economically challenging environment we live in, an expansion of services is the logical step.

To illustrate this the Action Towards Inclusion (ATI) contract which has historically been one of our smaller pieces of work is now beginning to deliver some significant outcomes. The staff team are incredible and our understanding is that we are one of the best performing delivery partners in the area.

We also have our very successful coffee morning, with standing room only. Yes this helps raise funds for The Clock but more importantly it's a fantastic social occasion with the buzz of conversation demonstrating how much people enjoy coming along. My thanks to all those involved who donate cakes and volunteer to make the mornings a huge success.

Another success story is the Little Hands clubs which is funded by Broadacres. The three clubs in Stokesley, Northallerton and Thirsk have had 79 different young people attend between April and September. This provision of positive activities for young people is an absolute necessity in supporting young people's social development as well as letting them have a lot of fun. The success has been formally recognised with an additional three years funding being provide by Broadacres to continue the work.

So although this year started off with some difficulties the team have pulled together and not only have they adapted to the change but we have grown stronger and more resilient for whatever the future holds for us.

I would just like to take this opportunity to mention the sad news that Joe Salmon passed away during the year. Joe was a member of The Clock for many years, donating his time and expertise on many occasions. He also served as a Trustee for a number of years. He was incredible at asking the awkward question, which is one of the most important aspect of being a Trustees, and he will certainly be missed.

Finally my thanks to the amazing staff team and Trustees of The Clock. Without your support, dedication and commitment we would not be able to achieve the amazing things we do.



Mr D I Sharp
Chair of the trustees
1 November 2018

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Legal and administrative information

Charity number 1096518

Company registration number 04520206 (England & Wales)

Business address

Church Hall
St James Green
Thirsk
North Yorkshire
YO7 1AQ

Registered office

Church Hall
St James Green
Thirsk
North Yorkshire
YO7 1AQ

Trustees

(iii)	Mr D Adamson	
(ii)	Mrs L J Gibbon	
(i)	Mr M Johnson	
(i)	Mr D I Sharp	Chairperson
(i)	Miss L M Wilson	
(i)	Mrs L A Ford	
(i)	Ms S Burton	
(i)	Mrs R J Thompson	(resigned 20 February 2018)
(i)	General members	
(ii)	Appointed by Thirsk and District Churches Together	
(iii)	Appointed by Thirsk Town Council	

Secretary

Miss L M Wilson

Chief Executive

Miss A C Homer

Accountants

The Barker Partnership
Chartered Accountants & Statutory Auditors
17 Central Buildings
Market Place
Thirsk
North Yorkshire
YO7 1HD

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Legal and administrative information

Bankers

Lloyds Bank plc
39 Market Place
Thirsk
North Yorkshire
YO7 1HB

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2018

The trustees present their report and the financial statements for the year ended 31 March 2018. The trustees, who are also directors of The Clock (Yorkshire) Limited for the purposes of company law and who served during the year and up to the date of this report are set out on page 2.

Structure, governance and management

Governing document

The organisation is a charitable company limited by guarantee, incorporated on 28 August 2002 and registered as a charity on 14 March 2003.

The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Appointment of trustees

Under the Articles of Association at annual general meetings one third of the trustees shall retire by rotation. In addition the following organisations have the right to appoint trustees.

Thirsk and District Churches Together - 1 trustee
Thirsk Town Council - 1 trustee
Sowerby Parish Council - 1 trustee

Trustee induction and training

Most trustees are already familiar with the practical work of The Clock. New trustees are invited to meet with the chair in order to familiarise themselves with the charity, in areas such as:

- The obligation of the board of trustees
- The main documents which set out the operational framework for the charity
- Resourcing and financial position
- Future plans and objectives.

Trustees are encouraged to attend external training events where these will facilitate the undertaking of their role.

Organisation

The Clock's governing document states that there can be a maximum of 12 trustees, they are made up as follows:

Up to:
9 from the general public
1 from Thirsk and District Churches Together
1 from Thirsk Town Council
1 from Sowerby Parish Council

Representatives of the community are elected annually at The Clock's annual general meeting. Representatives of Churches Together, Thirsk Town Council and Sowerby Parish Council are elected at their own meetings.

Sub groups of the board of trustees cover specific issues such as human resources, events and health and safety.

Operations team

The Clock has an operations team. The operations team has delegated authority from the board of trustees to manage the operational running of The Clock. The operations team is made up of trustees, senior staff and non trustees.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

**Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2018**

Volunteers

The Clock values the help and support the volunteers provide. Volunteers are encouraged to participate in internal and external training programmes.

Risk review

The trustees have conducted a review of the major risks to which the charity is exposed, particularly those related to the operations and finances of the charity. They are satisfied that systems are in place to mitigate exposure to the major risks.

Objectives and activities

Our Mission

The Clock will support more vulnerable, isolated and disadvantaged people in North Yorkshire to connect with and contribute to their community by providing opportunities for them to improve their economic, physical and social well-being. In particular, our work will help make the following differences:

- Increase Social Inclusion
- Increase Community Resilience
- Improve Well-being
- Increase Economic Prosperity

Achievements and performance

The achievements and performance of the charity are explained in detail in the chair's report on page 1.

Financial review

The charity depends almost entirely on grants and donations for its incoming resources. These resources have decreased during the year by £91,932 to £332,614. Resources expended during the year were £320,652 resulting in an overall net increase in funds of £11,962 to £81,159.

Investment powers and policy

The trustees have the power to invest in such assets as they see fit.

Reserves policy

The trustees have established a policy whereby the unrestricted funds not committed or invested in tangible fixed assets are held as general funds at such a level that there are free reserves to provide financial flexibility over the next financial period.

New funding streams are continually being identified for this purpose.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

**Report of the trustees (incorporating the directors' report)
for the year ended 31 March 2018**

Statement of trustees' responsibilities

The trustees (who are also directors of The Clock (Yorkshire) Limited for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

On behalf of the board



Miss L M Wilson
Secretary

1 November 2018

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Independent examiner's report to the trustees on the unaudited financial statements of The Clock (Yorkshire) Limited.

I report on the accounts of The Clock (Yorkshire) Limited for the year ended 31 March 2018 set out on pages 4 to 18.

Respective responsibilities of trustees and independent examiner

The charity's trustees (who are also the directors of the company for purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act 2011,
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

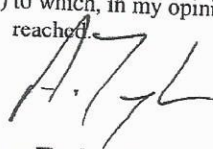
My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or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

Independent examiner's statement

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

- (i) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or

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


Andrew Taylor ACA FCCA
The Barker Partnership
Chartered Accountants & Statutory Auditors
17 Central Buildings
Market Place
Thirsk
North Yorkshire
YO7 1HD

1 November 2018

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Statement of financial activities (incorporating the income and expenditure account)

For the year ended 31 March 2018

	Notes	Unrestricted funds £	Restricted funds £	2018 Total £	2017 Total £
Incoming and endowments					
Donations and legacies	2	126,088	205,257	331,345	423,675
Investment income	3	3	-	3	3
Other income	4	1,266	-	1,266	868
Total income		<u>127,357</u>	<u>205,257</u>	<u>332,614</u>	<u>424,546</u>
Expenditure					
Expenditure on charitable activities	5	106,377	214,275	320,652	422,892
Total expenditure		<u>106,377</u>	<u>214,275</u>	<u>320,652</u>	<u>422,892</u>
Net income/(expenditure) for the year					
		20,980	(9,018)	11,962	1,654
Total funds brought forward		60,179	9,018	69,197	67,543
Total funds carried forward		<u>81,159</u>	<u>-</u>	<u>81,159</u>	<u>69,197</u>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 11 to 18 form an integral part of these financial statements.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Balance sheet
as at 31 March 2018

	Notes	2018		2017	
		£	£	£	£
Fixed assets					
Tangible assets	12		1,954		3,795
Current assets					
Debtors	13	13,582		36,210	
Cash at bank and in hand		88,942		130,649	
		<u>102,524</u>		<u>166,859</u>	
Creditors: amounts falling due within one year	14	(23,319)		(101,457)	
Net current assets			79,205		65,402
Net assets			<u>81,159</u>		<u>69,197</u>
Funds	15				
Restricted income funds			-		9,018
Unrestricted income funds			81,159		60,179
Total funds			<u>81,159</u>		<u>69,197</u>

The Balance Sheet continues on the following page.

The notes on pages 11 to 18 form an integral part of these financial statements.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Balance sheet (continued)

**Trustees statements required by the Companies Act 2006
for the year ended 31 March 2018**

For the year ended 31 March 2017 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the members of the committee and authorised for issue on 1 November 2018 and signed on its behalf by



Mr D I Sharp
Director

Company registration number 04520206

The notes on pages 11 to 18 form an integral part of these financial statements.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with 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) and the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the entity.

1.2. Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the statement of financial activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity, being the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. The value of services provided by volunteers has not been included.
- Grants, including grants for the purchase of fixed assets, are recognised in full in the statement of financial activities in the year in which they are receivable.
- Investment income is included when receivable.

1.3. Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

1.4. Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Leasehold property improvements	-	Straight line over the life of the lease
Fixtures, fittings and equipment	-	33% straight line
Office equipment	-	33% straight line
Motor vehicles	-	25% reducing balance

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

1.5. Pension costs

The charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the statement of financial activities.

2. Donations and legacies

	Unrestricted funds £	Restricted funds £	2018 Total £	2017 Total £
General donations and fundraising	25,065	2,000	27,065	28,904
Your Consortium	-	29,347	29,347	4,593
Humber Learning Consortium	-	7,628	7,628	9,701
Thirsk School	-	100	100	1,000
Garfield Weston Foundation	45,000	-	45,000	-
Prospects Services	36,171	-	36,171	-
NY Police	-	-	-	6,507
North Yorkshire County Council	-	130,337	130,337	312,270
Broadacres	2,624	26,620	29,244	23,620
Hambleton District Council	-	9,225	9,225	-
Management fee	17,228	-	17,228	37,080
	<u>126,088</u>	<u>205,257</u>	<u>331,345</u>	<u>423,675</u>

3. Investment income

	Unrestricted funds £	2018 Total £	2017 Total £
Bank interest receivable	3	3	3
	<u>3</u>	<u>3</u>	<u>3</u>

4. Other income

	Unrestricted funds £	2018 Total £	2017 Total £
Gift aid income	1,266	1,266	868
	<u>1,266</u>	<u>1,266</u>	<u>868</u>

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

5. Costs of charitable activities - by fund type

	Unrestricted funds £	Restricted funds £	2018 Total £	2017 Total £
Active Engagement (note 6)	-	127,359	127,359	309,129
Thirsk Clock (note 6)	3,341	56,692	60,034	36,082
Enhancement (note 6)	36,172	30,224	66,395	15,723
Core costs (note 7)	66,864	-	66,864	61,958
	<u>106,377</u>	<u>214,275</u>	<u>320,652</u>	<u>422,892</u>

6. Analysis of expenditure on charitable activities

	Active Engagement £	Thirsk Clock £	Enhance- ment £	2018 Total £	2017 Total £
Staff costs	111,929	46,661	54,459	213,049	296,358
Rent	3,238	2,400	1,600	7,238	9,442
Light and heat	759	515	312	1,586	2,748
Repairs and maintenance	-	-	184	184	581
Insurance	990	748	1,140	2,878	2,534
Motor and travelling costs	2,889	1,913	2,643	7,445	18,911
Accountancy charges	686	-	-	686	2,556
Other office expenses	3,961	1,591	1,584	7,136	12,548
Telephone	1,633	816	556	3,005	3,916
Sundry expenses	935	359	3,438	4,732	4,888
Depreciation	339	-	-	339	640
Events	-	5,031	479	5,510	5,812
	<u>127,359</u>	<u>60,034</u>	<u>66,395</u>	<u>253,788</u>	<u>360,934</u>

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

7. Core costs

	2018	2017
	Total	Total
	£	£
Wages and salaries		
Employer's NIC	37,013	44,636
Pension costs	2,296	3,033
Staff - other costs	1,980	(9,390)
Rent	1,380	1,033
Light & heat	3,995	1,470
Repairs & maintenance	1,052	654
Insurance	1,422	936
Motor and travelling costs	641	266
Accountancy charges	2,762	4,535
Other professional fees	3,800	1,747
Other office expenses	-	1,447
Telephone	3,942	2,438
Sundry expenses	757	474
Depreciation	3,959	5,459
Events	502	1,082
	1,363	2,138
	<u>66,864</u>	<u>61,958</u>

8. Net incoming resources for the year

	2018	2017
	£	£
Net incoming resources is stated after charging:		
Depreciation and other amounts written off tangible fixed assets	973	7,555
Reporting accountants' independent examination fee	3,240	3,000
	<u>4,213</u>	<u>10,555</u>

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

9. Employees

Employment costs

	2018	2017
	£	£
Wages and salaries	225,423	316,486
Social security costs	16,550	23,805
Pension costs	12,270	(5,916)
Other costs	1,475	1,295
	<u>255,718</u>	<u>335,670</u>

No employee received emoluments of more than £60,000 (2017 : None).

Number of employees

The average monthly numbers of employees (including the trustees) during the year, calculated on the basis of full time equivalents, was as follows:

	2018	2017
	Number	Number
Trustees	8	8
Administration	1	1
Staff and development workers	10	15
	<u>19</u>	<u>24</u>

Trustees received no remuneration and were not reimbursed for any of their expenses.

10. Pension costs

The company contributes towards a defined contribution pension scheme in respect of certain employees. The scheme and its assets are held by independent managers. The pension charge represents contributions due from the company.

	2018	2017
	£	£
Pension charge	<u>12,270</u>	<u>(5,916)</u>

11. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

12. Tangible fixed assets

	Leasehold property improvements £	Fixtures, fittings and equipment £	Computer equipment £	Motor vehicles £	Total £
Cost					
At 1 April 2017	28,058	18,762	14,212	9,500	70,532
Disposals	-	-	-	(6,500)	(6,500)
At 31 March 2018	<u>28,058</u>	<u>18,761</u>	<u>14,212</u>	<u>3,000</u>	<u>64,031</u>
Depreciation					
At 1 April 2017	28,058	18,117	13,196	7,367	66,738
Charge for the year	-	317	338	316	971
On disposals	-	-	-	(5,632)	(5,632)
At 31 March 2018	<u>28,058</u>	<u>18,434</u>	<u>13,534</u>	<u>2,051</u>	<u>62,077</u>
Net book values					
At 31 March 2018	-	327	678	949	1,954
At 31 March 2017	<u>-</u>	<u>644</u>	<u>1,016</u>	<u>2,133</u>	<u>3,793</u>

13. Debtors

	2018 £	2017 £
Trade debtors	<u>13,582</u>	<u>36,210</u>

14. Creditors: amounts falling due within one year

	2018 £	2017 £
Trade creditors	336	1,647
Other taxes and social security	3,678	6,959
Accruals and deferred income	<u>19,305</u>	<u>92,851</u>
	<u>23,319</u>	<u>101,457</u>

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

15. Analysis of net assets between funds

	Unrestricted funds £	Total funds £
Fund balances at 31 March 2018 as represented by:		
Tangible fixed assets	1,954	1,954
Current assets	102,524	102,524
Current liabilities	(23,319)	(23,319)
	<u>81,159</u>	<u>81,159</u>

16. Unrestricted funds

	At 1 April 2017 £	Incoming resources £	Outgoing resources £	At 31 March 2018 £
General Funds	<u>60,179</u>	<u>127,357</u>	<u>(106,377)</u>	<u>81,159</u>

Purposes of unrestricted funds

Unrestricted funds comprise those funds which the trustees are free to use in accordance with the charitable objects.

17. Restricted funds

	At 1 April 2017 £	Incoming resources £	Outgoing resources £	At 31 March 2018 £
Active Engagement Project	1,017	126,342	(127,359)	-
The Clock	8,001	48,691	(56,692)	-
Other funds	-	30,224	(30,224)	-
	<u>9,018</u>	<u>205,257</u>	<u>(214,275)</u>	<u>-</u>

Purposes of restricted funds

Active Engagement Project

The Active Engagement project provided support to young people in North Yorkshire at risk of becoming Not in Education, Employment or Training. This project ceased during the year.

The Clock

To provide support services and activities to young people and adults in Thirsk youth and adult support projects.

Other funds

The Enhancement Project provides learning opportunities to young people and adults in North Yorkshire.

The Clock (Yorkshire) Limited
(A company limited by guarantee)

Notes to financial statements
for the year ended 31 March 2018

18. Company limited by guarantee

The Clock (Yorkshire) Limited is a company limited by guarantee and accordingly does not have a share capital.

Every member of the company undertakes to contribute such amount as may be required not exceeding £1 to the assets of the charitable company in the event of its being wound up while he or she is a member, or within one year after he or she ceases to be a member.