

CIC 34

Community Interest Company Report

For official use
(Please leave blank)

--

*Please
complete in
typescript, or
in bold black
capitals.*

**Company Name in
full**

Volunteer It Yourself CIC

Company Number

09537026

Year Ending

31st March 2019

This template illustrates what the Regulator of Community Interest Companies considers to be best practice for completing a simplified community interest company report. All such reports must be delivered in accordance with section 34 of the Companies (Audit, Investigations and Community Enterprise) Act 2004 and contain the information required by Part 7 of the Community Interest Company Regulations 2005. For further guidance see chapter 8 of the Regulator's guidance notes and the alternate example provided for a more complex company with more detailed notes.

(N.B. A Filing Fee of £15 is payable on this document. Please enclose a cheque or postal order payable to Companies House)

PART 1 - GENERAL DESCRIPTION OF THE COMPANY'S ACTIVITIES AND IMPACT

In the space provided below, please insert a general account of the company's activities in the financial year to which the report relates, including a description of how they have benefited the community.

VIY's focus is on challenging young people to help repair and refurbish youth clubs, community centres, grassroots sports clubs and other community buildings and facilities in need of essential improvements whilst developing vocational trade and broader employability skills. We also run projects and workshops in schools and colleges typically targeted at students at risk of disengagement or exclusion.

The majority of young people who take part are either NEET (not in employment, education or training) or at risk of becoming NEET. Breaking down our 2,936 participants/beneficiaries in 2018-19 we also know that:

- 44% were non white-British
- 22% had a disability
- 22% were female (NB: At a time when only 1% of professional tradespeople UK-wide are female)
- 56% of the school and college students who took part were on Pupil Premium, 26% were on Free School Meals, and 22% received some form of Special Educational Needs support

Young people are mentored on the job by professional tradespeople (comprising a mix of Lead Mentors employed by VIY and additional Volunteer Mentors recruited local to each project site) and can work towards and achieve City & Guilds Entry Level skills accreditations through their participation. We also connect participants, where relevant/appropriate, with further training and employment progression opportunities beyond VIY.

Between 1st April 2018 and 31st March 2019 VIY delivered/completed 151 projects across England. These projects were principally located in local communities/wards with high levels of deprivation and youth unemployment and disengagement. In the process, 2,936 young people aged 14-24 and 277 trade skills mentors participated, and 1,459 young people (50%) successfully gained an Entry Level 3 City & Guilds Employability Skills accreditation. The accreditations on offer cover a range of trade skills, including brickwork, carpentry, painting and decorating, plastering, plumbing and tiling. NB: They are not relevant to every VIY project or participant – i.e. young people need to complete a minimum of guided learning hours to achieve each skills unit.

In addition, 676 participants were reported/confirmed by our youth referral partners as progressing to an employment, education or further/higher level training opportunity beyond VIY within three months of the end of their VIY experience.

The figures for 2018-19 brought the total numbers for VIY since it started in 2012 (as of 31st March 2019) to:

- 360 projects completed across England and Wales
- 7,178 young people and 943 skills mentors participating
- 4,105 young people (57%) achieving a City & Guilds accreditation
- 1,413 young people (20%) progressing to an employment, education or further/higher level training opportunity following their VIY experience

VIY was independently evaluated in 2018-19 by an external agency, Hatch Regeneris, as part of our work with Nesta's Second Half Fund. The evaluation looked at VIY's impact on the young people and trade mentors who participate, as well as for the facilities being improved. The findings included:

- 77% of young people reported feeling more confident across a range of employability skills such as teamwork, communications and time-management as a result of their VIY experience
- 23% of young people progressed to an employment, education or further/higher level training outcome within three months of the end of their VIY experience
- 34% of young people had undertaken more volunteering within three months of finishing on VIY (NB: This is significant given that 85% of young people who participate in VIY are first-time volunteers)
- 58% of the mentors felt they had learnt new wider skills through taking part in VIY and 31% felt the experience had improved their own career prospects
- 66% of the mentors had already repeat volunteered with VIY and/or in their local community within three months of finishing their first VIY project
- 71% of facilities experienced a positive impact to their future stability and sustainability as a result of VIY
- 57% of facilities reported increased numbers of young people (and new audiences) now attending thanks to the improvement works undertaken through VIY

VIY's total income in 2018-19 was £978,000. 36% of this income came from grant-giving bodies, 52% from private sector partners (principally trade sector retailers/suppliers and construction companies), and 12% from local authorities and council contractors. Our key partners and clients included The GLA (Greater London Authority), The Careers & Enterprise Company, Nesta, Places For People, The Rothschild Foundation, Sport England, Wates and Wickes.

VIY began as a project created and managed by social innovation agency Cospa in 2012 and was subsequently established as a CIC in April 2015.

PART 2 – CONSULTATION WITH STAKEHOLDERS – *Please indicate who the company's stakeholders are; how the stakeholders have been consulted and what action, if any, has the company taken in response to feedback from its consultations? If there has been no consultation, this should be made clear.*

Throughout 2018-19, the identification, planning and development of suitable VIY/community building refurbishment projects, and the engagement/recruitment of young people best placed to participate and benefit, was conducted in consultation with a range of local partners and stakeholders. These included youth clubs and community groups, youth work organisations, grassroots sports clubs, Jobcentre Plus (and other employment/career support agencies), local councils and authorities, local enterprise partnerships, alternative education providers (i.e. organisations working with young people who are disengaged or excluded from mainstream education), youth offending teams, housing associations and resident/tenant associations, secondary schools, FE colleges, Pupil Referral Units and other special needs schools.

In this way, local communities and young people were closely involved in the development, planning and delivery of each individual VIY project in line with local needs and priorities, and with the individual needs of participants.

Our funders and clients such as the GLA, Places For people, Sport England, Wates and Wickes were also closely involved in the consultation and planning process, especially in relation to the nomination and selection of relevant/appropriate projects and project locations, and the local communities being targeted (e.g. typically those with multiple indices of deprivation and disadvantage).

We also developed relationships and consulted with employers (especially in the building and construction sector) local to each project regarding the identification and provision of appropriate further training and employment progression pathways for VIY project participants.

PART 3 – DIRECTORS’ REMUNERATION – *If you have provided full details in your accounts you need not reproduce it here. Please clearly identify the information within the accounts and confirm that, “There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for director’s loss of office, which require to be disclosed” (See example with full notes). If no remuneration was received you must state that “no remuneration was received” below.*

As of 31st March 2019 VIY had three directors who fulfil executive roles for the organisation (T Reading, E Sellwood and O van Rossem).

O van Rossem is employed directly by the CIC and received a salary amount of £32,842 in 2018-19 (having been on maternity leave for a proportion of the year). This salary is included in the CIC’s annual accounts under Administrative Expenses/Directors’ remuneration. T Reading and E Sellwood are two of the original founders of VIY and employees of Cospa, the sole member of VIY CIC, and their seconded services on behalf of VIY are charged by Cospa to VIY. (NB: Cospa created VIY as a project in 2012 and directly managed/delivered the project up until its establishment as a CIC in April 2015.)

Both T Reading and E Sellwood work full-time on the day-to-day development, growth, management and delivery of VIY with clearly defined roles and responsibilities (as Chief Executive and Operations Director respectively), and were remunerated through Cospa's contracted relationship with VIY. £226,641 was paid by VIY to Cospa in 2018-19 covering the time commitment of the two directors and the related costs of their employment by Cospa, as well as programme delivery costs and office/administration costs incurred and paid by Cospa on VIYs behalf over the year. This amount is included in the VIY CIC 2018-19 accounts under Costs of Sales/Direct Costs).

NB: O Barrett resigned as a director of VIY in June 2018 and did not receive any remuneration from VIY in 2018-19.

There were no other transactions or arrangements in connection with the remuneration of directors, or compensation for a director’s loss of office.

PART 4 – TRANSFERS OF ASSETS OTHER THAN FOR FULL CONSIDERATION – *Please insert full details of any transfers of assets other than for full consideration e.g. Donations to outside bodies. If this does not apply you must state that “no transfer of assets other than for full consideration has been made” below.*

No asset transfers other than for the full consideration were made by VIY CIC in 2018-19.

PART 5 – SIGNATORY

The original report must be signed by a director or secretary of the company

Signed

Date

Office held (delete as appropriate) Director/Secretary

You do not have to give any contact information in the box opposite but if you do, it will help the Registrar of Companies to contact you if there is a query on the form. The contact information that you give will be visible to searchers of the public record.

Tim Reading, Chief Executive, Volunteer It Yourself CIC	
Email: tim@teamVIY.com	
Tel	
DX Number	DX Exchange

When you have completed and signed the form, please attach it to the accounts and send both forms by post to the Registrar of Companies at:

For companies registered in England and Wales: Companies House, Crown Way, Cardiff, CF14 3UZ
DX 33050 Cardiff

For companies registered in Scotland: Companies House, 4th Floor, Edinburgh Quay 2, 139
Fountainbridge, Edinburgh, EH3 9FF DX 235 Edinburgh or LP – 4 Edinburgh 2

For companies registered in Northern Ireland: Companies House, 2nd Floor, The Linenhall, 32-38
Linenhall Street, Belfast, BT2 8BG

The accounts and CIC34 cannot be filed online

(N.B. Please enclose a cheque for £15 payable to Companies House)