

Annual Review

2017/18



www.break-charity.org

break

Changing
young lives
1968-2018

you are my

At Break, we make life better for vulnerable young people.

We believe every child and young person needs a home where they feel safe and loved, so they can grow in confidence and look to the future with hope.

That's why we work tirelessly to help young people in care, children with disabilities, and families who need support, finding a way through difficult times and opening the door to brighter tomorrows.



A message from our CEO...

It has been another busy and successful year at Break and 2018 does not see us slowing down.

We started our celebratory 50th year reflecting on the lives we have touched in the last 50 years and looking forward to changing young lives for many years to come.

Our highlights of the last year are conveyed through the stories and achievements in this annual review.

Every day our work is full of the golden moments our children, young people, and their families experience. Those moments would fill this Review many times over.

It is through these achievements we are constantly reminded of why we do what we do, why we need the support we need and just how much we rely on the whole Break family, the volunteers and supporters of our charity.

"Break has something for everyone and everyone has something for Break"

Hilary Richards, CEO



What does Break do?

A safe place to call home for looked after children

All children and young people need a safe place to call home, with people who love and look out for them. It is no different for children or young people in care.

All Break Children's Homes are small in scale replicating as much as possible the love, vibrancy and warmth of a family home; somewhere a child can begin to flourish and face their future with confidence and hope.

Alternatively, foster carers can provide a child or young person with the stable home they need. We work hard to find exceptional people who can welcome a child into their home and provide a safe and caring environment. We support our fostering households every step of the way.

Together we work hard to repair the hurt a young person may have experienced, change a young life and bring joy and hope.

Support for Families

When families face difficult times, it is the children who suffer most. At our Break Family Centre we offer a variety of therapeutic and practical support for families to help them through these difficult times.

Children and Young People with Disabilities

We provide a home for children with disabilities, working hard with their families to make sure they remain a big part of their lives. We also offer short breaks for children and young people with disabilities. Our youth clubs provide friendship and a whole range of activities for young people with disabilities.

Moving on From Care

Life can be very challenging for a young person leaving care. At Break we make a life-long commitment to our young people to provide the practical and emotional support they need, for as long as they need it. Help can be practical – around education, finding a job or somewhere to live – or it may be someone to talk to and a place to belong.

For a young care leaver, we are that extended family.

Children at Risk

We also work with families in crisis and offer support and assessments to prevent further harm to babies and young people.



Sometimes children come into Break's care quite suddenly.

Danny was 13 when he moved into a Break Children's Home during the summer of 2017, coming straight from his family home with little more than the clothes he was wearing. In spite of this change in his life, he quickly found his feet and settled in well. We decorated Danny's room how he wanted it to make it his own. Understandably, when we took him shopping to choose some new clothes including football boots, he was really excited and spent a long time choosing the perfect pair.

He is building a fantastic relationship with staff at the home, the other young people he lives with and is really enjoying a sense of permanence and belonging. His school attendance is high and he is really enjoying all the opportunities school brings including trips away.

Danny is a keen and able young football player and attends the Norwich City Player Development Centre. Break bought his NCFE kit which he is proud to own. Youth football has given him some fantastic opportunities to play home and away fixtures against teams like Aston Villa.

A Liverpool fan at heart, he would love to play professional football one day.



Staying Close, Staying Connected

Late 2017, saw the launch of our Staying Close, Staying Connected project funded by the Department for Education, that will enable us to deliver real systematic change in the way young care leavers are supported.

The £1.3m grant comes from the Children's Social Care Innovation Fund which aims to develop more effective ways of supporting vulnerable children, specifically those leaving Children's Homes. It is a partnership with Cambridgeshire and Norfolk County Councils.

All too often young people move from their children's home at 18 or even earlier, and experience a 'cliff edge' leaving behind a safe and supportive children's home and receiving minimal funding and support to navigate the complexities of living independently.

Traditionally young care leavers have been some of the most vulnerable members of society, encountering high levels of mental health difficulties, unemployment and homelessness.

At its heart Staying Close, Staying Connected provides lifelong support and a 'forever extended family' for young care leavers, maintaining a connection to the children's home that is important to them. Our vision is that the aspirations for this group will rise and that we can prepare young people to 'be someone'.

The package of support young people receive is based on our proven methodology of moving on support and includes transition moving on houses, intensive tenancy support, help with emotional wellbeing, mentoring and a peer support network.

Now, we are pleased to report that the first young people have settled into our first moving on house, with another seven houses anticipated before the end of the year. The project has galvanised strong working relationships with partners including police, district councils, health providers and housing associations. We have been very heartened by the way partners, old and new, have pledged their support for the project and our young people.

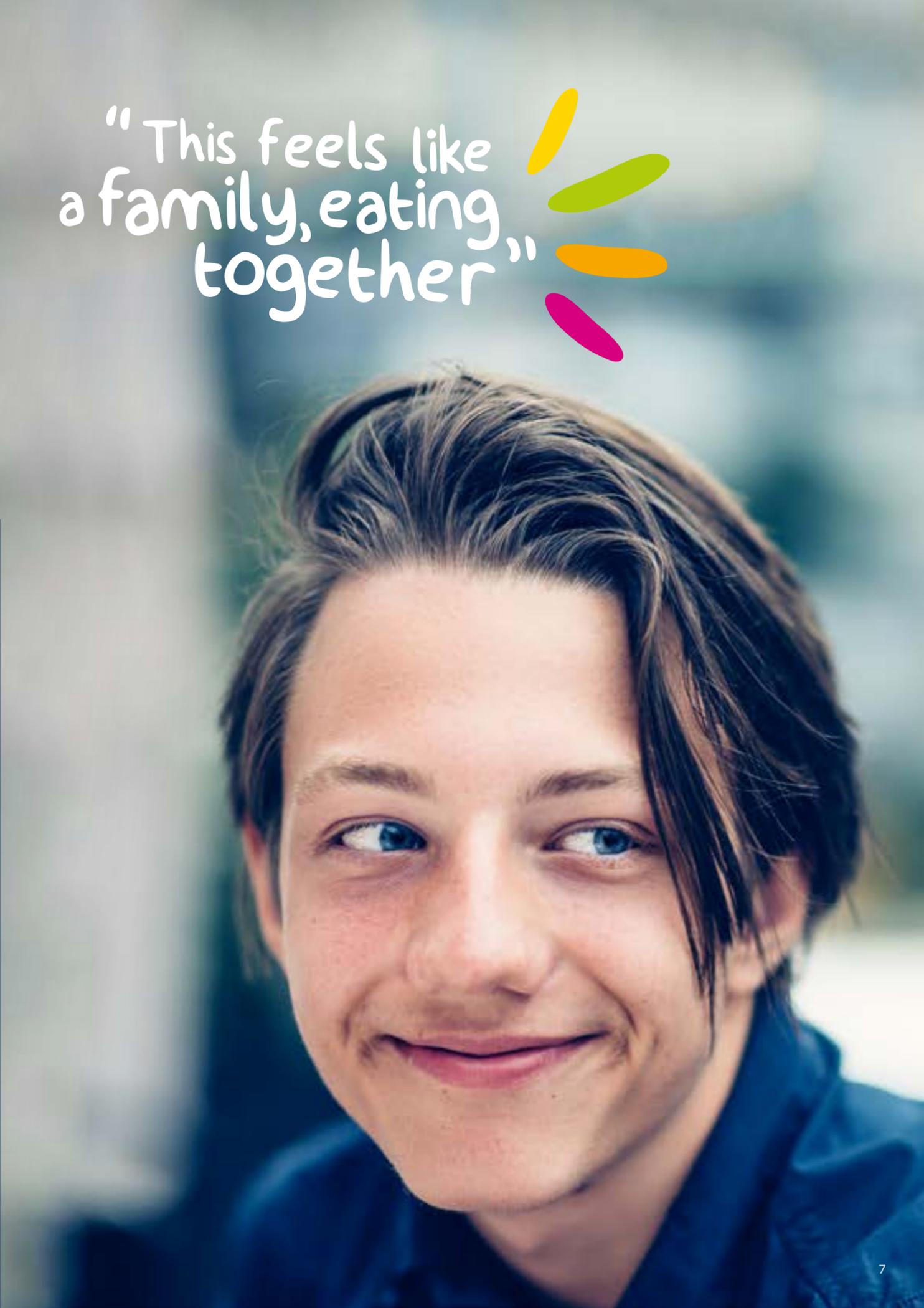
Why it matters

We have extensive experience of working with and supporting potentially vulnerable young people when they leave the formal care system at 18 or even earlier. This can be a confusing and daunting prospect and from talking to young care leavers, we know they:

- Do not feel safe
- Are not ready to live independently
- Feel abandoned when they leave residential care
- Find it difficult moving from always being around people to being on their own resulting in feelings of loneliness and isolation
- Would like some support to be available for the times they need it
- Need help with practical skills such as budgeting, bill paying, cooking and looking after household tasks like washing their clothes
- Need help to build their confidence

All our support for young care leavers is about helping them to maintain the positive relationships they have built during their time in care, supporting them to build their own futures and being their extended family.

"This feels like
a family, eating
together"



Staying on Track

Break has always championed the cause of young care leavers, putting in place packages of support through the Moving On Team. We understand the needs of this group of young people very well and we are always looking at how we can improve the support we can give.

We were delighted to receive valuable funding from the Esmee Fairbairn Foundation to effectively complete our current portfolio of services for young care leavers with a new project starting in 2018.

The new project will set out to improve stability and support for care leavers in Norfolk and Cambridgeshire. It will work with those young care leavers that fall outside the gap of the 'Staying Close' or 'Staying Put' foster care initiatives. These young care leavers are especially vulnerable without positive relationships with their former children's home or foster placement to guide them through the difficult transition period.

Emotional wellbeing support and physical wellbeing will be offered to care leavers to improve coping strategies and enable them to form healthy relationships.

Alongside this, a care leavers' peer network will be developed to provide a forum for practical advice and healthy relationships to flourish. Through our support, young people will form better relationships with their peers, connect with education, training and employment opportunities and become less reliant on professional support. Crucially, it will help young people develop the confidence to cope with living independently, the resilience to deal with life's setbacks and face the future with hope.

Break Moving On Team

Both Staying Close, Staying Connected and Staying on Track build on the proven methodology of our well-established Moving on Team.

This year 130 care leavers were supported with independent living by the Moving on Team. We support them to manage household tasks, tenancy agreements and their finances as well as providing the reassurance and security of an extended family that is there for them as long as they need it.

Children and Young People Now

In 2017, Break was pleased and proud to be short-listed in the Leaving Care Category in the Children and Young People Now Awards. These awards have become the gold standard for everyone working with children, young people and families. Now in their thirteenth year, they provide a great source of pride and recognition for all those who work in the field.

The awards are a tremendous showcase of learning and best practice from across the country that can be an inspiration to all and our Moving on Team were very proud to be part of them.

Kieran's Story

Often we are called in to support teaching staff when a child is displaying challenging behaviour. Our intervention often prevents a child from being excluded from school.

When Break became involved with Kieran he seemed sad and somewhat isolated in school. He didn't seem to want to be part of his class, make friends or take part in activities.

The school expressed concern that he would get involved in a lot of fights, seemed to have something of a 'gang' mentality, and had even expressed suicidal thoughts.

Kieran presented as a troubled child who exhibited a concerning level of disengagement, resisting attempts from staff to draw him out and communicate with him.

We provided weekly individual sessions with Kieran for a year, actively seeking to engage his parents in this process. Over time, this has enabled Kieran to develop positive relationships with staff and pupils and participate more in the classroom.

Feedback from Kieran's teacher

"Kieran's attitude to education has improved well. A year ago, it was almost impossible to keep him in the classroom for an hour. This has changed and he can sustain his concentration and interest for longer periods of time, though often he needs a short break and can then go back into the same situation.

Your team and ours have worked incredibly hard to ensure that we all know what is happening and that everything is done for Kieran's best interests. Kieran's social skills are improving. He is opening up much more and is more friendly and respectful to adults since September and no longer runs out of school before being dismissed at the end of the day."

Children's Achievers Awards

At Break, we believe it is important to celebrate the achievements of the children and young people who receive our support and this year saw our first Children's Achievers Awards.

This is our own award scheme to celebrate the positive difference our young people make to their own lives and those around them. It was important to create a sense of occasion and we held our first Awards at the Forum in Norwich in September 2017, attended by 23 of our children and young people.



Each child received an award that highlighted a unique achievement; these ranged from success in GCSEs and captaining a rugby club, 96% attendance at school and winning a silver medal in a first gymnastics competition.

We were honoured that Farooq Chaudhry attended as our Guest of Honour to present prizes and share his experiences of being a looked after child, encouraging and inspiring our young people to live their dreams and always be courageous.

Mr Chaudhry is known internationally for his work as a dancer and producer.

"I felt privileged to be a part of the evening and to see how resilient and brave the young people we look after are.

These awards are just a tiny acknowledgement of their everyday achievements"

Cathy Kenney
Head of Service Delivery

Thanks for everything you've done for and with our son this year; his progress has been extraordinary

Parent of one of our service users

Our Children's Achievers Awards 2018

Your significant increase in school attendance over the past term.

You attended 100% of your GCSE exams and have been accepted on an Access to Music course.

You and your dad have been getting on well together.

For your amazing efforts and your kindness at kids' camp.

You worked very hard at home and increased your SPAG score from 3 to 25.

For being very helpful at home and making good choices.

You had 98% attendance at school, are learning to swim and joined the Sea Cadets.

You learned how to swim aged 14 with one-to-one classes.

You engaged really well in science and art class at school.

You have had excellent school attendance over the past academic year.

You have been part of a drama group and part of a production at the town's Party in the Park Weekend.

For successfully completing your first year in college.

You have learned life skills and are taking steps towards independence.

You travelled to Euro Disney with two support staff and spent 5 days away with your mum.

For becoming Captain of the Rugby Team and gaining 7 GCSE's including 3 As.

You had 98% attendance for a full term at school, and you won a Silver medal in your first ever athletics championships - the Norfolk Discus event.

You passed your college course - taking yourself independently from King's Lynn to Easton.

You have settled well into the house and have been polite and courteous to all.

You have had excellent school attendance since starting a new school this April.

You learned to swim aged 10 with one-to-one lessons.

You had a significant increase in school attendance over the past term.

You have settled into the home really well.

You went away with cubs for 5 days, and worked your way up to become a Sixer.

You are now sleeping in your bed rather than on the floor.



Together
we can make
amazing
things happen

years of
changing
young lives!

Break at 50

2018 sees Break celebrate its 50th Anniversary.

This is a major milestone for any organisation and demonstrates how the charity's ethos to support children, young people and families is still just as relevant half a century on. Many events and activities are planned to celebrate and we hope that our 50th anniversary will encourage greater awareness and understanding of Break and the work we do.

Thanks to Break: 50 Stories for 50 years

This landmark publication charts Break's history through the children, young people and families we have worked with over our 50 year history.

It follows Break's development from a small family charity to one that offers diverse, innovative services for children, young people and families.

Moving and inspirational, the stories show just how diverse Break's work has been over the years, while always remaining true to our mission to change young lives. 'Thanks to Break' is in all our shops and gives us a fantastic opportunity to let our local communities know all about the vital work we do.

break
Changing
young lives
1968-2018

Our Shops

Break's charity shops are a valuable source of income and a footprint in ever more communities where we can promote our work and provide opportunities for people to become involved in the charity.

Income from retail makes a significant difference to the work Break does to support vulnerable children, young people and families and this year our shops have raised over £663,000.

Our shops are well used and provide the opportunity for over 900 people to volunteer with us on a regular basis. Volunteering helps people in many ways: reconnecting with social networks, health and well-being and gaining experience as a pathway to work or education. Many young people completing their Duke of Edinburgh Awards spend time in our shops, adding a positive intergenerational element to our volunteering.

Our volunteers come from all walks of life and without them we could not run our shops or hold any of our fundraising events. They are crucial to our work to change young lives.

Our commitment to recycling continues and, in all our shops, we now recycle all our unsaleable textiles and books to avoid them going to waste in landfill.

Unfortunately not all the items we receive are suitable for sale but we are committed to ensuring we leave only a positive contribution to our communities.

**This year our shops
have raised over
£663,000!**

Curtis' Story

Curtis is one of the young care leavers supported by the Moving on Team.

He started volunteering at one of Break's charity shops in Cambridgeshire in May 2015 and really enjoyed his volunteering time.

His role in the shop developed into an Apprenticeship in Customer Service. The apprenticeship enabled him to take on more structured responsibility and Curtis gained experience in how the shop is run including customer service, health and safety and data protection.

Sometimes, the apprenticeship and other parts of his life were hard for Curtis, but he, and the people around him, persevered.

With our continued support, and his hard work, he passed with flying colours. We are all very proud and pleased to have been able to help him achieve an apprenticeship. This has helped him grow in confidence and learn new skills. He has started his career in retail with a new job.

Curtis has said that he will always be grateful for the opportunity and support he received while at the charity shop and is sure the skills he learnt will help him in the future.

Break in Top 20 Sunday Times 100 Best Companies to work for

Break features in the Sunday Times Best Companies List, ranking number 15 in the Best Not-For-Profit Organisations to work for. This gives Break a higher ranking than many well-known names in the third sector. The list, which features not-for-profit organisations from across the UK, recognises our commitment to personal development, family friendly working and a culture of celebrating the achievements of the young people we support. Scoring highly in the following areas, my manager, personal growth and my team, Break achieved 2 star accreditation for outstanding levels of workplace engagement.

The Best Companies List is based on a series of employee engagement surveys and captures how people genuinely feel about working for their organisations.



**It shows our workforce
are motivated by our
overall ethos, to support
vulnerable children,
young people and families.**

Hilary Richards
CEO

Emma's Story

Emma, who is 14 came to Break six months ago and now lives in one of our children's homes. Before coming to us, she had a history of self-harm, injuring herself as a way of communicating her distress to others. Our staff in the home have worked really hard with Emma, gaining her trust and helping her to understand that her physical and emotional needs can be met without the need to injure herself.

We have worked with child mental health specialists and helped her to develop some different ways of coping and telling us how she feels. Now, she has not injured herself for three months and no longer needs to see her therapist, feeling that the staff in the children's home are there for her and she can cope with life more easily.

Hares build-up

GoGoHares follows the huge success of art trails GoGoGorillas! in 2013 and GoGoDragons! in 2015, which attracted more than a million people to Norwich.

This year's trail will run from June 24th to September 8th and will see 50 hares in Norwich and 18 in the wider county – a total of 68, representing the year Break was founded.

This year our educational programme, GoGoCreate, offers a chance for schools, sports clubs and other community groups to get involved. A trail of leverets (baby hares), decorated by children, will be on show for nine weeks during the summer.

Excitement is building as GoGoHares approaches. Our Mad Hair Day was a great success, with schools, GoGoHares artists, shop volunteers, Break employees and even ducks from the Grand Norwich Duck Race all getting involved. Trowse Primary School has raised an incredible £1,543.77 doing a sponsored spelling bee.



The Royal Norfolk Show Ball

In June, Break was delighted to organise the 2017 Royal Norfolk Show Ball. Being at the heart of the most prestigious event in the county enabled us to bring the Break message to a whole new audience of influencers and opinion formers.

The event was a glittering masquerade ball with a secret garden and champagne bar and a menu of Norfolk produce. The evening included a heads and tails competition for a half-carat diamond, kindly donated by Dipples; a raffle, supported by Anglia Farmers; a silent auction; and a live auction for two magnificent lots – a brand new holiday bungalow donated by Mundesley Holiday Village, which raised a fantastic £60,000, and a VIP trip to the British Grand Prix 2018 donated by Break patron Jake Humphrey, which sold for £6,500.

My Break 50

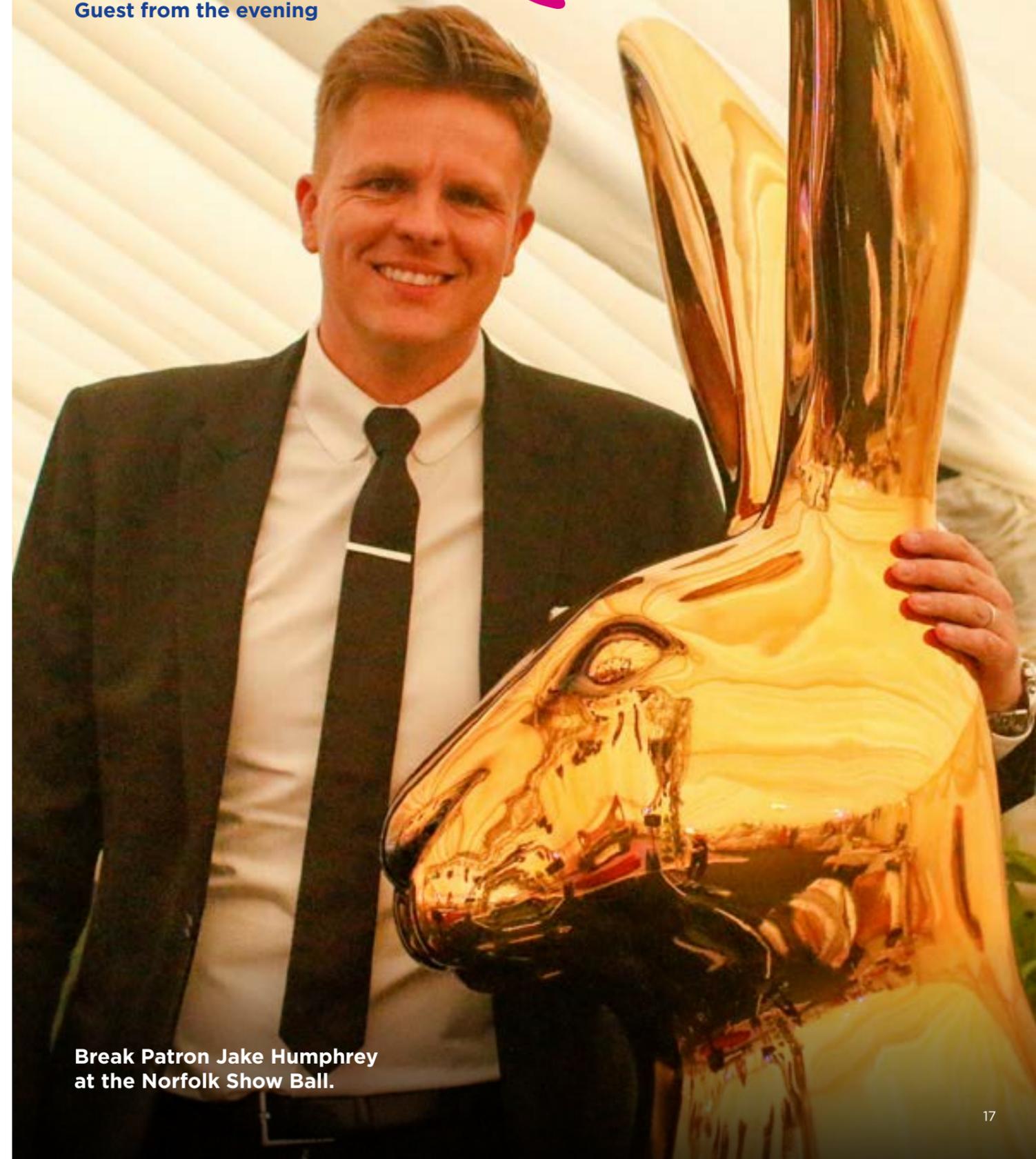
A new challenge has been launched to incorporate the anniversary theme into fundraising and to encourage new ideas for challenges based on the concept of 50.

Money raised will support the creation of a Building Futures Fund which we hope will be a legacy of our celebration year. The fund will support our young people directly as well as projects which have a wider community benefit. The whole of Break, from volunteers to trustees to employees have risen to the challenge with creative ways to raise funds.

Of special note is one-woman fundraising machine, Cathy Kenney, Break's Head of Service Delivery who has pledged to complete a staggering 50 challenges! So far she has walked 50 miles, created a quilt of 50 squares, learnt to ski and given up sugar for 50 days.

An unforgettable night and plenty of money raised for an excellent cause.

Guest from the evening



Break Patron Jake Humphrey at the Norfolk Show Ball.

Beactive at Break

Beactive is a tailor-made activity programme for Break employees, set up with the support of our partners Active Norfolk and Thriving Workplaces. Each month we offer a different activity to get people thinking about their health and well-being.

Highlights so far have included corn hole (a game involving throwing beanbags); table tennis; and a great fun (if unseasonal!) smoothie bike at Christmas. As a team, we have rowed 50k along the River Wensum using a rowing machine. Break's weekly running club goes from strength to strength and we even had former Olympian Paul Evans running with us on March 20th. The scavenger hunt, that took place throughout March and April, was a great way to improve team motivation and get colleagues collaborating outside of work. Beactive never fails to get people away from their desks and having fun together, even if it's just for half an hour.

At Break we are committed to supporting the mental and physical well-being of our employees so we can continue to support the people we work with, Beactive is an important part of this.

Mill House

The kind donation of this beautiful house in Wells-next-the-Sea, by Stephen and Antonia Bournes, enabled Break to go back to its roots, offering holidays by the sea to the children and young people we work with.

At the beginning of 2017, the couple included a flat attached to the main house and Break was able to offer this to employees and volunteers as a thank-you for all their hard work.

Hundreds of people have enjoyed staying at the house. What a wonderful year it has been.

Many thanks to Stephen and Antonia.



Pippa's Story

At 22 Pippa had a daughter, Aurora, and found herself in an abusive relationship. The police intervened and Pippa was removed from the abusive household and stayed with friends and in a B&B until an appropriate property was found. She was very vulnerable, a single mum with very little support network around her. In a panic, she got back in touch with home, her former children's home.

They offered her emotional and practical support so she was able to cope day to day and re-connected her with the Moving on Team. She was allocated a council flat, but it had no carpets, no heating and was not habitable for Pippa and her baby.

In just a few weeks, the Moving on Team transformed the flat with items donated from our charity shops; our Maintenance team fixed problems in the flat and our Moving on Team supported Pippa to make the flat homely. Pippa is now living independently with her daughter and her life is on a safer path.

She is now staying in touch with the Moving on Team.

Adding Value

Much of the work we do with children, young people and families is supported by income from fundraising.

Our fundraising team work very hard to inspire and support many businesses and organisations to raise valuable funds for Break. Fundraising is often an important part of team building and community engagement strategies and we make sure we build effective relationships to ensure opportunities are maximised.

We are delighted when organisations make us the focal point for their charitable activities; events like the Clapham & Collinge Lunch on the Green, held on a beautiful warm afternoon, not only help us to raise funds but also build new relationships.

Fundraising through events has long been part of the Break approach. Some of these events are now well established in the city calendar. Each year 1000s of people attend the Grand Norwich Duck Race to watch an ever expanding flotilla of brightly decorated, sponsored ducks float extremely slowly down a city centre section of the Wensum. This year the event not only provided a great family spectacle but raised over £13,000.

Events like this, along with our commitment to the GoGo Trails, position Break as an organisation adding considerable value to the cultural and entertainment scene in the city.

Jane's Story

"We have been using Break for almost two years now and have found them to be invaluable. We have three children. The eldest who has complex learning difficulties and physical disabilities uses the service.

The opportunities that Break provide have given our daughter the chance to take part in a wide variety of activities that she wouldn't have been able to or willing to do with us. Break have really made a difference in her confidence levels not only with trying new things but also with interacting with her peers.

As a family we benefit greatly while our daughter is away as it gives us the opportunity to spend quality time with our younger two children and knowing that our daughter is happy and well looked after means we can do this without worrying. It's a wonderful time to relax and enjoy 'normal' family life taking part in activities that our eldest can't or won't allow us to do. She absolutely loves coming away with you all and is always asking when the next break is.

Finally a massive thank you to all the staff that have always given us a warm, friendly and professional service."

Jane's Mum

We have been using Break for almost two years now and have found them to be invaluable.

Parent of one of our service users

Catherine's Story

Catherine moved into one of our children's homes in April 2017 aged 15, very distressed and uneasy about her new home.

Staff worked tirelessly in these early days to help her feel more settled, safe and loved. She had suffered considerable trauma before coming to Break; she found some things difficult to manage, urinating in her bedroom, wetting herself at school and on trips out. The reasons for this were deep rooted and something she would not acknowledge or begin to address.

Gradually, she accepted a receptacle to use overnight, removed by staff each morning and eventually to use the bathroom near her bedroom every night. Now, she no longer wets herself at school or while out and about. This is something she is extremely proud of and rightfully so.

When she arrived at our children's home, Catherine's hair was matted and stuck together and she would not allow us to try and help her. In her past life, her hair was used to control her movement or to punish her and she was understandably afraid of it being touched. We tried many different ways to help her manage her own hair and gradually she trusted us enough to help her brush, wash it and style it before school.

Recently, we took Catherine to the hairdressers for the first time in many years. She had selected the style and colour from a magazine. She is proud of her new hairstyle and takes good care of it every day.

Catherine has overcome two very significant traumas from her young life and we are really proud of her.

A big thank you to...

Thank you to all the, staff, volunteers, charitable trusts, sponsors, donors and supporters who have provided the funding and resources that have enabled us to continue our valuable work.

Below are a some of the trusts that funded some of the amazing work we have done this year.

The Clothworkers' Foundation who donated £10,000 for a larger mini-bus for some of our young people with learning and physical disabilities.



The Austin and Hope Pilkington Trust who donated £5,000 to enable some of the young people who use Break's services to take part in the visual arts project, GoGoCreate.



Norwich Town Close Estate Charity who donated £11,680 to enable children facing disadvantage to take part in the visual arts project, GoGoCreate.



Awards for All who donated £9,980 to the Speak Up Forum, part of our Staying Close, Staying Connected Projected.



Garfield Weston Foundation who donated £6,000 to help us provide support to vulnerable families.



Children in Need who funded therapeutic support to children and young people whose parents have separated and are experiencing distress with a donation of £111,707 over three years.



Province of East Anglia Mark Master Masons who donated £16,000 through the East Anglian Mason's Benevolent Fund to fund activities and support for young carers.



Financial Position

At the start of 2017/18, Break faced a number of financial challenges that were new for the charity. The most significant was the start of a number of successfully awarded tenders for commissioned services. The introduction of a spot purchase basis of payment for many of our children's services offered risks and opportunities.

Break made good progress in managing these new risks during the year, particularly by keeping occupancy levels high in its children's homes.

Financial stability in our core services was matched by solid performance from 51 charity shops, which increased volume by 5% to just under £4m.

2017 was also a busy year for fundraising, with a highly successful Royal Norfolk Show Ball in the summer and the steady build-up for the GoGoHares event in 2018.

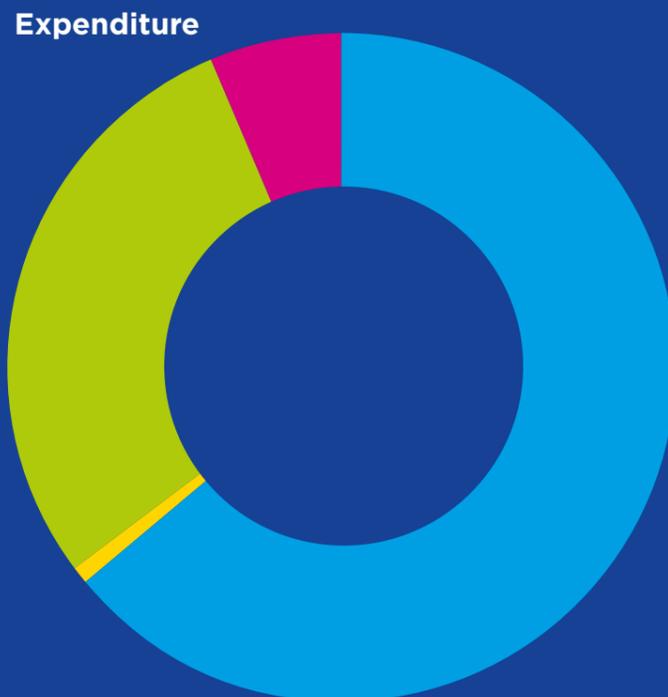
Fundraising income exceeded £1 million

Income rose by 10% in the year to £11.8m, and expenditure rose 7% to £11.4m. Break was able to consolidate its financial position by building up its free reserves to £634k, which is well on the way to achieving the Trustees' target of free reserves equating to one month's salary costs.

Towards the end of the year, Break was successful in securing a significant grant from the Department for Education for the Staying Close Staying Connected project for providing support to care leavers in Norfolk and Cambridgeshire. This further consolidates Break's reputation and underpins steady growth into the future.

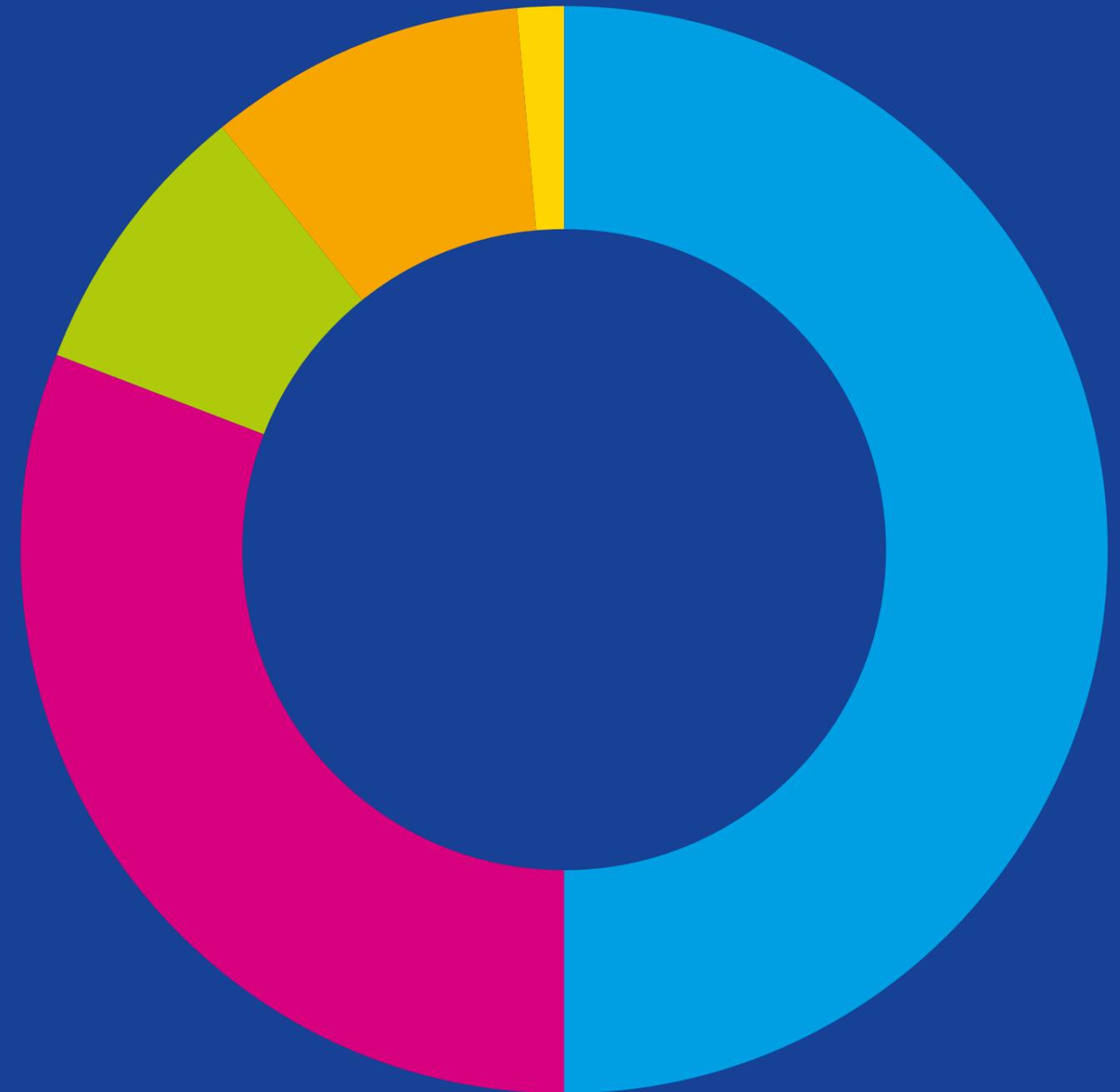


- Fees - £6.8m
- Gifts and grants - £1.0m
- Retail - £4.0m



- Charitable Activities - £7.3m
 - Governance - £0.1m
 - Fundraising - £0.7m
 - Retail - £3.3m
- Total - £11.4m**

Charitable Expenditure



- Young people in care - £3.7m
 - Children with disabilities - £2.3m
 - Family support - £0.6m
 - Children at risk - £0.7m
 - Governance - £0.1m
- Total - £7.4m**

Find out more

Please contact us on:

t: 01603 670100

e: reception@break-charity.org

w: www.break-charity.org

Registered Charity No. 286650

A Company Limited by Guarantee, Registration No. 1699685 England.

VAT Registration No. 595 3666 89.

