

SPEAR

BRIGHTON

2025 Impact Report

Transforming young lives
in Brighton and Hove





Building a future filled with hope

Transforming lives, one young person at a time

Spear Brighton transforms the lives of young people aged 16-24 by giving them the **support, skills and confidence** they need to move into employment or re-enter education — helping them begin to build a future filled with hope.

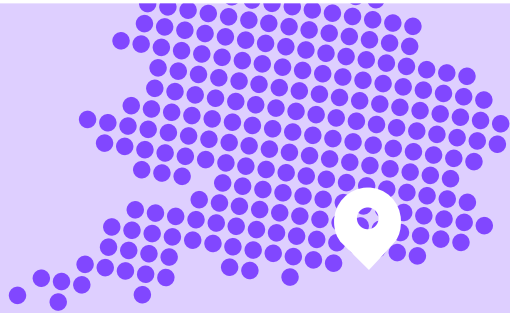
With a Christian ethos at its core, our work is grounded in the belief that every young person has value and potential. For the benefit of the public, we act as a resource for young people living in and around Brighton and Hove, providing advice, assistance, and educational programmes tailored to those facing the most significant challenges.

As we reflect on another impactful year, we are grateful for the young people that we've had the privilege to support, the partners who have championed our cause, and the businesses who have invested in brighter futures. From September 2024 to August 2025, Spear Brighton has continued to empower young individuals facing significant challenges, equipping them with the skills, confidence, and support to overcome barriers and build sustainable careers.

At the end of 2025 there were 957,000 young people (16-24 years old) not in employment or education across the UK. Half of those are reportedly not hopeful of ever having a productive life. Facing this overwhelming challenge in our nation, we choose to do our bit to make a difference in 80-90 young lives per year. We have helped 455 young people into work or education since we started in Brighton in September 2018. A small number but significant to those young people and their loved ones.



The need in Brighton



Young people in Brighton face:

- **mental health challenges** and **claiming benefits** as key barriers to employment
- nearly **10% higher rates** of mental health and neurodivergence-related barriers than the national average

Spear offers:



six-week coaching programme led by our friendly and experienced coaches



designed specifically for young people facing the most complex barriers to employment



using **Work-Ready Indicators** to assess progress

Young people in Brighton are disproportionately affected by barriers to employment, including mental health challenges, reliance on benefits and neurodivergence (e.g. autism, ADHD). These issues are often compounded by additional circumstances such as having fewer than five GCSEs and living in supported accommodation.

The rate of young people reporting mental health and neurodivergence-related barriers is nearly **10% higher in Brighton** than the national average across all Spear Centres. This reflects wider public health data, which shows Brighton's mental health statistics consistently exceed national levels.

Our programme includes:

- One-to-one coaching and group sessions
- Practical preparation for work or further education
- Development of confidence, communication, and resilience
- Tailored support for those experiencing mental health difficulties or who are **neurodivergent**
- Measured progress using our proven **Work-Ready Indicators**, ensuring that each young person leaves the programme with tangible improvements and a clearer, supported pathway forward

The top two Barriers to Employment (BTEs) identified among young people we supported in the past year were **claiming benefits** and **challenges related to mental health or neurodivergence**.

Given the significantly higher incidence of these barriers in Brighton, the need for targeted, compassionate, and effective support is clear.

Spear Brighton is meeting that need — helping young people overcome difficult circumstances, rediscover their potential, and take confident steps into work or education.

The graduates all in their own way speak of the transformation that they have experienced through the program. From being silent on the first day to leading group discussions in the latter weeks; finding a community of people in a similar position – no longer feeling alone; feeling more confident and hopeful about their future.

That is why we do what we do.



Real stories, real lives

This year:

80 joined our programme

86.5% from our target population

81% completed the programme

68% in employment, education or training 12 months later



An employer says:

We love Spear, the people that you send us have such good attitudes to work and to the team. They are punctual, enthusiastic, reliable and fit into the team so well. We look forward to seeing who you have for us each programme, well done.

This year, **80 young people** joined our programme. This is fewer than prior years as we ran several “Express” cohorts where the enrolment target per cohort is 12 instead of 15. We did this to assess the efficacy of the express versus classic approach. During the coming year we will evaluate the long-term impact.

Each of these young people have their own unique journey and challenges.

- **65** young people (**81%**) **successfully completed** the programme.
- **86% of participants faced one or more barriers to employment**, with many experiencing significant challenges such as:
 - Care experience
 - A criminal record
 - Living in supported accommodation
 - Leaving school with fewer than five GCSEs
 - Caring responsibilities
 - Physical and/or mental health, or learning difficulties impacting daily life

- Spear Brighton recruits trainees specifically based on those with 3 or more barriers, rather than recruiting those living in less challenging circumstances.

Despite these hurdles, many of the graduates were in employment or education after completing the programme:

- **52% of graduates were in employment, education, or training (EET)** within **three months** of completing the programme.
- **68% were still employed or in education at the 12-month mark**, demonstrating the long-term impact of our support in enabling sustainable career progression.



Measurable impact

These are the key metrics for the past six cohorts. We use **Work-Ready Indicators (WRIs)**, developed and externally validated by the Tavistock Institute, to assess progress in key areas like confidence, communication, and professionalism. Brighton have seen an average of 69% of all the trainees they've worked with come out as work ready or above. Trainees completing the programme in Brighton have an average WRI score of **2.9/4**.

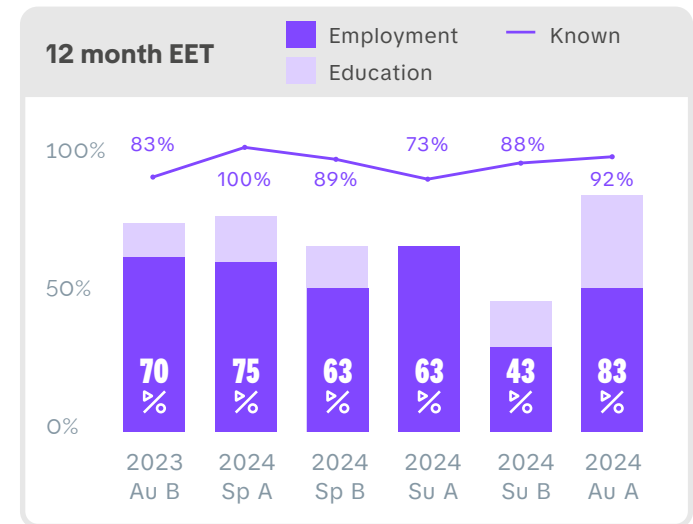
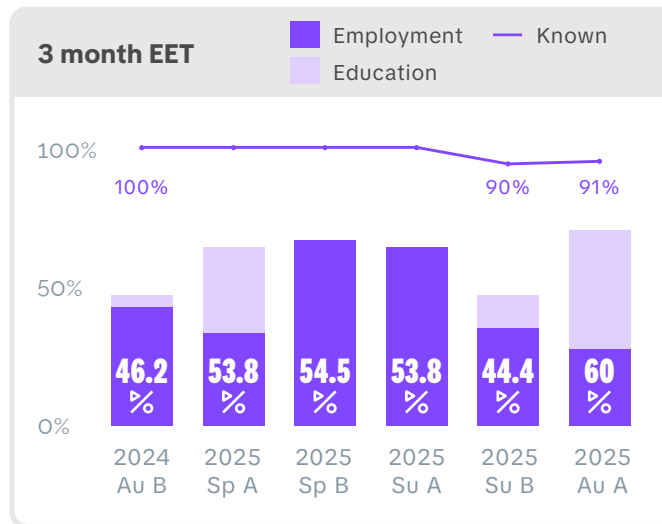
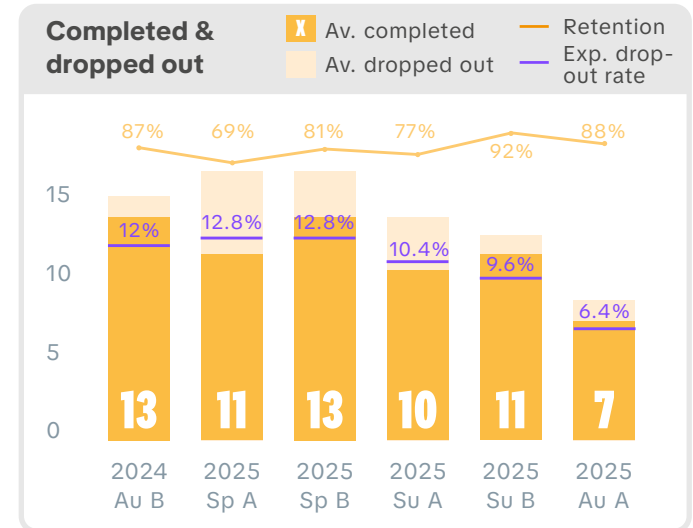
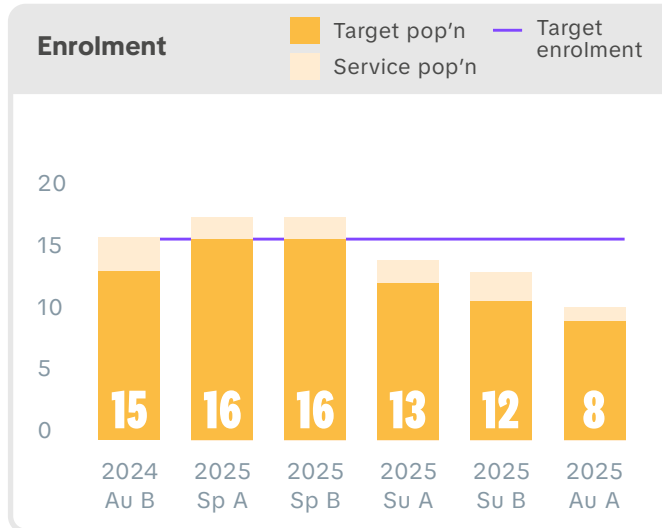
Our **employment, education, and training (EET)** outcomes show the percentage in employment following the course as:

52% at 3 months **68%** at 12 months



A graduate says:

I tried college but that wasn't for me so I dropped out. I tried to find a job, but after so many rejections I lost hope of ever being in work. I spent more and more time in my room and avoided going out. My work coach recommended Spear to me. I didn't really want to do it but went along. The first day was really hard, I didn't say anything. The coaches were so kind and the other trainees included me. I started looking forward to the sessions. I never thought I could speak in front of so many people, but here I am. I feel hopeful about my future and I have an interview next week. Spear has given me the confidence to go for it. The mock interviews were my highlight, I was so encouraged and learned so much. Thank you coaches and thank you to the rest of the group. I feel I have found community.

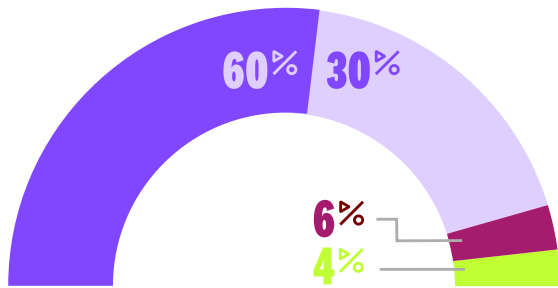


Sp = Spring Su = Summer Au = Autumn



Programme value and finances

Income Breakdown



- Trusts and foundations
- Corporate
- Individual
- Other

Running Spear Brighton for a full year costs approximately **£170,000**—about £1890 per trainee—making it highly cost-effective. This includes £127,250 in direct costs (salaries, training, operations) and £35,500 in support costs (management, quality, HR). To ensure stability we also target an additional term’s reserve (£54,250).

Through the generosity of our funders, we entered our 2024-2025 financial year in a stable position with **£62,867** in cash reserves. We slightly exceeded our goal to have a reserve of £50,000; we also had a small working capital buffer.

The reserve exists to fund the programme for two cohorts and guards against a sudden lack of income from donors. The cash buffer on the other hand aims to smooth our working capital to allow for the inevitable lags, peaks and troughs of income from successful grants. Our reserves are in place to ensure that our team has peace of mind and that they can focus on the main thing; coaching and mentoring of the 90 young people that they work with each year.

We are so grateful to all our financial supporters in helping us to achieve a total income of **£121,512** last financial year. This is slightly down from £130,847 for 2023/24 mostly as a result of not running the Big Give (other income). Our funds are primarily from trusts and corporate donors; our aim in the coming years is to receive funding in equal parts from trusts, corporate and individual donors.

Our total expenditure for 2024/25 was **£159,305**, slightly up from £142,304 the year before, primarily due to increased salaries. We are grateful to St Peter’s Brighton, for their continued support in providing office and workshop space free of charge, helping to keep our programme delivery costs low.

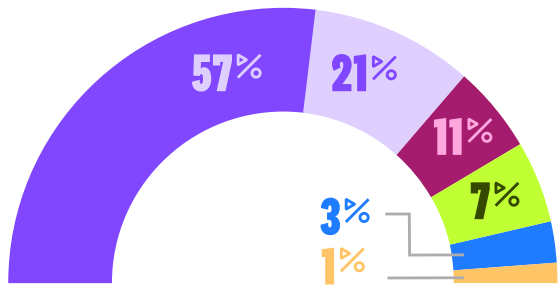
Salaries and investment in our coach team is our biggest investment and is fundamental to the impact of Spear on the lives of the trainees. We review salaries annually to ensure that we are paying a fair wage for the charity sector in an expensive part of the country.

The next biggest expense is the subscription to Spear UK (was Resurgo) comprising line management of our team, ongoing training of our coaches, continuous innovation and development of the Spear programme and finally, support with fundraising and HR. Spear UK constantly evolves the Spear programme to meet an ever-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton.

We ended 2024/25 with a deficit of £37,793, up from £11,457 for 2023/24. This was due to the drop in income but has not impacted the operation as we entered 2024/25 with above expected reserves and we continue to manage costs carefully.

Through the generosity of our funders, we have started our 2024-2025 financial year in a stable position and continue to focus on longer-term partnerships. For the coming year our renewed trustee team is focusing on fundraising in corporate and individual donors.

Expenditure Breakdown



- Salaries
- Spear UK Support
- Coach, Support & Training
- R&D Comms & Impact Measure
- Operational Costs
- Course-related costs

£1,890 
trains 1 young person



Our partners

Our referral partners

None of this would have been possible without our collaboration with remarkable referral partners, who open doors and connect hearts. Together we orchestrate a beautiful symphony of change.

**Barnardos • Brighton Foyer • Brighton Job Centre
Brighton and Hove YES • Clocktower Sanctuary
Department for Work and Pensions • Maximus
Mind Brighton • Portslade Hub
Supported Employment Team**

Our supporters and business partners

We extend our heartfelt gratitude to our partners who helped realise our vision and deliver the programme by providing funding, volunteers, company visits and work opportunities. Without these partners our programme would not be able to function. Thank you to:

**Asda Foundation • Ernest Kleinwort Charitable Trust
Fonthill Foundation • Hiscox Foundation
Lawson Trust CIO • Lynn Foundation • No Fear Bridge
OneFamily Foundation • Riverstone • Rosaz Charity
Sanghera Foundation • Sussex Community Foundation
other individual givers**

Other regular supporters through volunteering, work placements and offering apprenticeships include:

**Best Insurance • Elucidat • Graphite
Hungry Minds Childcare • Marstons
Southern Water and others**

These organisations did more than just contribute; they are the backbone of our endeavours. From inspiring company visits to nurturing through work placements and apprenticeships, these businesses embodied the spirit of community.

Our trustees and programme partners

We thank our trustees, all of whom are unpaid volunteers, for their dedication and service.

And last but not least our heartfelt thanks to our two key Spear Brighton partners. **Spear UK** (was Resurgo) developed the Spear programme more than 20 years ago and provide ongoing innovation of the program, leadership and annual training for our team including supply coaches when we hit a gap and centre swaps where our coaches can join a programme at another of the 15 Spear centres nationally. Then **St Peter's Church** in Brighton who provide us the space and support to allow us to run the programme in suitable and safe facilities.

Without these partners, Spear would not exist and would not be able to run in Brighton. Thank you!





Looking ahead

A future of impact and growth

As we move forward, we are filled with hope for growth and deeper impact. Our mission remains the same: **to equip young people with the confidence, skills, and resilience to break through barriers and build fulfilling careers.** With the continued support of our partners, funders, and the wider community, we aim to expand our reach, deepen our impact, and create even more success stories in 2025 and 2026.

We invite you to continue this journey with us—to be a part of the change, to invest in potential, and to help transform futures.

Thank you for believing in the power of young people. Together, we are building a future where every young person, regardless of their background, has the opportunity to thrive.



A parent says:

We can't believe the difference in our son. He has found such confidence and energy. We are amazed to see him speak to such a large group of people.

This graduate now works in the Houses of Parliament

SPEAR

spearbrighton.org

Charity number 1179174

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