

pdt

paddington
development trust



Annual Review Trustees' Report Accounts 2018-2019 Future Development

education

green

2018 2019



goals



community



SWEET

opportunity

FUTURE

families
equip



sustainable

climate

enterprise





Contents

Chair and Trustees’ Report 4

Chief Executive’s Report 5

Future Development 9

Key Objectives 9

Policies and Financial Management 10

Financial Statements 11



PDT

- 1. Paddington Development Trust (PDT) is a registered Charity and not-for-profit community-based regeneration company with socio-economic objectives. It has been, and will continue to be actively engaged in the economic, environmental and social regeneration of the North Westminster and wider west London area over the next 15 years. It has five core values: sharing resources; community empowerment; financial self-sufficiency; environmental sustainability and equal opportunities for all communities. PDT is committed to an equitable distribution of justice and power in all its work.
- 2. PDT is a registered company (3652559) limited by guarantee with regeneration objectives.
- 3. It is a registered Charity (No. 1080883).
- 4. Trustees have due regard for guidance issued by the Charity Commission on public benefit.
- 5. PDT has refreshed its community vision and mission to support people to take control of their lives and communities and will support engagement activities that will focus on early intervention and socio-economic development based on social reform, families’ wellbeing, and a community-led enterprise culture.
- 6. PDT is contractually approved to award Student Loans on behalf of the Skills Funding Agency.
- 7. PDT provides financial incubation services for younger not-for-profit organisations and community enterprise.
- 8. PDT is a Living Wage employer and Quality Assured through the Investors in People Quality Standard Matrix Standard and will involve Board and Staff in the implementation of specific objectives central to the future of the Company. The Board and Chief Executive will ensure that all staff have necessary skills to develop their personal and professional capacities within their designated roles in the Company.

Objects of the Charity

The charity is a company limited by guarantee. Its objects are the promotion for the public benefit of urban or rural regeneration in areas of social and economic deprivation (and in particular within the London Borough of the City of Westminster).

Trustees

Under the articles of association, the company is managed by the board of trustees, who are also directors of the company. The trustees meet regularly and receive detailed reports from members of staff to retain effective control over the organisation and monitor the staff’s activities.

Registered Charity Number: 1080883
Company Registered Number: 3652559

Registered Office

122 Great Western Studios,
65 Alfred Road,
London W2 5EU

Auditors

Boydell & Co
Chartered Accountants
89 Chiswick High Road,
London W4 2EF

Solicitors

Russell-Cooke
2 Putney Hill,
London SW15 6AB

Bankers

Bank of Scotland,
38 St Andrew Square
Edinburgh EH2 2YR

Trustees

- Abi Carter (Chair)
 - Craig Macdonald (Vice Chair)
 - Virginia Ashton
 - Florian Bosch
 - Ken Braithwaite
 - Lena Choudary-Salter – resigned January 2019
 - William Jacob
 - Hasna Kahlalech
 - Ines Newman
 - Saima Rana
 - Andy Watson
 - Mariam Zanussi
- Secretary**
Neil Johnston

Chair and Trustees' Report

This year 2018–2019 has been another challenging year for PDT, against the background of even more pressure on local communities grappling with the effects of ongoing austerity. Our front-line staff and community partners have worked with hundreds of people in Westminster, and in central and west London, across our community-based portfolio in **public health**, **volunteering**, **families support**, **economic opportunity** and **enterprise development**. We have seen an unprecedented growth in participation from ethnic minorities and women in all our work over recent years, and will continue to facilitate opportunities that enable them to take control of their own independent futures. Our new flagship project, **Grand Junction @ St. Mary Magdalene**, is now open and delivering a community programme involving local families, schools, volunteers and young people. The future, as is the norm these days, is uncertain, but we look forward to the coming year with optimism and faith in the strength of ordinary people, given crucial support and resources, to overcome barriers to social and economic exclusion and to thrive in the world's most diverse and dynamic city. On behalf of the PDT Board I'd like to thank the many volunteers who work with us, our partners, and not least our brilliant staff teams who work to develop and improve the great Paddington community.

Abi Carter

CHIEF EXECUTIVE'S REPORT



PDT operates as a community anchor and social enterprise in North Westminster and wider inner London. We currently operate from our HQ at Great Western Studios, and five neighbourhood and skills training Hubs in White City, Harrow Road, Queens Park, Westbourne and Church Street wards. In 2018/19 we employed 36 full time equivalent staff working in each of our specialist teams. We work in



partnership with Westminster Council and a number of community-based organisations across west London and with CVS colleagues through One Westminster with who we share a strategic alliance. Central to PDT's future operations will be our policy of early intervention at the critical stages of peoples' lives, from infancy and family support through to accessing health, education, employment and enterprise opportunities that enable progressive inclusion into future prosperity. This year we have extended contracts with Big Lottery and are delivering the new Equip Programme which will provide community-based organisation with grants up to £20,000 for employment related projects.

Our work is grounded in participation with local people and operates through two overarching teams: Health & Community and Economic Development.

Health

PDT's Health programmes are supported via contracts with Tri-Borough Public Health with support from Clinical Commissioning Groups and other funders.

Community Health Champions

Community Health Champions, including Maternity Champions, are local people who are recruited through PDT Networks and volunteer to promote the health and well-being of all residents - covering around 1,000 households per hub, and actively reaching over 8,000 people a year. They support access to and awareness of local services, and also motivate residents towards improving health and well-being behaviours and community participation. Champions are trained to deliver guidance in a professional manner, in most cases to at least Royal Society for Public Health Level 2 in Understanding Health Improvement. Starting point and demographic profiles of residents are different in each hub but over 80% of volunteers are women from ethnic minorities. Champions' activities, therefore, are designed to address needs pertinent to specific communities within the cultural and demographic context.



The Stowe Centre

The Stowe Centre, sitting on Harrow Road and managed by PDT, continues to host a wide range of activities and projects and remains extremely popular with the local community as a venue for social and family functions. Alongside our own employment work, services offered from the Centre include a range of physical health classes for women and the general community. The building also provides the HQ for the London Apprenticeship Company, The London College of Apprenticeship Training and Westminster’s North West Social Work and Early Help teams.

The Stowe Centre received over 31,000 visits over 2018/19.

Young People

We have secured funding to re-build creative youth projects in Paddington as part of the new Grand Junction community programme. This will roll out in 2019 and be working with local schools.

We continue to work with the Westminster Youth Foundation which is growing its critically important support to smaller youth projects in Westminster.

PDT Employment

The London Councils/ESF Gold project comes to an end in July 2019. The SWEET programme has been extended through the Building Better Opportunities Lottery/ESF until 2021. The Employment Team will be developing and managing a new £3m community grants EQUIP programme across central and west London. EQUIP will provide grants up to £20,000 to community organisations delivering employment related projects.

PDT Enterprise

Our enterprise programme has delivered Digital, IT and business support through its start-up seminars, mentoring aspiring entrepreneurs and helping business start ups.

PDT Training

Our vocational skills programmes worked with 486 people on a range of National Vocational Qualifications showing 90% achieving a qualification, with 35% entering employment and 25% progressing to Further Education.



Grand Junction @ St Mary Magdalene

The two year restoration and new-build project now named Grand Junction @ St Mary Magdalene will be completed in July 2019. Home to the PDT Community, Volunteer and Youth Programme the new-build will provide a new café, workshops, and public facilities that will both enhance the Grade 1 Listed St Mary Magdalene visitor profile and establish Grand Junction as a vibrant new cultural venue in London.

Community Building and Wellbeing

PDT funds, facilitates and supports a number of community activities involving around 10,000 local citizens. This includes three annual neighbourhood festivals, family days, Eid celebrations and festivals, and includes the annual Hafs Academy Ramadan Festival held in Church Street.

PDT continues to offer support to our neighbours leading in the post Grenfell recovery efforts.

Community Governance

Alongside the voluntary membership of the PDT Board of Trustees, we also support the voluntary Queens Park Community Council and facilitate voluntary community governance structures through Neighbourhood Planning Forums led by local citizens and operating in two wards. This involves around 40 volunteers being involved in the governance of planning and construction programmes taking place in local neighbourhoods, and includes appropriate civic activism in housing, health and economic development.

Strategic Partnership working

PDT facilitates a number of working partnerships with like-minded community enterprises across west London. We continue to work closely with One Westminster – the CVS and Volunteer Centre for Westminster – with the ongoing secondment of our Deputy CEO working as part-time One Westminster CEO. We also provide ongoing support to work started as the London Communities Commission now to be known as the Percent Club.



bright future

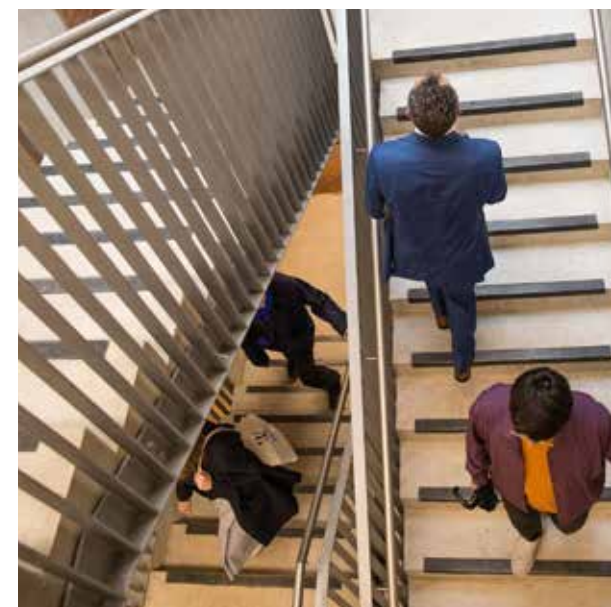
COMMUNITY families
opportunity
employment

FUTURE DEVELOPMENT

April 2019 – March 2021

Community Development 2019–2021

- PDT will continue to build citizens and community capacity to take control of their communities, and shape early intervention approaches that meet environmental, health and economic challenges facing individuals, families, neighbourhoods and public sector agencies across the Westminster and wider London region.
- PDT will build on its Strategic Alliance with One Westminster and contribute to the development of a thriving Community and Voluntary Sector across the Westminster.
- We will continue to bring skills and employment resources into North Westminster and work with other community-based businesses across west London to improve economic opportunities for disadvantaged communities.
- Health inequalities restrict many families, preventing younger and older people from working. We will continue to develop early intervention in our Neighbourhood Volunteering Programme, Diabetes Champions, Community Health and Maternity Champions.



key objectives

2019–2021

- To initiate and provide services to residents directly where there are well-being gaps in current existing provision focussing on early interventions and family resilience.
- We will continue to work with Westminster Employment Services, Public Health, CCGs, the London Mayor and London Councils, Skills Funding Agency, Big Lottery, Department of Communities and Local Government, DWP and Job Centre Plus.
- To continue to innovate in the deprived urban context and develop environmental sustainability projects that improve air quality, reduce green-house gas emissions and cuts waste.
- To continue to facilitate conditions for inward investment and the reversal of market failure through local enterprise solutions; help develop local skills and talent that will contribute to local and mainstream social and economic opportunities within the wider economy.
- To ensure equal opportunities, social and economic equity and justice for all and to improve health and social services to communities excluded from mainstream prosperity.
- To support the PDT team through Investors in People (IiP) with access to skills and expertise that will enhance their capabilities in delivering the complex agenda involved in social and economic development.

PDT 2019/21 business operations will include:

- Operational responsibility for Grand Junction – the new community, arts, and cultural centre.
- Financial and strategic management of local social and economic assets and resources.
- Outreach: Community Champions & Maternity Champions, health, employment and enterprise.
- Economic Development, employment & business development.
- Support for local groups and the voluntary sector with One Westminster.
- Environmental sustainability – air quality, streets, waste, parks and green spaces.
- Neighbourhood Planning Forums.
- Youth Services development.
- Local festivals and events.
- Community-based Partnerships.

POLICIES and Financial Management



Programme and Financial Management

PDT has developed a sound financial accounting and monitoring system utilising Sage software and a bespoke Customer Management System. It includes an in-house Accountant, Finance Officer and Head of Programs. The company has developed financial systems with its bankers and operates online Internet banking.

All fundraising and publicly contracted projects are internally and externally monitored, audited and evaluated.

Equal Opportunities Policy and Reviews

PDT conducted a policy review in 2017-18 involving an overhaul of all existing and creation of new staff and organisational policies.

PDT reviewed its EO policies in 2018. PDT bases its EO policy on the relevant statutory requirements contained in the Race Relations Act 1976, the Sex Discrimination act 1975 and 1986, Disabled Persons (Employment) Act 1944 and 1958, the Disability Discrimination Act 1995 and 1974 Health & Safety at Work Act codes and practices.

PDT supports positive action at the local level. PDT recognises that this is a critical issue in contemporary society and will ensure that its policy of positive inclusion is reflected throughout the organisation. It will also seek to actively promote the interests of minority cultures and will join others in making sure this happens in a fair, just and equitable manner.

Reserves Policy

It is the policy of the Charity to maintain unrestricted funds, which are the free reserves of the Charity. This has been adjusted from six months and now equates to approximately four months unrestricted expenditure. This provides sufficient funds to cover cashflow management, administration and support costs and to respond to investment opportunities and emergency applications for grants, which arise from time to time.

Risk Management

The Trustees have examined the major strategic, business and operational risks which the Charity faces and confirm that systems have been established to enable necessary steps to be taken that lessens these risks.

Going Concern

The Trustees are satisfied that PDT is a going concern and demonstrates a medium term strategy for expansion of its ethos and services.

The Trustees retain a level of cash (general funds) sufficient to meet expenditure commitment and manage the cash flow requirement for the foreseeable future. Cash reserves are currently £564,354 (2018: £508,488).

The Trustees review this policy on an annual basis.

Financial Statements

Statement of financial activities

for the year ended 31 March 2019

	Unrestricted funds (£)	Restricted funds (£)	Total funds 2019 (£)	Total funds 2018 (£)
Income				
Donations	-	578,125	578,125	171,770
Charitable activities	984,842	1,066,056	2,050,898	2,084,238
Other trading activities	21,531	299,222	320,753	335,134
Investments	2,200	-	2,200	420
Total	1,008,573	1,943,403	2,951,976	2,591,562
Expenditure				
Charitable activities	917,521	1,979,188	2,896,709	2,525,735
Total	917,521	1,979,188	2,896,709	2,525,735
Net income/(expenditure)	91,052	(35,785)	55,267	65,827
Transfer between funds	(35,186)	35,186	-	-
Net movement in funds	55,866	(599)	55,267	65,827
Reconcillation of funds				
Fund balances brought forward	508,488	599	509,087	443,260
Fund balances carried forward	564,354	-	564,354	509,087

All income and expenditure relates to continuing activities.

Balance sheet

as at 31 March 2019

	2019 (£)	2018 (£)
Fixed assets	13,812	18,416
Current assets		
Debtors	111,970	282,291
Cash at bank and in hand	862,331	578,645
Total	974,301	860,936
Creditors: Amounts falling due within one year	(423,759)	(370,265)
Net current assets	550,542	490,671
Net assets	564,354	509,087
Capital and reserves		
Unrestricted funds – general funds	464,354	408,488
Unrestricted funds – designated fund	100,000	100,000
Restricted funds	-	599
Total	564,354	509,087

The financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.





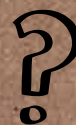
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