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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

We have referred to the advice contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities

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

Myrus Smith, Chartered Accountants Norman House, 8 Burnell Road, Sutton, Surrey SM1 4BW

Solicitors

Alan Edwards & Co., Campden Hill House 192–196 Campden Hill Rd. London W8 7TH

Bankers

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

Trustees

Drew Stevenson (Chairman) Andy Watson (Deputy Chairman) Ken Braithwaite, Gloria Cummins, Catherine Superville, Debi Gardner, Alan Edwards, Maryam Zonouzi, Smita Bora, Virgina Ashton, Gill Fitzhugh, Keith Cowell, Steve Winnigham

Secretary

Neil Johnston













Chair's and Chief Executive's Review

This year 2014-2015 has seen significant activity against a future backdrop promising more change and ultimately significant reductions in some community-based services. We expect a down-turn in public contracting opportunities over the coming year while government regroups in post-election restructuring. Notwithstanding future uncertainty, this year we have increased turnover from £2.1 million to £2.4 million. We have seen a sustained growth in our Community Champions volunteer force and increased access to our employment and enterprise programmes. By linking our community, health, youth, employment and enterprise services together, we have provided multiple offers to the many citizens we are working with across north west Westminster, neighbouring boroughs and the wider west London environment. Our work, commissioned by Westminster Council departments, Triborough Public Health, London Councils, GLA, DCLG and supported by major London Trusts, is driven by our determination to empower individuals and communities and help build social and economic independence. We continue to achieve impressive outcomes with partners and in the mobilisation of active citizens through Community Champions. Our employment and enterprise work engages 1,000 people a year, with over 200 people this year assisted into a job or self-employment. We are actively working with over 700 young people annually and are now supporting the emergence of new Neighbourhood Planning forums operated by active citizens across North Westminster.

Working with the London Diocese this year has brought success in Heritage Lottery funding to regenerate and build a Paddington Heritage Centre in St Mary Magdalene Church situated in the Westbourne Ward. This magnificent Grade 1 listed building provides a unique lens through which to view, not only a fascinating local heritage, but over a hundred and fifty years of arts, social and religious history of this part of London. Linked to the huge social and demographic change occurring in Westminster since the Victorian era is a living heritage expressed through St Mary Magdalene Church and the communities it serves, not least people now living and working in sight of its uplifting spire.

Notwithstanding the challenges facing all agencies, there is an increasing commitment of people who live in local neighbourhoods and estates to make change happen through self-help and direct action, the foundations for empowerment and enterprise, and a huge

opportunity for civic collaboration. This year PDT received the Matrix Standard and won the City of London's Sustainable Communities Award. We extend our, and the PDT Board's, thanks to the many people who have given their time to supporting PDT and its mission - as well as our thanks to those who so generously fund us. Finally, thanks to our colleagues on the Board of PDT and to our incredible team who continue to inspire social and economic change.

Professor Drew Stevenson OBE – Chair Neil Johnston – CEO



PDT

- 1. Paddington Development Trust (PDT), formed in 1997 by local people, is a registered Charity and community-based Regeneration Company with socio-economic objectives and will 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: mutuality; 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's mission and purpose is to empower disadvantaged people to secure social and economic independence in their lives.
- 3. PDT is a registered company (3652559) limited by guarantee with regeneration objectives.
- 4. It is a registered Charity (No. 1080883)
- 5. PDT is made up of 13 Trustees, 50% who represent black and other ethnic minorities and 90% who live and work in the local community. The Board is led by the Chair, Drew Stevenson OBE.

Annual review

- 1. PDT has reviewed its mission, policies, community strategy, priorities and aims and objectives, and will maintain its focus on socioeconomic development based on social reform and a community led ethos and enterprise culture.
- 2. PDT is Quality Assured through the Investors in People Quality Standard and 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.
- 3. PDT remains committed to the principle of building the capacity of existing local infrastructure and will ensure that duplication does not occur within its operations. There is no parent or subsidiary company associated with PDT.
- 4. PDT continues to support social and community enterprise and provides a management infrastructure through which these may develop independent capacity in their given fields.

Outcomes

Over the last year our training, employment and enterprise teams have

- Worked with 831 long term unemployed people
- Provided IAG services to 469 people
- Assisted 267 people in finding jobs
- Provided training for 202 people and work placement to 31 people
- Trained 200 people in NVQ 2 & 3 childcare qualifications
- Assisted 33 business start-ups
- Assisted 100 women into catering business skills and start-up

Since 2013 PDT has delivered the Community Health and Maternity Champions project, including:

- 64 volunteers undertaking 177 training days involving:
- Level 2 Understanding Health Improvement (Royal Society for Public Health)
- Level 2 Understanding Behaviour Change (Royal Society for Public Health)
- 97 weekly or monthly activity sessions took place delivered by Champions, with total attendances of 1455 residents including:
- monthly community information pop-up stalls;
- Queens Park children's centre support sessions aimed at extending children's centre reach;
- health awareness coffee mornings at local primary schools;
- 'Snackright' promoting healthy afterschool snacks;
- FAST (Families and Schools Together) workshops with Save the Children;
- pregnancy and baby drop-ins run by the Maternity Champions;
- money management and budgeting support;
- monthly Advice Plus stalls.



althy After School Food



QUEEN'S PARK MATERNITY CHAMPIONS DROP-IN

The weekly drop in for pregnant and new parents with babies under 1 has proved a big success. The project launched in October and has attracted a steady core of 10-15 parents plus babies to St Jude's Itall every Wednesday morning. As well as providing a welcoming friendly space for parents to meet and socialise there is singing and music, tea and cake and Champions on hand to signpost and provide emotional support. A health visitor attends once a month to answer questions and give professional health advice and support. Community Champions have been supporting the drop in and carrying out 1-2-1 oral health and healthy eating quizzes with parents. It has been great to see a group of mothers who met through the drop in socialising on a regular basis and creating their own local peer support network. The informal and friendly atmosphere is helping to reduce isolation with new parents now arriving on a weekly basis.



"Thank you so much for all your help and support, I couldn't have done it without you. Joining the Community Champions project was the best thing ive ever done and you're all doing an amazing job. It's thanks to all of your hard work that I'm in this very fortunate position today to be going back to work, with an exciting new career. I'm very grateful to you all!"

Anna of Mozart who got α job αs α Health Trainer following completion of the Level 3 Health Trainer Certificate for Community Champions.

I'm so grateful for the support I have had to become a Health Trainer; a professional paid role that I'm so proud of and can't wait to begin.

Aicha of Church Street Community Champions

Westbourne

NEIGHBOURHOOD FORUMS, OUTREACH AND NETWORK SUPPORT

PDT has continued to facilitate the Westbourne and Church Street Ward Neighbourhood Planning Forums currently representing 25,000 people. Working in partnership with other local providers and agencies and some exceptionally hard working local residents, the forums are now focussing on the development of their Neighbourhood Plans. Our Network activities have brought together 70 social enterprises and small businesses through ongoing community lunches and voluntary meetings encouraging collaboration among the community sector in supporting local people progress to active participation in health, social, and economic activities.



Our Church Neighbourhood Centre has continued to act as the local health and employment hub in conjunction with the Stowe Centre in the Westbourne Ward working with people living in these communities.





PDT 1997-2015

The last eighteen years have seen significant development and change in North Westminster much of which has involved PDT and the coalition of community and public organisations engaged. PDT has facilitated a total direct cash investment of over £42m and partnered £100m of levered and matched funding over this period.

Since 1997, PDT has developed a unique public enterprise business model providing community-based innovation to public sector agencies, in particular Westminster City Council and its Youth Service, RBK&C, Triborough Children Services and Public Health, London Councils, Greater London Assembly, Skills Funding Agency, Department for Communities and Local Government, Police, and importantly, NHS Westminster. PDT, through its place in a still vibrant third sector infrastructure, enables partners to engage with target communities and deliver customised services to residents experiencing health, social, and economic inequalities as well as empowering local people to fully participate in the sustainable development of democratic communities.

PDT currently operates from its HQ at Great Western Studios and three Neighbourhood Hubs in Queens Park, Harrow Road, Westbourne and Church Street wards employing over thirty people at neighbourhood level. We work with private and community partners across the Westminster and Triborough communities. PDT manages youth services in Paddington, through the Stowe Youth Enterprise Centre and partners with Avenues Youth

Future Development

April 2015 - March 2017

Good business is the lifeblood of a good economy and creating new enterprises, employment and economic independence for residents remains a primary objective of all PDT activities. In Westminster where around 1,000,000 people from SE England daily commute to work in the capital, there are 50% levels of local worklessness with over 10,000 people economically inactive, many in the north of the City of Westminster. Notwithstanding, through partnerships between GLA, Westminster Council, Royal Borough of Kensington & Chelsea, Kirkhams, and PDT, we have constructed two new creative industries centers over the last fifteen years, serving over 500 commercial businesses trading from under the A40 Westway, and we continue to support new and growing businesses in Westminster.

PDT will continue to shape social action to meet housing, health and economic challenges facing individuals, neighbourhoods and the public sector across the Westminster, Triborough and wider London region. Our volunteering, skills training and jobs programmes have provided positive progressions for 7,000 people of all ages over the last three years. Since inception we have placed over 2,000 people into work and self-employment and trained over 2,000 in work skills. We will continue to work alongside other pioneering reformists, the Department for Communities and Local Government and the National Association for Local Councils to enable a greater democratisation of communities and services.

Health inequalities restrict many families, preventing younger and older people from working. The rise in mental health issues affecting all communities is of rising concern. We will continue to develop the Neighbourhood Volunteering Programme, Community Champions and Maternity Champions with Westminster Public Health and local citizens, and maintain existing infrastructure linking residents to public and private sector opportunities. We will continue to explore ways whereby we can devolve public community-based services from Tri-Borough Public Health to contracted community ownership.

United and engaged communities spring from successful social and inter-cultural relationships established by people on their own terms and in their own time. Such relationship-building requires choice and opportunities that excite people and make them feel good. PDT will continue to develop well-being, social capital and citizens networks underpinning stronger communities and enable participative democracy throughout civil society.

This will include:

- · Advocating for Economic Development, Employment & Business expansion
- Developing Estates Outreach: Community health, employment and enterprise
- Expanding Community Champions & Maternity Champions
- Developing Neighbourhood Planning Forums
- Fighting for and delivering high quality Youth Services
- Promoting Environmental sustainability parks and green spaces
- Supporting Local festivals and events







Key Strategic Objectives

2015-2017

- To maintain and develop partnership working with other local and regional social enterprises and charities including the consideration of strategic alliances and mergers if appropriate.
- To work, as the convening body, with the London Communities Commission, to complete its report and help to implement its recommendations both locally and
- To continue to respond and work within the Three borough context of Westminster, Kensington and Chelsea and Hammersmith and Fulham and with the London Mayor and London Councils, Skills Funding Agency, Lottery, Department of Communities and Local Government, City of Westminster and Kingsway FE Colleges, University of Westminster, DWP and Job Centre Plus, Police and the National Association of Local Councils.
- To work with these and other partners on neighbourhoodbased social reform and co-design of local solutions, provide intelligence and delivery expertise that can support reform of corporate policies and priorities, facilitate and coordinate continual improvement of local infrastructure, empower local people through Neighbourhood Planning and provide skills, employment and enterprise opportunities.
- To initiate and provide services to residents directly where there are gaps in current existing provision.
- To continue to innovate in the deprived urban context and develop environmental sustainability projects that 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, skills and talent that will contribute to mainstream social and economic opportunities within the wider economy
- \bullet To develop existing and new business centres, to supply α greater volume of workshops and offices and re-economise local retail clusters.
- To develop cultural capital in Westminster and Triborough by bringing together key cultural organisations and local facilities to implement a strategy that both offers local choice and increases the area's destination value to other Westminster and London communities.
- To ensure equal opportunities, social and economic equity and justice for all, and improving services to the diverse communities living in the area.
- To support the PDT team through IiP with access to skills and expertise that will enhance their capabilities in delivering the complex agenda involved in social and economic development.

The Year Ahead

2015-2016

PDT will have specific project management responsibilities for the following until March 2016:

- Contracted Skills, Training and Employment services
- Delivering Partnership Management, Financial Administration & Co-ordination
- WCC, SFA, ERDF, LC and ESF Contracts
- Coordinating Marketing Administration & Co-ordination
- Church Street Neighbourhood Forum
- Westbourne Neighbourhood Forum
- Community Champions in Queen's Park, Church Street and Westbourne wards
- Three Borough Diabetes Champions
- Stowe and Avenues Youth Centres
- The Neighbourhood Enterprise Centre
- Social & Community Enterprise Mentoring



64 volunteers undertaking 177 training days

YOUTH ACTIVITIES



PDT has continued to deliver highly regarded youth services from its state of the art youth facility at the Stowe Centre.

During the year, we secured an Awards for All grant to deliver the "Speak Your Mind" project. This project worked with 21 young people referred by other youth clubs, Children's Services and local schools. The young people worked with a skilled counsellor to review their behaviours, set goals and

overcome barriers to



success. One of the young people who attended had a history of school exclusion and was facing permanent exclusion. Following the course they commented:- "At first I didn't really like it I thought it was a waste of time, there was no point. But I started to get into the programme things started to change and I was more focussed in lessons which help me not to fail my report. I also enjoyed our conversations because I was able see thing from a different perspective, which improved me as a person."

This year the Stowe continued in its relationship with Fliss's Fame Academy, welcoming over 30 children aged 8-13 into its programme of performing and creative arts. The experienced youth work team also continued to work closely with colleagues from the Children's Services Team and the Westminster Giangs Unit, supporting over fifty young people to develop their emotional resilience and resist gang culture.

Fitness sessions in the gym have proved particularly popular with our members this year, with many young people improving their health and losing weight as a direct result of attending the youth club.







Policies, Finance & Funding

2015-2017

Programme and Financial Management

PDT has developed a sound financial monitoring system utilising Sage Software and a bespoke Customer Management System. It employs an in-house Accountant, Finance Officer and Head of Programmes.

PDT has developed financial systems with its Bankers and operates online Internet banking.

PDT's Quarterly management accounts are presented to Trustees and include a P & L Statement and Balance Sheet and actual against budget analysis. Annual Audits are conducted as a matter of course.

Equal Opportunities Policy and Reviews

PDT conducted a policy review in 2014–15 involving an overhaul of all existing and creation of new staff and organisational polices.

PDT reviewed its EO policies in 2014. 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 the 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.

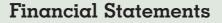


Reserves Policy

It is the policy of the charity to maintain unrestricted funds, which are the free reserves of the charity, at a level which equates to approximately six months unrestricted expenditure. This provides sufficient funds to cover management and administration and support costs and to respond to emergency applications for grants, which arise from time to time. Unrestricted funds were maintained at this level throughout the year.

Risk Management

The trustees have examined the major strategic, business and operational risks which the charity faces and confirm that systems have been established so that the necessary steps can be taken to lessen these risks.



STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2015

	Unrestricted	Restricted	Total funds	Total funds
	funds (£)	funds (£)	2015 (£)	2014 (£)
Incoming resources				
Voluntary income	80,000	7,342	87,342	164,320
Activities for generating funds	31,590	198,164	229,754	203,379
Investment income	1,610	-	1,610	1,248
Charitable income	996,646	915,401	1,912,047	1,683,827
Other income	1,701	10,820	12,521	27,885
Total incoming resources	1,111,547	1,131,727	2,243,274	2,080,659
Expenditure				
Direct charitable expenditure	773,916	1,130,939	1,904,855	1,654,783
Charitable support costs	181,617	-	181,617	192,986
Governance	9,487		9,487	192,986
Total resources expended	192,986	1,130,939	2,095,959	1,847,769
Net surplus for the year before transfers	146,527	788	147,315	232,890
Transfer between funds	-	-	-	-
Net movement in funds	146,527	788	147,315	232,890
Fund balances on 1 April 2014	570,965		570,965	338,075
Fund balances at 31 March 2015	717,492	788	570,965	570,965

All income and expenditure relates to continuing activities.

BALANCE SHEET AS AT 31 MARCH 2014

Total		
Restricted funds	788	-
Unrestricted fund – designated redundancy fund	100,000	100,000
Unrestricted funds – general funds	617,492	470,965
Capital and reserves		
Net assets	718,280	570,965
Net current assets	679,464	533,383
due within one year	387,072	464,792
Creditors: Amounts falling	005.050	40.4 500
Total	1,066,536	998,175
Cash at bank and in hand	654,903	478,672
Debtors	411,633	519,503
Current assets		
Fixed assets	39,816	37,582
AS AT ST MAKCH 2014	2015 (£)	2014 (£)



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

