right2work

ANNUAL REPORT 2022









Supporting and caring for people and communities so they can learn, develop and thrive

SUMMARY

OUR SOCIAL ENTERPRISES



Community Works

The Community Works team provide property & general maintenance services including gardening, ground works and general house maintenance to the local community. No job is too small – it could be that you just need a garden tidy or a few jobs tackling around the house. Or maybe you are a school that needs the grass cutting, a business in need of a new lick of paint – get in touch.

T: 01539 735025
E: community@right2work.org.uk



The Eden Workshop

The Eden Workshop is based at The Appleby Hub. It offers quality workshops as well as drop in crafts, developing craft kits to sell, and much more. We source the best tutors and invite them to share their skills. The workshops are small so they are informal offering plenty of opportunity to interact with each other and the tutor.

Jane Farkins
T: 07734 162982
E: jane.farkins@right2work.org.uk



Work & Learn

The 'Work & Learn' Team support individuals across Cumbria who face barriers to securing employment, further training and volunteering opportunities.
If you are looking for work and require a friendly helping hand get in touch.
We offer a variety of ways to support you:

- Multiply (basic Maths initiative)
- RESTART with DWP & G4S
- My Future Barrow & South Lakeland with Cumbria CVS
- Supported Internships
- Learning2Live Preparation for Adulthood

T: 01539 885055
E: employment@right2work.org.uk



Youth Futures

For some young people school years can be challenging and emotionally difficult and we understand that no two young people are the same in terms of their learning and development. Youth Futures provide schools with pastoral support, extra-curricular activities and alternative provisions to promote young people's personal and social development and enable them to have a voice, influence and place in their communities and society as a whole. We work with all young people whatever their personal circumstances and whatever challenges they may be experiencing.

T: 07971 693915
E: mandy.morland@right2work.org.uk



The Furniture Warehouse

Since 2011, Right2Work via The Furniture Warehouse (TFW) have been collecting and recycling unwanted furniture from residents throughout South Cumbria. TFW has a clear focus on recycling, reusing and directing waste away from landfill in partnership with South Lakeland District Council (SLDC). We have a dedicated 'Recycling Centre' where items that are not reusable are broken down and then recycled appropriately. We also provide day opportunities via adult social care and an upcycling upholstery service – both of which have learning & training at their heart.

T: 01539 758008
E: enquiries@oakleatrust.co.uk

To book a bulky waste collection go via SLDC 01539 733 333



Appleby Hub

The Appleby Hub in the heart of the Eden Valley is the place to be when it comes to satisfying any cravings for the best in wholefoods and all things homemade with a wider emphasis on well-being for all. The Hub Cafe is open Wednesday to Saturday, from 10am to 3pm with a menu full to the brim with tasty whole-foods & everything prepared by the Right2Work team (you can also take away Hub made bread and much more). There's also a craft shop full of work from local artisans and a well organised and stocked second hand bookshop run by Appleby Rotary. It's all part of the vision for the centre to be a 'hub' for the local community and for all interests, ages and abilities with a focus on creativity and well-being. The Hub Cafe also offers day opportunities for people with learning disabilities.

T: 07553 358727
E: sarah.jones@right2work.org.uk

For all general enquiries for Right2Work
T: 01539 735025
E: enquiries@oakleatrust.co.uk



INTRO

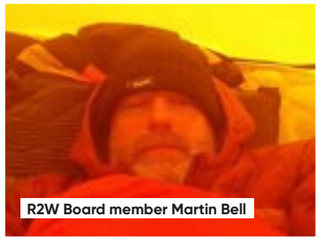
CHAIR: JANE SULLIVAN



R2W Board member Stephen Welch



R2W Board member Helen Starr



R2W Board member Martin Bell

Community – Well-being – Learning

"Community, well-being and learning. These three areas of strategic focus are at the very heart of Right2Work (R2W) and the achievements in this annual report exemplify each and every one of them. As a board, we celebrate another outstanding year where we congratulate R2W on everything they've achieved. The report says it all!

This year our board has welcomed two new members, who bring their knowledge and expertise to the role of non-executive director of a CIC. As chair, I would like to thank all our board members who volunteer their time to ensure that R2W continues to work with regard to its statutory obligations, whilst also meeting its community interests. Once again, the annual report shows that R2W ticks both of these requirements most emphatically.







However, as R2W continues to develop and expand its enterprises, in response to community needs, board members may feel detached and remote to what is happening within the organisation. To mitigate against this, we have trialled the role of Link Director, which brings board members and managers closer together in a supportive manner. We aim to embed this further in the coming year and commit to our own continuing development as directors, gaining more skills and knowledge to support R2W.

So, as another successful R2W year draws to a close, we look excitedly towards another. With our new vision and mission developed, in collaboration with Oaklea Trust, which wraps kindness, support and care around how we enable people and communities to learn, develop and thrive, R2W is set for another successful year ahead.

As it says on the tin, 'We deliver the finest opportunities in the kindest possible way'."



THE FURNITURE WAREHOUSE

AN EMPLOYEE PERSPECTIVE

STEVE RUDD: FROM OAKLEA SUPPORT TO R2W

A Northern soul

Steve joined TFW in Autumn 2021 and has made a big impression.
"Steve Rudd worked within Oaklea community support for over 4 years supporting individuals at TFW. When a vacancy arose within the team Steve was keen to apply as he understood how the project worked and his values aligned with ours. Having successfully gained a post, he brought a fresh approach to the well-established team. He settled in very well and quickly became a valued team member. He has built up a great rapport with our Learners and has brought a variety of skills from his work history which he is able to pass on and encourage the development of those he is working with. Enthusiastic and supportive Steve has been an excellent addition to the team supporting the objectives of the project working well with the rest of the team to make the working environment an enjoyable and productive one for our Learners." *Chris Pantechis, Team Manager TFW*













THE EDEN WORKSHOP

THE EDEN WORKSHOP BEDS IN

This financial year marked the first full year the Eden Workshop became fully embedded as part of the R2W family.

"We dived in with relish with a full schedule of craft & cooking workshops delivered by ourselves and self employed artisans who for many was also their welcome return to work and face to face classes. We had porcelain vases, upholstery workshops, soap making, bag making, weaving on table top looms to name but a few. We set up a self led Knit & Natter group which was free to attend and would meet in the Hub Café – the aim of this was to encourage engagement socially and help prevent further social isolation – the group continues today and social isolation is still very much an issue."
Jane Farkins,
Well-being Tutor and Workshop Lead



Window to the world of crafts

"The Eden Workshop retail space has grown and it is a pleasure to be able to support so many local artisans to provide a shop window for their amazing craft items. We also provide stock for the shop ourselves which accounts for around 70% of sales – this includes upcycling donated furniture with a range of chalk paints kindly donated by international paint company Annie Sloan, craft kits which our learners and team of volunteers assemble, crafts such as bespoke lampshades, wreaths, wall art from ourselves."

Making Friends

The Appleby Hub established Friends of The Hub to assist in the production of items to sell in the shop and sort through donations of craft items. This ticks many boxes – bringing together the community to craft (good for mental wellbeing) and socialise, many new friendships have been made.



No HAF measures at the Hub

The Hub was also selected for the Department for Education's HAF/Cumbria County Council (Holiday & Food Programme) rollout aimed at children on Free School Meals during school holidays. The Hub (and our parent charity Oaklea) continue to be a part of the programme and have a waiting list for places!

"We cannot stress how much of a difference this makes to local families especially those who have children with SEN (Special Educational Needs) who struggle to find activities. It's very humbling to be involved in such a project to see children of all abilities accept each other and achieve goals they never thought possible – climbing higher than they ever thought they would on the climbing wall brought smiles! Our adult learners would sometimes join us on our trips for outside play – Charlotte in particular was a favourite with the little ones."
Jane Farkins



BBO/MY FUTURE

CHANGING LIVES

MY FUTURE
BARROW AND SOUTH LAKELAND

The Building Better Opportunities Programme

My Future Barrow and South Lakeland Project seeks to provide support and work with individuals who are facing multiple and complex barriers to employment and who are furthest removed from the labour market. It helps them move towards and into employment by supporting them to play a greater, more productive role in their communities, demonstrate increased skills and confidence and be much more likely to consider employment or volunteering as a viable prospect.

In the last 12 months the project as a whole has signed up 87 participants, 31 have gone into further training/education, 16 into employment and 35 have moved into job search.
Right2Work as one of 3 partners to the project have signed up 33 participants, 7 have gone into further training/education, 6 into employment and 8 have moved into job search.

Quotes from a range of Stakeholders:

"The aims of our customer goals are always met when we use BBO."

"The BBO MF Project has become an important client for my new business. I have found the staff to be extremely helpful and have enjoyed being able to raise the profile of its work."

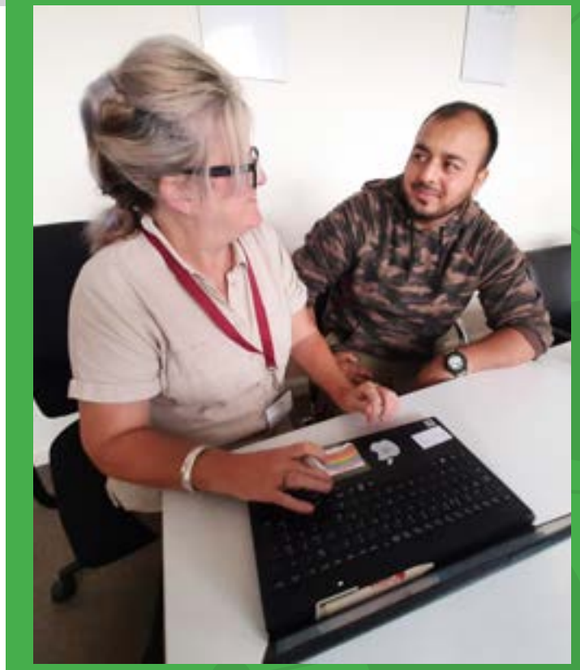
Quotes from Participants:

"The support I received really helped me with my confidence and I have now returned to work."

"I believe I can achieve things in life now. Anything is possible."

"I am excited for what the future holds, my life is unrecognisable from how it was before BBO."

In the last 12 months the project has run 35 events and activities ranging from wellbeing walks, cooking on a budget, visit to the Manjushri Centre, craft activities, alpaca walking, stakeholder and celebration events. An independent calculation carried out in early 2021 suggested an indicative Social Return on Investment of £1: £3.37.



RESTART

RESTART SCHEME

The Restart Scheme team at R2W are off to a great start, out of 16 subcontractors who all work in partnership with G4S; R2W are currently 5th in the league table for securing participants into work and 1st provider for participants sustaining their employment. A great effort by the R2W Restart Scheme team, it just shows that we are helping participants to find the right jobs and jobs they enjoy and can sustain into the future.

WHAT NEXT?

FUTURE PLANS



The Furniture Warehouse

- Investigate possibility of moving premises
- Re-evaluate furniture sales processes

Appleby Hub & The Eden Workshop

- Create a land girls themed garden along with a Hub food stall in the market place

Work & Learn

- To work in partnership with Furness College delivering Supported Internships in line with Project Search offering job coach support for up to 12 learners within Furness General Hospital
- Learning2Live to sign all learners up to an Open Award EL3 in "Employability and Professional Development"

Community Works

- Build customer base to improve sustainability of the business
- Improve the customer experience including reducing waiting times for work to start, reducing the time any job may take and improving communications with customers including use of electronic estimates, invoices and feedback options

Youth Futures

- To work with young people aged 10-19 in the Carlisle region on the COMF (Contain Outbreak Management Fund) contract, a targeted Youth Outreach Programme, supporting children and young people's emotional and mental wellbeing
- To explore a new initiative working with young people aged 16-24 with an Education Health Care Plan, looking at securing funding to support a Futures Choice programme of support to those that are NEET (Not in Education, Employment or Training) or at risk of becoming NEET and require additional support to help with transition to a Further Education programme

Right2Work Board

Implement board development plans to include:

- Role specific CPD (continuing professional development) for existing Directors to ensure training is current and offers Directors support to fulfil their roles
- Support the organisation with its review of its clarity of purpose, vision and marketing strategy to maximise current and future potential business opportunities

FINANCIAL REPORT



"Through the hard work of the Team, Right2Work C.I.C. has not only had a fantastic environmental, educational and societal impact, it has also delivered operational profits after tax of £34,666 for the year ended 31.03.22. This is despite the impact of Covid 19. This year profit will be wholly transferred to reserves, to further support a robust Balance Sheet, setting a firm platform for future growth and development."

Charles Holdsworth,
Finance Manager, Oaklea Group

Trading and profit and loss account for the year ended 31 March 2022

	2022 £	2021 £
Turnover		
Sales	946,209	603,291
Grants and donations	58,193	140,186
JRS grant	14,833	134,456
	1,019,235	877,933
Cost of sales		
Purchases	39,986	19,385
Waste disposal	6,696	1,257
Wages	597,788	543,120
Social security	32,029	31,975
	676,499	595,737
GROSS PROFIT	342,736	282,196
Establishment costs		
Rates and water	1,895	355
Insurance	20,490	15,100
Light and heat	10,786	6,100
Rent	44,807	49,116
	77,978	70,671
	264,758	211,525
Administrative expenses		
Wages	49,444	41,046
Social security	5,143	4,452
Telephone	9,017	8,405
Post and stationery	4,184	2,897
Advertising and website costs	1,172	1,148
Motor and travelling expenses	24,129	14,814
Uniforms and protective clothing	519	1,050
Repairs and renewals	20,858	30,898
Sundry expenses	71,542	30,079
Management charge	5,410	6,492
Legal and professional fees	(2,562)	6,454
Auditors' remuneration	4,250	3,950
	193,106	151,685
	71,652	59,840
Finance costs	4,351	3,540
Depreciation	20,093	13,008
Tax	12,542	3,987
NET PROFIT	34,666	39,305

Partners

- Carlisle College
- Cumbria County Council
- Cumbria CVS
- DWP
- ESF (European Social Fund)
- Furness College
- G4S
- Kendal College
- South Lakeland District Council

Funders

- Awards For All (National Lottery)
- Cumbria Community Foundation
- Cumbria Youth Alliance
- Hadfield Trust
- Project SEARCH

Right2Work HQ including Work & Learn
c/o The Oaklea Trust, Second Floor, East Wing, Station House, Station Road, Kendal, Cumbria LA9 6RY

T: 01539 735025 **E:** employment@right2work.org.uk **or** enquiries@oakleatrust.co.uk

www.right2work.org.uk

The Furniture Warehouse & Community Works
Unit 1, New Yard, Beezon Head, Beezon Trading Estate, Beezon Road, Kendal, Cumbria LA9 6FT **T:** 01539 758008

Appleby Hub & The Eden Workshop
Chapel Street, Appleby-in-Westmorland, Cumbria CA16 6QR

www.facebook.com/Right2WorkEmployment

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www.facebook/applebyhub

instagram/theapplebyhub

www.facebook/CommunityWorks