

Shaping the future

Romsey Mill is up to something! There is a future we imagine, summarised in our vision statement, which is connected to what we care about. That future vision is of “a transformed society in which all young people, children and families fully belong, positively contribute and thrive.”



Established in 1980 by local churches and working in partnership with a range of other organisations, Romsey Mill is a charity with a Christian ethos that is active within various local communities across Cambridgeshire and Peterborough, creating opportunities with young people, children and families to overcome disadvantage, promote inclusion and develop personal, social and spiritual well-being.

Each year we work with hundreds of people, including families needing support and guidance and children and young people at risk. The work of Romsey Mill is long-term and relational. Our team of staff members (19 full-time and 23 part-time) and volunteers (more than 100) are with young people and families facing challenges, supporting them and offering practical and specialist advice and help, creating opportunities with them to learn new skills, grow in confidence and have hope for their future.

The needs we address

Cambridgeshire is a growing county with a resilient economy. It's a great place to grow up, but not if you're poor. There is hidden and dispersed poverty in otherwise affluent areas; over 70% of families in poverty in Cambridgeshire live in less deprived areas, and these children often have the worst outcomes. It is known that children experiencing disadvantage in Cambridgeshire are achieving less well at school than almost anywhere else in the country.

Poverty in Peterborough is higher than the national average with 25% of children in Peterborough living in poverty, compared to 17% nationally. Peterborough's child population is increasing, by 2031 there will be 27% more 10-14 year olds living in the city. A high proportion of our child population are from minority ethnic backgrounds, where English may be a second language.

Challenging circumstances have a significant impact on family life and not all families have the collective resilience to provide for their children when they are struggling. Some young people are young carers and that experience alone can have a dramatic impact on their ability to be able to access the normal everyday activities that other young people take for granted. The same can be said for children and young people with disabilities or learning difficulties.

Many young people at risk face a range of disadvantages and challenges, in homes that may be chaotic and where there is generational unemployment and under-achievement. These challenges impact on young people's identity and confidence. For some, these challenges will also impact on how they see themselves in the future and they will have

developed negative views of their opportunities and potential which can lead to other issues and potential problems.

All families and in particular those experiencing multiple and complex challenges need focused support. It is vital to ensure that parents are encouraged, equipped and enabled and that every child is properly prepared for school, regardless of background or family circumstances.

Romsey Mill is spurred to action by the belief that every young person, every child and every family is loved and has wonderful ability and possibility. No child's or young person's current situation should dictate their future and we are committed to help them to thrive, positively and progressively.

The difference we make

We're working alongside over 2500 young people, children and families each year. To achieve our mission Romsey Mill's current focus includes work with teenage parents, young people with autism, families with small children and young people experiencing vulnerability and/or disadvantage. Romsey Mill employs diverse and innovative methods of engaging with and supporting participants including: group work, 1:1 support, home visits, vocational courses, work in schools, detached youth work, activity-based groups (e.g. urban music, sports), the provision of alternative education, youth clubs, trips and outdoor residential experiences.

Romsey Mill creates opportunities through a long-term relational approach and programmes developed with participants. We enable young people, children and families to learn, develop skills, build resilience, increase confidence, raise aspirations and achieve. Our targeted programme areas are highly responsive to the needs of those who access them:

Youth Development – Every young person has potential but without a steady home environment and positive influences it is easy to go off track and loose direction. We engage some of the most disadvantaged, isolated and at risk young people; through youth clubs and positive activities including sports, creative arts, tailored youth-led projects, trips and outdoor experiences. We help them to grow into their potential by developing skills, self-understanding and confidence. As aspirations are raised, we encourage and enable young people to be ready for further training or work, and to make a positive contribution to their communities.



Additionally, we have developed and deliver highly successful alternative education, through partnership with numerous local schools, providing functional skills courses in Literacy and Numeracy and vocational courses such as Arts Award, uniformed services; catering and sports coaching.



Young Parents – Having a baby can bring joy laughter and new perspectives...accompanied by sleepless nights, lack of confidence and feelings of isolation. Romsey Mill is the lead response in Cambridge City and South Cambridgeshire for young mums and dads aged up to 25 years.

We provide tailored pre and post natal parenting groups, one-to-one support and courses including

Literacy, Numeracy, Arts Award and the self-confidence course, *Shine*.

Our dedicated Young Fathers Worker provides specific support for young dads. We are committed to develop our support in other areas, to equip young parents and their children for a positive future.



Aspire – Children and young people with autistic spectrum conditions (ASCs) are brave, brilliant, creative, funny and amazing. But the challenges they face mean that extra support and understanding is needed to encourage them to reach for their potential. Our autism-specific youth clubs provide a safe, supportive and sensory-friendly environment for young people to be themselves, grow in confidence and to begin to flourish as young adults who have a unique and essential contribution to make to the world.



The programme also provides one-to-one support as well as family advice and guidance including guidance with schools, home life and financial matters. Our team work with the young people to grow life capabilities, enabling

readiness for continuing learning, work and the every-day.

Early Years Care, Education & Family Work – Effective parenting and good early-years provision have a significant bearing on a child's development. Through Romsey Mill's Pre-School settings we encourage children's development and education in their early years and provide information, advice and support to parents of under-5s, addressing the isolation many experience alongside promoting healthy living and positive parenting.

Additionally we create opportunities for connection, community and learning for parents through a range of adult learning and skills groups.



Fundraising

Romsey Mill's current annual income target is £1.2km. Funds are raised from a range of sources including: Trusts & Foundations, Government & Institutional, Local Businesses & Corporate Sector, Individual Donors, Events, Challenges & Community Fundraising, and Earned Income. Our experienced Fundraising Team leads this income generation and works in partnership with the Finance and Account Officer to monitor and manage revenue.

90% of our expenditure is incurred in support of our charitable work with children, young people and families; supplementary expenditure is in the areas of unrestricted fundraising and governance. Direct employment costs are the main item of expenditure, at 73% of our total spend. This reflects the relational approach to our work, as skilled team members support young people and families experiencing a complex range of challenges.

Within the current Fundraising and Communications team and from other roles, currently we have the following staffing capacity:

- Fundraising & Communications Manager (1.0 FTE) – oversees Romsey Mill's work and is actively involved in raising funds and creating and delivering communications alongside other team members.
- Fundraiser: Trusts x 2 (1 x 0.4 FTE; 1 x 0.8 FTE) – focussed on fundraising from grant making Trusts and Foundations and communicating with them to grow and maintain positive partner relationships. Donors, Events, Challenges & Community Fundraising.
- Operations & Resources Manager - who currently gives 1.5 days per week overseeing income generation from Charity Shop and Room Hire
- Programme Manager – who directs a minimum of 1 day per week to developing partnership opportunities with schools and local authorities
- CEO – who directs a minimum of 1 day per week contributing to fundraising from Trusts, Companies, Churches, and Major Donors.

The Fundraiser roles advertised (Partnerships & Events; and People & Communities) offer an exciting and fulfilling opportunity for enthusiastic, mission-minded, people to become valued team members in the operations and development of a creative and compassionate local charitable organisation, making great difference for good with vulnerable young people, children and families in Cambridgeshire and Peterborough.

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