

REGISTERED COMPANY NUMBER: 3674953  
REGISTERED CHARITY NUMBER: 1088934

**REPORT OF THE TRUSTEES AND  
FINANCIAL STATEMENTS FOR THE YEAR ENDED  
31 MARCH 2014  
FOR**

**NEW SANDFIELDS ABERAFAN AND AFAN-  
COMMUNITY REGENERATION**



Bevan & Buckland  
Chartered Accountants  
And Statutory Auditors  
Langdon House  
Langdon Road  
SA1 Swansea Waterfront  
Swansea  
SA1 8QY

## **NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION**

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## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2014. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

#### REFERENCE AND ADMINISTRATIVE DETAILS

**Registered Company number**

3674953

**Registered Charity number**

1088934

**Registered office**

Ty Arian  
Silver Avenue  
Sandfields  
Port Talbot  
Neath Port Talbot  
SA12 7RX

**Trustees**

G Roberts  
D J Gage  
D T Davies  
L Lawrence  
D Edwards  
Mrs F Patel  
Cllr E V Latham  
C F James  
Mrs S K Jones  
T Gare  
Cllr Mrs A Chaves  
Cllr M Jones  
R T Lewis  
J M Stead  
L D Milsom

Chair  
Vice-Chair  
Treasurer

**Company Secretary**

I D Isaac

**Senior Statutory Auditor**

Alison Vickers

**Auditors**

Bevan & Buckland  
Chartered Accountants  
And Statutory Auditors  
Langdon House  
Langdon Road  
SA1 Swansea Waterfront  
Swansea  
SA1 8QY

## **NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014**

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Solicitors**

JCP LLP  
Venture Court  
Waterside Business Park  
Valley Way  
Enterprise Park  
Swansea  
SA6 8QP

##### **Bankers**

Lloyds TSB  
115 Station Road  
Port Talbot  
SA13 1NR

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The organisation is a charitable company limited by guarantee, incorporated on the 27th November 1998. The company was established under a memorandum which established the objects and powers of the company and is governed under its Articles of Association. The company became a charity pursuant to Special Resolutions passed at its Annual General Meeting held on the 27th June 2001 and written resolution dated 26th September 2001. Subsequent amendments widening the area of beneficiaries to include the electoral ward of Aberavon and thereby a name change were adopted dated 29th September 2004 and ratified with a written resolution on the 9th March 2005. In the event of the company being wound up the director trustees are required to contribute an amount not exceeding £10.

On the 3rd of September 2012 AGM, following a year of community consultation the charitable company amended its memorandum and articles of association to include the Constituency of Aberavon in its area of beneficiaries and changed its name. The Changes were registered with the Charities Commission and Companies House during the financial year 2012/13.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Recruitment and appointment of new trustees**

The directors of the company are also charity trustees for the purposes of charity law and under the company's Memorandum and Articles are known as director trustees and members of the Board. Under the requirements of the Memorandum and Articles of Association the members of the Board are elected at the AGM. The Board has adopted bye-laws to allow free membership of the organisation and ensure that of the 18 permitted director trustees 9 will be residents in the constituency of Aberavon and shall comprise one from each electoral Ward, 3 shall be appointed from communities first/NSA Afan Stakeholder meetings and 3 shall be from business.

A councillor from each of the 4 wards is nominated from the council itself and 3 people are appointed from businesses in the area. Any vacancy within the Board is advertised prior to the AGM and appropriate nominations invited from the membership of the organisation or by way of introduction in the case of business nominees.

The Board has appointed a paid Chief Executive Officer who shall direct all operations, business planning, business administration, human resource management, finance and marketing of the company's community regeneration mission.

##### **Mission Statement**

Supporting regeneration to enable a better quality of life for communities.

##### **Vision Statement**

Helping communities work together.

##### **Values**

Public service, leadership, selflessness, integrity, objectivity, honesty, accountability and stewardship.

##### **Induction and training of new trustees**

All Trustees are familiar with the running of the organisation. They meet five times a year in scheduled Board meetings and set the budget for the year and decide on the strategic direction of the company for the ensuing year. New trustees are inducted into their role by the Chief Executive. They have adopted a business plan for the period 2010-2013 as a template. The plan has been produced in association with Dutton Jones Associates and sets out the organisation's goals and seeks to achieve a sustainable future for the organisation, and is currently under review for 2014 – 2017.

Most trustees have participated in a "Charity Trustee Responsibilities" training event which we bought in from Bevan & Buckland. They also are involved in shadowing and mentoring as required.

All trustees are invited to quarterly stakeholder days, where they contribute to a range of subjects including the setting of targets

Trustees are very familiar with the running of all aspects of the organisation by receiving the Chief Executive's report and the minutes of the Senior Management team on a monthly basis.

Trustees conform with all aspects of charity law and a visit in 2006/07 by the Charities Commission review team helped strengthen the charity and the role of its trustees. This is reflected in changes in the Memorandum and Articles of Association with regard to introducing rotation of Trustees for example.

There are various leaflets directly presented to the Trustees explaining the work of the organisation. For example "Who we are and What we do...." (revised annually) and every issue of the community regeneration magazine called "Making Waves". In addition the minutes of the Senior Management team's monthly meetings are sent to the trustees for information on work in progress.

Charity Commission bulletins are always passed directly to trustees for their perusal.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Organisational structure**

NSA Afan has a board of director trustees which meets 5 times a year and are responsible for the strategic direction and policy of the charity. At the year end the Board has 15 director trustees and there are three vacancies. The trustees represent a number of residents and community interests as well as three councillors and those with business and professional backgrounds. The company secretary also sits on the Board but has no voting rights.

As referred to above a scheme of delegation within a management structure is in place and the 'day to day' responsibility for the management and delivery of all programmes, projects and services rests with the Chief Executive Officer who also manages all development, operations, business planning, business administration, human resource management, finance and marketing of the company's community regeneration mission. This is accomplished via a management structure, a senior management team and various finance, funding, development and operations management teams reporting their work vertically as well as horizontally.

##### **Management structure**

A management structure is in place and is referred to as an organisation chart attached to the business plan.

The management structure that is in place is to implement the Communities First Cluster Delivery plan, Community Involvement Plan and the NSA business plan objectives for 2010-2013. The Business Plan was being reviewed at the year end to project business plans for 2014-2017

##### **Related parties**

In so far as it is complementary to the charity's aims, the charity is guided by the Welsh Government's Communities First programme; Its policies on social enterprise; social inclusion and regeneration; lifelong learning and skills and innovation; enterprise and networking. In addition the NPTCBC Community plan and related community strategies that may from time to time complement the charity's objects.

We work in partnership with a number of organisations who have interest in or a base in Sandfields, Aberafan Afan Valley, and the wider Neath Port Talbot and Swansea Bay area and who support residents in all aspects of the quality of their lives. For example, we have provided public support for the Tidal Lagoon Swansea Bay scheme proposed by a Special Purpose Vehicle company of the same name. The Charity has purchased 6 shares in the scheme totalling £4,800 as a demonstration of commitment to clean renewable energy and the potential community benefits of the scheme to residents in the Swansea bay area. The Chief Executive is the Chair of the Active Supporters Group for Neath Port Talbot which comprises over 300 members of the 1,000 supporters across Swansea bay.

##### **Risk management**

Policies are in place and procedures observed in respect of health and safety of our staff, volunteers, and customers at our premises which at 31st March 2014 are:

- Ty Arian, Sandfields, The Headquarters and the headquarters for the Communities First Programme in Sandfields and Aberavon
- The Community Development Centre, Bevin Avenue
- Demountables and brick workshop at the STRIDES Alliance premises, St Helier's Drive, SA12 7BE
- Rhodes Avenue, Aberafan, former changing rooms (IT Recycling Centre)
- NSA Afan Employability Academy (former Dalton Road, NPTCBC, Community Centre)
- In 2013 the charity purchased the Conservative Club in Glyncorrwg with the aim of renovating it for community benefit and to establish a community renewable energy centre for the Afan Valley.

All necessary policies for employing staff are in place and these are reviewed annually. Two or more policies are reviewed at each board meeting. Each member of staff has been issued with an employee handbook which sets out personnel policies.

## **NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014**

#### **OBJECTIVES AND ACTIVITIES**

##### **The activities of community regeneration within NSA Afan**

#### **A NEW COMMUNITY REGENERATION ORGANISATION**

In September 2012 NSA Afan was legally constituted by the coming together of two organisations: NSA and The Upper Afan Forum. We now cover the electoral constituency of Aberavon. From the Upper Afan in the North to the Sandfields and Aberavon in the South. The new community regeneration company is committed to long term sustainable community regeneration.

The Board comprises residents with community, social, political and business interests from the villages of Gwynfi, Glyncoirwg, Croeserw, Cymmer and Duffryn as well as the community of Sandfields and Aberavon. It has registered a new name for its main charitable operations: "New Sandfields Aberafan and Afan - Community Regeneration". Its working Title is: "NSA Afan". It also has a Trading Arm: "New Sandfields Aberafan and Afan (Community Trading) Ltd." All changes have been registered with the Charities Commission and Companies House.

The work of the new organisation is to continue its Community Regeneration strategy through its Lead Delivery Body role delivering the programme of the Communities First Cluster for Sandfields and Aberavon. At the same time the new organisation will deliver a community asset development strategy for the Upper Afan that will lay the basis for providing community regeneration opportunities and facilities that will enable engagement with the community based on their expressed and perceived needs.

#### **BUSINESS AS USUAL FOR THE MAIN PROJECTS AND PROGRAMMES**

##### **Our projects and services.**

#### **Communities First**

2013/14 was the commencement of year 1 of the newly formulated results based CF Cluster programme. 2012/13 resulted in the conclusion of the previous Welsh Government's Communities First funding programme that had been in place since 2001

A team of 11.5 WTE (Whole Time Equivalent) staff now delivers 18 projects and engaged with 1,347 people in its first year. The new CF programme has 3 themes: Prosperous Communities, Learning Communities and Healthier communities.

The new results based scheme aims bring together all stakeholders in communities to ensure that Communities First targets are met, by means of programme bending. NSA Afan's existing projects will be incorporated into the Community delivery plan and all stakeholders will be responsible for meeting those objectives via a Community Involvement Plan which is part of the criteria for the new funding applications. In January 2013 NSA Afan were informed that they had been awarded the LDB status for Sandfields and Aberavon.

#### **The activities of community regeneration within NSA Afan**

In September 2013 NSA Afan celebrated its first anniversary as the combined charitable organisation 'helping communities work together'.

It retains an interest in properties that are community assets capable of being converted for community use.

## **NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014**

#### **Communities First programme 2013-2015.**

NSA, as it was in 2012, submitted its application to be the Lead Delivery Body for the top 10% most disadvantaged Lower Super Output Areas (LSOAs) in the new Communities First Futures programme in the Spring of 2012. NSA has delivered the Communities First programme in Sandfields Aberavon since 2002 as the Grant Recipient Body.

Three Wards have been divided into twelve Lower Super Output Areas (LSOA's) in the Welsh Index of Multiple Deprivation (WIMD) 2011. Eleven of the twelve have Communities First status. Seven of the twelve are in the top 10% most deprived LSOA's in Wales. The area of benefit has a total population of almost 24,000, which encompasses 7,982 households. 24.8% of the population is over sixty years of age. 32.8% have a life-limiting long term illness. 49.65% have no qualifications. 35.8% are claiming some kind of income related benefit. These are NSA's baseline statistics for the next phase of programme funding. It will now be assessed by means of Results Based Accountancy (RBA) and match funded by NSA Afan.

The new results based scheme aims bring together all stakeholders in communities to ensure that Communities First targets are met by means of programme bending. NSA's existing projects will be incorporated into the delivery plan and all stakeholders will be responsible for meeting those objectives via a Community Involvement Plan which is part of the criteria for the new funding applications. In January 2013 NSA Afan were informed that they had been awarded the LDB status for Sandfields and Aberavon.

#### **NSA Afan Communities First activities 2013/2014**

NSA Afan is the Lead Delivery Body (LDB) for the Welsh Government Communities First programme in Sandfields and Aberavon. This report is a reflection of our activities contained in our Cluster Delivery Plan and the progress made during the period of 1st April - 31st March 2014.

The Communities First programme has three themes;

- **Prosperous Communities**
- **Healthier Communities, and**
- **Learning communities.**

Under each theme we delivered a number of activities in **18 projects** throughout the year, which are match funded via NSA Afan the LDB for the area, rather than Welsh Government funding us to deliver them. We feel that this way of working ensures best value for money.

Throughout this year we have engaged with **1,357 people** through our delivery plan alone; people from the targeted customer groups as agreed with the communities first regional directorate.

#### **Prosperous Communities**

Under this theme we delivered **ten projects**. These included;

##### **NSA Afan employment related courses and employment support**

Within this project we delivered Agored Cymru units and City and Guilds qualifications, to people on income and employment related benefits, as a means to getting them work ready and into employment or further learning. We also offered job search and interview techniques to participants. Over the year the team engaged with 141 individuals, with 134 gaining an employment related qualification and 28 entering employment.

##### **NSA Afan Employment Academy**

NSA Afan acquired a 50 year lease from NPTCBC for Dalton Road Community Centre and with the help from a Community Asset Transfer (CAT) grant from Big Lottery NSA Afan were able to renovate it and develop it into an Employment Academy offering courses and Job search to people on income and employment related benefits. Over the year the team engaged with 53 individuals, with 20 gaining an employment related qualification and 5 entering employment.



## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### **NSA Afan Youth Employment Skills and support project**

Within this project we delivered Agored Cymru units and City and Guilds qualifications, to people young people aged 16-24 who are Not in Employment, Education or Training (NEET), as a means to getting them work ready and into employment or further learning. We also offered job search and interview techniques to participants. Over the year the team engaged with 60 individuals, with 40 gaining an employment related qualification, 18 entering further education and 54 actively seeking work.

#### **NSA Afan PCCARE**

This activity offered community ICT services, delivered IT training and a re-use and recycle scheme to the Cluster. The team engaged with 86 individuals, all of which reported to have gained basic IT skills, 68 more confident in using a computer and 68 being able to access IT Services.

#### **NSA Afan Financial Inclusion Project**

This activity offers an accredited course that helps people on income or employment related benefits and 16-24 year old NEETS, look at issues around good financial management, such as managing a monthly budget, standing orders/direct debits, interest rates, sensible online shopping etc. During this year the team have worked with 25 individuals, of whom 22 reported to have improved financial literacy/capability and 24 were able to develop a weekly budget.

#### **NSA Afan Credit Union Project**

NSA Afan offer credit union collection points in a number of our venues to promote saving and sensible lending.

During this year 26 individuals joined the credit union, with 14 saving regularly.

#### **NSA Afan Volunteering**

With this activity the team worked with local people to encourage them to take part in volunteering events/projects in the community. These included; the Beach Festival, Christmas Festival and Community Garden at the NSA Afan Development Centre. During this year 33 individuals volunteered.

#### **NSA Afan Volunteering/Work Placement Project**

This project was designed to work with people aged 16-24 who are NEET and people on income or employment related benefits and engage them in volunteer/work placements either with NSA Afan or in partner organisations. During this year the team engaged 48 people, of which 25 people reported to be regularly volunteering.

#### **NSA Afan Youth Clubs**

We continue to deliver two youth clubs in the community. SA12 Youth Club is run from St Marys Church on a Tuesday and Thursday, 6.30 - 8.30 pm and Igloo Youth Club runs every Monday and Wednesday at NSA Afan Development Centre 5.45 - 7.45 pm. During the last year the clubs have engaged with 235 young people.

#### **NSA Afan Youth Diversionary Activities**

During this year, we held a number of events during school holiday periods, in the Aberavon area. We held events during the summer holiday period and engaged with 276 young people from the Community. We also held a Halloween event where we engaged with 148 young people.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### **Learning Communities**

Under this theme we delivered **four projects**. These included:

##### **NSA Afan School Link Officer Project**

NSA Afan employs a School Link Officer that works within Sandfields Comprehensive School. During this year the role of the Link Officer has been to work with and support those young people most likely to disengage from school. He has also held daily Drop In sessions for young people within the school and also supported them through afterschool homework clubs. This year the Link Officer engaged with 88 young people within the school, 70 of which reported to feel more positive about school and 15 improved in school.

##### **NSA Afan Development Centre Courses**

This activity targeted people aged 18-19 not entering higher education, People aged 16-24 who are Not in Employment, Education or Training and adults aged 25 plus with no qualifications to engage them in adult education courses. During the year 84 people were engaged, 67 of which gained a qualification and 8 progressed onto a higher qualification.

##### **NSA Afan Development Centre Outreach**

This activity enabled us to offer a range of outreach services, specifically for people aged 18-19 Not entering higher education, People aged 16-24 who are Not in Employment, Education or Training and adults aged 25 plus with no qualifications. During this year 48 people attended the outreach services with 6 progressing to a higher qualification.

##### **NSA Afan Literacy and Numeracy**

We offered literacy and numeracy city and guilds accredited courses to people aged 18-19 Not entering higher education, People aged 16-24 who are Not in Employment, Education or Training and adults aged 25 plus with no qualifications. 50 individuals were engaged, with 25 gaining a qualification and 7 progressing to further learning.

#### **Healthier Communities**

Under this theme we delivered **four projects**. These included;

##### **NSA Afan Youth Physical Activity Programme**

We offered sports coaching sessions one evening a week to young people from the Cluster. We engaged with 68 young people during this year.

##### **NSA Afan Community Group Support**

The groups supported are based at the NSA Afan Community Employment Academy at Dalton Road in Sandfields East. 62 individuals were engaged with 61 of those reporting to have increased their physical activity levels.

##### **NSA Afan Youth Healthy Eating Project**

We held healthy eating cooking sessions with young people in our youth clubs to help them make better, healthier choices with their food. We engaged 42 young people in the 4 sessions held.

##### **NSA Afan Food Co-op**

The team run a food co-op from the NSA Afan Development Centre of a weekly basis, offering fresh fruit, vegetable and eggs at an affordable price. 45 people were engaged in the project over the year.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### Community Involvement

A key part of the Communities First Programme is Community Involvement. The team developed a Plan and its purpose was: 'To encourage the residents of Sandfields and Aberavon to become involved in all aspects of the Communities First Programme in their area. To be involved in decision making, planning, delivery, monitoring and evaluating of the Cluster's activities and community involvement plan'.

During the year the team held a number of events to engage the community and involve them in the design, development and delivery of projects and activities. Examples of events we offered include:

**Yummie Mummies and Little Rascals:** 12 referrals from the Hair and Beauty Workshop and the Hair and Beauty Mentor attended this event in the NSA Development Centre. The purpose of the event was to engage with the Community and show the participants how to best capture precious moments with their young ones using the camera.

**Glamour Pamper Party:** To engage with members of the community to promote engagements onto our workshops and to also raise money for local charities - over 60 residents attended and £210 was raised for charity.

**Craft Day:** A craft day was also held where the NSA STRIDES Alliance team engaged with over 30 adults while their children were kept busy making paper 'pom poms', glitter tattoos, demonstrations in hair styling, making up wooden door plaques with names, face painting and jewellery making.

The NSA Afan Communities First team held the **14th Annual Aberavon Beach Festival** on Saturday, 6th July 2013 on the Aberavon Seafront. Organised and delivered by local residents with support from the C1st Learning Engagement Officer, the festival attracted an estimated 10,000 people. With the primary focus to promote local services and activities, the event catered for all ages with attractions ranging from a Multicultural marquee organised in partnership with local volunteers the Port Talbot Tigers, a mountain bike track in partnership with Cognition/Mountain Bike Wales, a crafts marquee, exhibitions marquee, fairground and much more. Our STRIDES Alliance project engaged with 14 new beneficiaries as a result of this successful event. As previously mentioned, the festival is organised by 9 hard working and committed residents who meet throughout the year to develop community events such as the Beach Festival and Christmas Festival.

The Communities First team held a **Macmillan Coffee Morning/Learn Direct Open Day** at the Community Development Centre, Bevin Avenue. The event aimed to encourage local residents to engage with the centre enabling them to find out what activities and services are available to them at the facility. Furthermore, it was an opportunity to fundraise on behalf of a worthwhile cause. Additionally, the Communities First team worked in partnership with NPT College to have a Learn Direct Open day to promote the range of courses available to our residents. 2 people signed up to the course as a result of the open day. Our partnership NPT Homes also attended to promote their services to their tenants.

#### Conclusion

This has been an extremely rewarding and successful year which has seen a great deal of community engagement and progression through our activities. We have provided innovative interventions throughout our Cluster and the response we receive from our participants has proven invaluable. The feedback we receive from the community has shaped our refreshed Delivery Plan and we look forward to another successful year in 2014/2015.

## **NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION**

### **REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014**

#### **NSA Afan STRIDES Alliance.**

NSA STRIDES Alliance is a joint NSA Afan and ESF-funded project providing accessible accredited learning for individuals to support them in reducing barriers into further learning and/or employment. Although based in the heart of Sandfields the project engages with residents across the whole of Neath and Port Talbot. The team now deliver more than 22 accredited topics into which literacy and numeracy is embedded. NSA Afan STRIDES Alliance delivers qualifications via Agored Cymru and City and Guilds ranging from entry level for the very beginners through to level 2. The Literacy and Numeracy City and Guilds level 2 is equivalent to a GCSE grade A - C which will enhance any CV when applying for employment. To overcome barriers in accessing the NSA Afan STRIDES Alliance workshops the project provides free childcare, subsidised travel and lunch for all participants. Qualifications are available in:

- Business Administration/Office Skills
- ICT
- On line Basics
- Hair and Beauty
- Construction related skills
- Female DIY
- Literacy and Numeracy
- Money Matters / Healthy Eating on a budget
- Customer Care/Customer Service
- Volunteering for Employment
- Employability skills
- First Impressions - for male and females on self -presentation for interviews and employment
- World of Work - understanding payslips, national insurance, tax codes, P60s, P45s, pensions
- Specific support for young people between 16 and 24 years old is provided by one to one support in applying for Job Growth Wales placements where the young people undertake six months paid employment with companies and gain invaluable work experience which can be included on CVs increasing sustainable job opportunities.

This year our outcomes are:

- Engagements into the project 644
- Participants gaining employment 171
- Participants entering further learning 160
- Participants gaining a positive outcome 303
- Participants gaining a minimum of one QCF qualification 574

One of our Hair and Beauty participants, Roxanne Jones completed the qualifications with NSA Afan STRIDES Alliance and went onto Afan College to complete a NVQ Level 2 in Beauty Therapies. Roxanne continued to volunteer for NSA Afan STRIDES Alliance and was nominated for Volunteer mentor of the Year 2013. Roxanne won the award and was presented with her trophy in May 2013.

#### **NSA staff giving back to the community.**

The NSA payroll giving Small Grants Scheme, run voluntarily by staff, again proved popular with small community Groups. NSA Staff give up a few pounds a month with tax relief to help the community in their own way for which they are to be congratulated. Over £2,000 again was given as direct grants to community organisations.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### NSA Afan PCCARE

##### 1st April 2013 - 31st March 2014

NSA Afan PCCARE project is a Social Enterprise of NSA Afan, offering IT Support and Solutions to community members, groups and local businesses within the Swansea Bay Area.

The project currently manages the IT needs for the whole of NSA Afan including its many projects, the project also delivers support to 10 Get IT On Centre across Pŵys, Carmarthenshire, Bridgend and Neath Port Talbot and a number of local businesses which include the Aberavon Beach Hotel, J.E.S Ltd and Premier Pipelines to name a few. We also provide an NPT Credit Union Collection Point 3 days a week, run by our volunteer.

The project operates with three distinctive aims, **Digital Solutions, Digital Inclusion and Community IT Reuse Scheme.**

**DIGITAL SOLUTIONS - NSA Afan PCCARE** provide a number of services, including repairs, upgrades, call out service, dedicated support contracts, web and graphic design and specialist tailored training.

**Community IT REUSE - NSA PCCARE** specialises in the re-use and recycling of otherwise redundant ICT equipment. PCCARE is a registered Microsoft Authorised Refurbisher and WEEE compliant ICT Refurbisher and recycler of redundant ICT equipment, and a registered lower tier Waste carrier.

In particular, we offer a "one stop shop" for the asset management of redundant ICT equipment. This work is carried out at Rhodes Avenue. Due to the large amount of redundant ICT Equipment the project reuses / recycles, we were able to provide numerous volunteering opportunities for people looking to up-skill.

NSA Afan PCCARE currently work with Seren, Careers Wales, Swansea CVS, NPT CVS, Groundworks, Swansea University, Dawn Group, various Schools and many more in the Asset Management of Redundant ICT Equipment which is refurbished when possible and re-distributed back into the Community, under our Affordable Computers for the Community Scheme.

#### DIGITAL INCLUSION

We also deliver and develop Social Programmes for individuals from diverse backgrounds with limited or no IT access, including helping participants to engage with digital technology. NSA Afan PCCARE provides volunteer, work and school placements to all, providing a insight and real working environment within the ICT Field. The project also provides FREE training to the Community.

#### COMMUNITY REUSE

- **7.6 Tonnes** of Computers and IT Related Equipment collected from various sources across South Wales.
- **29** Computers reused within NSA Afan to deliver courses and run Job Clubs.
- **127** PC's / Laptops reused back into the community.
- **4** PC's Donated free to Barod.
- **4.9 Tonnes** IT Waste ethically recycled.

#### DIGITAL SOLUTIONS

- **761** Community Repairs completed.
- **287** Internal IT Jobs Completed
- **50** Dedicated IT Training sessions delivered.
- **8 Websites** created and maintained including Port Talbot Cymric Choir.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### **NSA Afan Community Development Centre**

The NSA Afan Community Development Centre is a project housed in the heart of the Sandfields Estate providing accessible activities for learning, employment, health, environment and youth. The centre's current activities reflect the needs of the community with a diverse range of activities such as adult community learning courses delivered in partnership with Neath Port Talbot Lifelong Learning Service, Neath Port Talbot College, Swansea University's DACE department, WEA and Welsh for Adults. The centre also provides outreach facilities for organisations aiming to provide accessible support and guidance to our residents.

The Centre facilitates a twice weekly youth club, a weekly Food Cooperative and the U Grow community garden.

#### **Lifelong Learning Courses**

The NSA Afan Community Development Centre facilitates a range of Adult Learning Courses in partnership with training providers. Courses range from confidence building to the Foundation Certificate in Humanities providing something for everyone.

Outreach Partners provided with facilities include:

Want 2 Work, Pupil Parent Support, Youth Offending Team, NPT Learner Support Services Life and Motion, Police Surgery, Workways, Action for Children

#### **Food Co-op. (Sandfields Food Shack)**

In its second year the Food Shack - food co-op, run by volunteers continues to provide fresh, healthy, affordable food in good value packs of fruit, veg, salad, stew and stir fry at £3 each. Customers take the opportunity to not only purchase the produce but also recipe cards, health information and an opportunity to socialise with each other whilst accessing information on other services available at the centre.

#### **U GROW Community Garden**

Our community garden increased its size and now includes a large nectar bar producing flowers, strawberries, spinach, herbs with lots of ideas and enthusiasm. Our team of volunteers continue to maintain our garden and deliver open days. The Sow Happy Easter saw 90 people enjoy a range of activities. Volunteers also participated in field trips, training and achieved First Aid certificates. People tell us they feel better for spending time in our garden. With additional funding from Environment Wales we are looking forward to seeing the continuing growth of the garden and those that use it.

#### **Key Achievements:**

- 52 Courses have been held at the centre this year (increase on previous year despite cutbacks with training providers)
- Funding Secured through Environment Wales for phase 2 of the U Grow Community Garden
- 6 Events have been organised by staff and volunteers with over 11,000 people engaged (Annual Beach Festival, Christmas Festival, Wiggles Wings and Wood, Sow Happy Easter, Garden Potting Party, McMillan Coffee Morning)
- 18 Students achieved the First Aid at Work Level 2 Certificate
- The centre supported the first ever Yellow Wales Personal Development and Skills Training Course for young people with challenging behaviour in Neath Port Talbot
- 2 of our participants have progressed onto a degree course at Swansea University
- 2 Field trips with volunteers to the National Botanical Gardens of Wales - Completed training in Growing in Small Spaces and Growing Unusuals
- Developed a relationship with WEA to provide accredited courses for both the employed and unemployed.
- Developed and maintained a weekly U Grow garden blog on Port Talbot Magnet site.
- Approximately 1500 Facebook Friends

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### **EMPLOYMENT ACADEMY - Dalton Rd.**

The building was originally due to close and services in this area would have come to an end. The building was dilapidated, cold, draughty and unwelcoming. In addition to this there was very little insulation and there were no controls over the heating system. The outside of the building was run-down and was visually unappealing to building users, passing traffic and neighbours

Having been funded by the **Big Lottery Community Asset Transfer Fund** the building is now energy efficient, warm, bright and welcoming and building users inform us that it is a pleasure to spend time here.

The externals of the building has been totally reformed with landscaping, new fencing, brick paving, raised beds with new planting, additional car park spaces, new windows, concrete repairs with modern decoration and highly visible signage. We will continue with this progress by advertising and marketing the building and its services and increasing the footfall and revenue.

The 50 year lease for the building from the Local Authority was signed on the 10th January 2013 which was 6 months later than previously anticipated. This is due to the fact that there were 6 parties involved and the discussions were protracted. Construction began in February 2013 and completed at the end of August in that year. The building was opened by Jeff Cuthbert AM (**Minister for Communities and Tackling Poverty**) on September 2nd 2013.

The delays in opening the building have not affected our achievement of other project outcomes as all targets have been met or exceeded. Construction costs were in line with our original estimates.

360 people have attended courses in the centre between September 2013 (Centre Opening) and 31st January 2014. Courses include:

- **CV +** A course where participants create/update CVs along with a covering letter and update onto a newly created or existing Government Gateway Account.

- **On Line Basics** A QCF Qualification which includes managing on line accounts, navigating through web pages, uploading and downloading documents/information and using Universal Job Match (DWP).

- **Financial Awareness and Cooking on a Budget** An accredited course which includes managing on a monthly budget (Universal Credit where benefits will be paid on a monthly basis), interest rates, loans explained, sensible shopping, direct debits and standing orders. The course also includes a shopping trip to purchase healthy food and cook a nutritious meal within the allocated budget. On successful completion of the course participants are given a £3 food voucher to use in the NSA Afan food coop.

- **Literacy and Numeracy** A course which can begin at pre-entry level through to level 2. NSA Afan is an Agored Cymru and City and Guilds registered centre. The City and Guilds level 2 is equivalent to a GCSE grade A - C. This enhances a CV for participants who did not reach this level during school. This course also supports parents who wish to read to their children as well as support them with their homework.

- **Employability Skills through Literacy and Numeracy** Literacy skills are developed by writing a CV using Agored Cymru units in spelling, grammar and writing in paragraphs. Communications skills are achieved by developing listening and speaking skills via mock interviews and ICT skills are developed through another Agored Cymru unit called Basic ICT.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

- **Continuous Professional Development** A course which is a progression from the On Line Basics qualification where participants can put into practice what they have learned. It includes, applying for employment on line, completing paper based qualifications, tailoring CVs to specific employment opportunities, mock interviews and in work support.
- **Hair and Beauty** this course delivers hands on accredited NOCN qualifications in: Styling Hair, Nail Care, Skin Care, Make up application, manicures, pedicures and waxing. This course is aimed at developing self-presentation, personal hygiene and pride.
- **Drop In ICT Courses** where participants can drop in for specific ICT needs.

#### **Four new activities have commenced in year 1:**

**Flying Start** is a Welsh Government funded scheme focusing on early years intervention for expectant parents, parents and their families in deprived areas. They provide on a number of interventions including ante natal sessions, speech therapy, child care provision, mother and toddler support groups and basic literacy and numeracy for the parents.

**Slimmer's World** a support organisation which helps people who want to lose weight, and are looking for a healthy eating plan and the right kind of friendly support.

#### **Neath Port Talbot Credit Union**

Neath Port Talbot Credit Union is a community-based financial co-operative that provides straightforward, affordable financial services to a growing number of people in Neath Port Talbot. Each member makes regular payments into a range of savings accounts - this fund then provides the basis for preferential rate loans.

#### **Want to Work**

Want2Work builds upon the Department of Work and Pension's (DWP's) key labour market programmes for economically inactive individuals supporting those individuals into employment.

#### **New Services:**

- Participants are receiving qualifications in financial literacy which enables them to better manage their monthly incomes in line with Universal Credit.
- Employability qualifications enable participants to actively seek work via new DWP initiatives.
- Shopping and healthy cooking on a budget. Participants receive mentoring on sensible shopping and how to cook a healthy meal on a limited budget.
- Literacy and Numeracy mentoring: From pre-entry level through to City & Guilds level 2.
- The NSA Afan Employment Academy's reception and café are used to provide work placements and volunteering opportunities with refreshments and training opportunities.
- **Want To Work**: A DWP/JCP project which provides support for people on health related benefits or no benefits at all.
- **Slimmer's World**: a support organisation which helps people who want to lose weight, and are looking for a healthy eating plan and the right kind of friendly support.
- **Flying Start**: is a Welsh Government funded scheme focusing on early years intervention for expectant parents, parents and their families in deprived areas. They provide on a number of interventions including ante natal sessions, speech therapy, child care provision, mother and toddler support groups and basic literacy and numeracy for the parents.
- **Credit Union**: Neath Port Talbot Credit Union is a community-based financial co-operative that provides straightforward, affordable financial services to a growing number of people in Neath Port Talbot. Each member makes regular payments into a range of savings accounts - this fund then provides the basis for preferential rate loans.



## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### Existing Services at Dalton Road:

- PC Care: is a digital inclusion project providing affordable ICT support and equipment to the community. It also provides a reuse and recycle facility for the community and placements for trainees.
- PACE: A national exercise referral scheme which promotes physical activity in those that are currently inactive or have certain medical conditions.
- Port Talbot Karate Club: providing physical activity and martial arts training for people of all ages.

By keeping the building open NSA Afan has continued to provide facilities for three existing tenants which serve the community:

- Mencap, St John Ambulance and Port Talbot Horticultural Society

NSA Afan has leases and service level agreements with the following organisations:

- Mencap
- St John Ambulance
- Port Talbot Horticultural Society
- PACE
- Slimming World
- Flying Start
- Karate Club
- Credit Union

NSA Afan were closely involved with Neath Port Talbot County Borough Council in planning and transferring the asset. The project is supervised by NSA Afan's Board which is made up of Community Members, Local Councillors and Business Representatives.

#### Planning ahead - Community Asset Development

We recognise that Community Development and Regeneration takes time and there are no short cuts to achieving quality applications for funds and quality schemes addressing people's needs. We recognise that we are involved in a marathon and not a sprint towards overnight successes that seem to appear from no-where. We base ourselves in the heart of the community and make our facilities accessible to all. Using its Business plan from 2010 - 2013 as guide to action future community development, NSA Afan has set about implementing its Community Asset Development programme. Whilst the economic and political environment is dominated by Government austerity measures which has a major impact on grant and programme monies for tackling poverty and economic inactivity in communities, we never the less continue to aspire to achieve high standards in Communities First programme delivery and in our Strides Alliance project which is coming to its final period under the convergence programme. With the experience gained in the past 9 years of WEFO funding we aim to place ourselves for consideration in the regional delivery of Strides Alliance across South West and Central Wales.

As an organisation at the heart of the community we continually assess our ability to deliver solutions based on the needs of the community. For an organisation that works directly with community members it is important that we build a community asset base in order to deliver fit for purpose activities in fit for purpose premises.

In order to give full expression to our work in the Afan valley we have acquired the former Conservative Club in Glyncoed with the aim of establishing a centre that combines community use with expertise in renewable community schemes. We are exploring the options for a Hydro scheme in the Corrwg Fechan river alongside the Conservative Club renovations.

We have expressed an interest in taking up an offer of taking out a long lease on the Bryn Siriol Building in Cymmer Afan with the aim of combining a heritage centre with Tourist accommodation options.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### ACHIEVEMENT AND PERFORMANCE

##### **NSA Afan and the Environment. PV4Free. -**

The Solar panel arrays approached their first anniversary and proved a big success in both reducing carbon generation, saving on day time electricity consumption and generating a positive return to NSA Afan's community regeneration work. We now have 60 properties who participate in our PV4Free Scheme which helps reduce fuel poverty providing free daytime electricity. The loans obtained to install the solar panel arrays are being serviced by Feed in Tariff payments under the Government back scheme by the electricity providers.

**Making Waves** - Established in 1999 and now in its 41st edition, Making Waves describes the work of NSA Afan. A community magazine created and published by NSA Afan which is distributed to 9,000 households within Sandfields and Aberavon. Two issues were distributed throughout the year explaining the work of NSA Afan with Communities First, especially the work of the NSA Afan SAVE Committee of committed volunteers who organise the NSA Beach festival and community based Christmas festivals.

**Communities First** -The aims and objectives of NSA Afan are, in all aspects, comparable with the objectives of Communities First. Each Communities First area is required to produce a Cluster delivery plan and a community involvement plan that sets out what their community wants and how that will be achieved. Every plan should cover themes identified by both the Welsh Government and the community. The main themes are now **Prosperous Communities, Healthier Communities, and Learning communities.**

**Partnership working** - The main areas of charitable activity for NSA are: community events, the provision of employment training, post 16 community education courses, advice, information and support. Asset development also takes place to provide facilities for projects that tackle the needs identified in the NSA Business Plan 2010-2013. Partnership working is an important area of our work with youth providers, NPT Adult Community Learning, Sandfields Comprehensive School and many other agencies who are voluntary or statutory agencies who are working in the community. We are a member of the Development Trust Association Wales and work with organisations with similar aims and objectives throughout Wales. We are affiliated to the NPTCVS the voluntary sector umbrella organisation.

##### **Investors In People (IIP)**

Having been a recipient since 2005 the organisation achieved Investors In People 'Gold' award during the year and this was confirmed in October 2013. We extend our appreciation and thanks to all who participated in the Gold Award process. Staff and Trustees were interviewed and evidence provided to reach the standard. We were informed that we had met and exceeded this internationally acclaimed award.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2014

#### FINANCIAL REVIEW

##### Reserves policy

It is the policy of the organisation to maintain unrestricted and designated funds to ensure sufficient reserves to meet six months of future running costs. At this level the Board are confident that they would be able to continue with the current activities in the event of a significant drop in funding.

To date a sum of £17,742 is held in general reserves, a sum of £260,920 is held in designated reserves to cover future running costs, a sum of £30,000 set aside for employer pension provisions for obligations to occupational pensions for staff and those who wish to join the Pensions Trust Defined Contribution scheme, and £338,047 has been set aside to cover future capital expenditure.

The company has adopted a death in service scheme as part of its pensions obligations to staff and during 2009/10 the company converted to a modified pension scheme via a money purchase scheme called Series 4 within the Pensions Trust on 1st October 2009.

The present level of reserves falls significantly short of the target. Although the strategy is to continue to build reserves through unrestricted income generation. The Board is well aware that it is likely to take at least another 4/5 years before we reach the target for reserves.

In the meantime the Board has a strategy to manage both restricted and unrestricted income with prudence and controls are in place to keep expenditure to a minimum and to agreed levels only. A policy is in place for financial regulations and for levels of authority to spend within the two Directorates.

#### STATEMENT OF TRUSTEES RESPONSIBILITIES

The trustees (who are also the directors of New Sandfields Aberafan and Afan- Community Regeneration for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**NEW SANDFIELDS ABERAFAN AND AFAN-  
COMMUNITY REGENERATION**

**REPORT OF THE TRUSTEES  
FOR THE YEAR ENDED 31 MARCH 2014**

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

**AUDITORS**

The auditors, Bevan & Buckland, will be proposed for re-appointment at the forthcoming Annual General Meeting.

**ON BEHALF OF THE BOARD:**

  
.....  
G Roberts - Trustee

Date: ..... 17/9/2014

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

We have audited the financial statements of New Sandfields Aberafan and Afan- Community Regeneration for the year ended 31 March 2014 on pages twenty one to thirty three. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of trustees and auditors**

As explained more fully in the Statement of Trustees Responsibilities set out on page seventeen, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

### **Scope of the audit of the financial statements**

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the Report of the Trustees to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

### **Opinion on financial statements**

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2014 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### **Opinion on other matter prescribed by the Companies Act 2006**

In our opinion the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements.

## REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.



Alison Vickers (Senior Statutory Auditor)  
for and on behalf of Bevan & Buckland  
Chartered Accountants  
And Statutory Auditors  
Langdon House  
Langdon Road  
SA1 Swansea Waterfront  
Swansea  
SA1 8QY

Date: .....

17/9/2014

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2014

|  |       | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2014<br>funds<br>£ | Total<br>2013<br>funds<br>£ |
|--|-------|----------------------------|--------------------------|-----------------------------|-----------------------------|
|  | Notes |                            |                          |                             |                             |
| <b>INCOMING RESOURCES</b>                            |       |                            |                          |                             |                             |
| <b>Incoming resources from generated funds</b>       |       |                            |                          |                             |                             |
| Voluntary income                                     | 2     | 8,168                      | -                        | 8,168                       | 18,243                      |
| Investment income                                    | 3     | -                          | -                        | -                           | 552                         |
| <b>Incoming resources from charitable activities</b> |       |                            |                          |                             |                             |
| Regeneration project                                 | 4     | <u>569,474</u>             | <u>1,427,620</u>         | <u>1,997,094</u>            | <u>1,550,590</u>            |
| <b>Total incoming resources</b>                      |       | <b>577,642</b>             | <b>1,427,620</b>         | <b>2,005,262</b>            | <b>1,569,385</b>            |
| <b>RESOURCES EXPENDED</b>                            |       |                            |                          |                             |                             |
| <b>Charitable activities</b>                         |       |                            |                          |                             |                             |
| Regeneration project                                 | 5     | 486,116                    | 1,204,683                | 1,690,799                   | 1,440,065                   |
| Governance costs                                     | 6     | <u>18,321</u>              | <u>1,631</u>             | <u>19,952</u>               | <u>17,107</u>               |
| <b>Total resources expended</b>                      |       | <b>504,437</b>             | <b>1,206,314</b>         | <b>1,710,751</b>            | <b>1,457,172</b>            |
| <b>NET INCOMING RESOURCES BEFORE TRANSFERS</b>       |       |                            |                          |                             |                             |
|  |       | 73,205                     | 221,306                  | 294,511                     | 112,213                     |
| <b>Gross transfers between funds</b>                 | 17    | <u>(164,149)</u>           | <u>164,149</u>           | <u>-</u>                    | <u>-</u>                    |
| <b>Net incoming/(outgoing) resources</b>             |       | <b>(90,944)</b>            | <b>385,455</b>           | <b>294,511</b>              | <b>112,213</b>              |
| <b>RECONCILIATION OF FUNDS</b>                       |       |                            |                          |                             |                             |
| <b>Total funds brought forward</b>                   |       | <b>737,653</b>             | <b>277,743</b>           | <b>1,015,396</b>            | <b>903,183</b>              |
| <b>TOTAL FUNDS CARRIED FORWARD</b>                   |       | <b><u>646,709</u></b>      | <b><u>663,198</u></b>    | <b><u>1,309,907</u></b>     | <b><u>1,015,396</u></b>     |

The notes form part of these financial statements

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### BALANCE SHEET AT 31 MARCH 2014

|  |       | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | Total<br>2014<br>funds<br>£ | Total<br>2013<br>funds<br>£ |
|--|-------|----------------------------|--------------------------|-----------------------------|-----------------------------|
|  | Notes |                            |                          |                             |                             |
| <b>FIXED ASSETS</b>                          |       |                            |                          |                             |                             |
| Tangible assets                              | 11    | 772,286                    | 656,852                  | 1,429,138                   | 1,085,992                   |
| Investments                                  | 12    | <u>4,800</u>               | <u>-</u>                 | <u>4,800</u>                | <u>-</u>                    |
|  |       | 777,086                    | 656,852                  | 1,433,938                   | 1,085,992                   |
| <b>CURRENT ASSETS</b>                        |       |                            |                          |                             |                             |
| Debtors                                      | 13    | 274,368                    | -                        | 274,368                     | 367,661                     |
| Cash at bank and in hand                     |       | <u>56,706</u>              | <u>39,029</u>            | <u>95,735</u>               | <u>143,929</u>              |
|  |       | 331,074                    | 39,029                   | 370,103                     | 511,590                     |
| <b>CREDITORS</b>                             |       |                            |                          |                             |                             |
| Amounts falling due within one year          | 14    | (56,477)                   | (32,683)                 | (89,160)                    | (211,115)                   |
| <b>NET CURRENT ASSETS</b>                    |       | <u>274,597</u>             | <u>6,346</u>             | <u>280,943</u>              | <u>300,475</u>              |
| <b>TOTAL ASSETS LESS CURRENT LIABILITIES</b> |       | 1,051,683                  | 663,198                  | 1,714,881                   | 1,386,467                   |
| <b>CREDITORS</b>                             |       |                            |                          |                             |                             |
| Amounts falling due after more than one year | 15    | (404,974)                  | -                        | (404,974)                   | (371,071)                   |
| <b>NET ASSETS</b>                            |       | <u>646,709</u>             | <u>663,198</u>           | <u>1,309,907</u>            | <u>1,015,396</u>            |
| <b>FUNDS</b>                                 | 17    |                            |                          |                             |                             |
| Unrestricted funds                           |       |                            |                          | 646,709                     | 737,653                     |
| Restricted funds                             |       |                            |                          | <u>663,198</u>              | <u>277,743</u>              |
| <b>TOTAL FUNDS</b>                           |       |                            |                          | <u>1,309,907</u>            | <u>1,015,396</u>            |

The notes form part of these financial statements



**NEW SANDFIELDS ABERAFAN AND AFAN-  
COMMUNITY REGENERATION**

**BALANCE SHEET - CONTINUED  
AT 31 MARCH 2014**

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on .....17/9/2014..... and were signed on its behalf by:

.....  
G Roberts Trustee

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2014

#### 1. ACCOUNTING POLICIES

##### **Accounting convention**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

##### **Incoming resources**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be qualified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants and subscriptions and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Investment income is included when receivable.
- Incoming resources from charitable activities are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

##### **Resources expended**

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Cost of generating funds comprise the cost associated with attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the deliverance of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Governance costs included those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

##### **Taxation**

The charity is exempt from corporation tax on its charitable activities.

##### **Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 1. ACCOUNTING POLICIES - continued

##### Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Assets obtained under finance leases are capitalised in the balance sheet and depreciated over their estimated useful lives, or where relevant, the lease term, whichever is shorter.

Rentals paid under operating leases are charged to the income and expenditure account as incurred.

##### Pensions

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The company operates a money purchase scheme with a defined pension scheme called 'Pensions Trust'.

The organisation operates a pensions accrual policy whereby 8% of all staff salary irrespective of funded or unfunded posts are deducted and transferred to an Employer's designated fund to meet any future obligations and to ensure Staff have the right to apply to join the scheme and have their contributions and that of the employer back dated to commencement of employment.

##### Fixed assets

Fixed assets are stated at cost less accumulated depreciation. The cost of minor additions or those below £1,000 are not capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, as follows:

|                                      |                      |
|--------------------------------------|----------------------|
| Motor Vehicles                       | 25% Reducing Balance |
| Fixtures, fittings & equipment       | 25% Straight Line    |
| Improvements to property - Leasehold | 4% Straight Line     |
| Improvements to property - Freehold  | 2% Straight Line     |
| Leasehold property                   | 4% Straight Line     |
| Freehold property                    | 2% Straight Line     |
| Solar Panels                         | 25 years             |

#### 2. VOLUNTARY INCOME

|           | 2014         | 2013          |
|-----------|--------------|---------------|
|           | £            | £             |
| Donations | <u>8,168</u> | <u>18,243</u> |

#### 3. INVESTMENT INCOME

|                          | 2014     | 2013       |
|--------------------------|----------|------------|
|                          | £        | £          |
| Deposit account interest | <u>-</u> | <u>552</u> |

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

|                    | Activity             | 2014<br>£        | 2013<br>£        |
|--------------------|----------------------|------------------|------------------|
| Income generation  | Regeneration project | 551,764          | 571,793          |
| Management charges | Regeneration project | 31,385           | 39,033           |
| Grants             | Regeneration project | <u>1,413,945</u> | <u>939,764</u>   |
|                    |                      | <u>1,997,094</u> | <u>1,550,590</u> |

Grants received, included in the above, are as follows:

|                           | 2014<br>£        | 2013<br>£      |
|---------------------------|------------------|----------------|
| Strides Alliance          | 325,531          | 351,728        |
| NAW - Communities First   | 511,912          | 469,025        |
| CRF (Neath Port Talbot)   | 41,094           | 42,026         |
| Big Lottery - Dalton Road | 490,756          | 76,985         |
| WAG - Tackling poverty    | 17,000           | -              |
| Ffynnon Oer               | <u>27,652</u>    | <u>-</u>       |
|                           | <u>1,413,945</u> | <u>939,764</u> |

#### 5. CHARITABLE ACTIVITIES COSTS

|                      | Direct costs<br>£ | Totals<br>£      |
|----------------------|-------------------|------------------|
| Regeneration project | <u>1,690,799</u>  | <u>1,690,799</u> |

#### 6. GOVERNANCE COSTS

|   | 2014<br>£     | 2013<br>£     |
|---|---------------|---------------|
| Legal fees                                | 442           | 6,238         |
| Auditors' remuneration                    | 9,350         | 7,200         |
| Auditors' remuneration for non-audit work | <u>10,160</u> | <u>3,669</u>  |
|   | <u>19,952</u> | <u>17,107</u> |

#### 7. NET INCOMING/(OUTGOING) RESOURCES

Net resources are stated after charging/(crediting):

|                             | 2014<br>£    | 2013<br>£     |
|-----------------------------|--------------|---------------|
| Auditors' remuneration      | 9,350        | 7,200         |
| Depreciation - owned assets | 62,814       | 40,839        |
| Hire of plant and machinery | <u>3,385</u> | <u>18,303</u> |

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2014 nor for the year ended 31 March 2013.

#### Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2014 nor for the year ended 31 March 2013.

#### 9. STAFF COSTS

|                       | 2014<br>£      | 2013<br>£      |
|-----------------------|----------------|----------------|
| Wages and salaries    | 801,508        | 649,531        |
| Social security costs | 70,122         | 60,898         |
| Other pension costs   | <u>66,510</u>  | <u>45,066</u>  |
|                       | <u>938,140</u> | <u>755,495</u> |

The average monthly number of employees during the year was as follows:

|                              | 2014      | 2013      |
|------------------------------|-----------|-----------|
| Chief Executive              | 1         | 1         |
| Directors                    | 1         | 1         |
| Senior Managers              | -         | 2         |
| Project Development Managers | 8         | 6         |
| Finance and administration   | 2         | 4         |
| Operational Staff            | <u>36</u> | <u>20</u> |
|                              | <u>48</u> | <u>34</u> |

The number of employees whose emoluments fell within the following bands was:

|                   | 2014     | 2013     |
|-------------------|----------|----------|
| £60,001 - £70,000 | -        | 1        |
| £70,001 - £80,000 | <u>1</u> | <u>-</u> |
|                   | <u>1</u> | <u>1</u> |

The charity operated a defined contribution pension scheme in respect of its employees. The scheme and its assets were held by independent managers. The pension charge represents contributions due from the company and amounts to £70,122 (2013 - £60,898). No contributions were outstanding at the year end.

The pension contributions relating to the highest paid employee amount to £8,388 (2013 - £7,888)

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 10. SUPPORT COSTS

Support costs have been included within resources expended on charitable activities. During the year £135,886 (2013 - £100,601) was spent on support costs, the relevant categories are as follows:

|                      | Staff costs<br>£ | Office<br>£   | Premises<br>£ | Other<br>£   | Total<br>£     |
|----------------------|------------------|---------------|---------------|--------------|----------------|
| Regeneration project | <u>72,844</u>    | <u>32,802</u> | <u>29,067</u> | <u>1,173</u> | <u>135,886</u> |

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 11. TANGIBLE FIXED ASSETS

|                       | Freehold<br>property<br>£ | Long<br>leasehold<br>£ | Improvement<br>s to property<br>£ |
|-----------------------|---------------------------|------------------------|-----------------------------------|
| <b>COST</b>           |                           |                        |                                   |
| At 1 April 2013       | 130,000                   | 571,358                | 215,751                           |
| Additions             | -                         | 330,239                | -                                 |
| At 31 March 2014      | 130,000                   | 901,597                | 215,751                           |
| <b>DEPRECIATION</b>   |                           |                        |                                   |
| At 1 April 2013       | 19,400                    | 116,376                | 22,654                            |
| Charge for year       | 2,600                     | 31,971                 | 4,315                             |
| At 31 March 2014      | 22,000                    | 148,347                | 26,969                            |
| <b>NET BOOK VALUE</b> |                           |                        |                                   |
| At 31 March 2014      | 108,000                   | 753,250                | 188,782                           |
| At 31 March 2013      | 110,600                   | 454,982                | 193,097                           |

|                       | Fixtures and<br>fittings<br>£ | Motor<br>vehicles<br>£ | Solar Panels<br>£ | Totals<br>£ |
|-----------------------|-------------------------------|------------------------|-------------------|-------------|
| <b>COST</b>           |                               |                        |                   |             |
| At 1 April 2013       | 84,658                        | 28,927                 | 348,553           | 1,379,247   |
| Additions             | 30,167                        | -                      | 45,554            | 405,960     |
| At 31 March 2014      | 114,825                       | 28,927                 | 394,107           | 1,785,207   |
| <b>DEPRECIATION</b>   |                               |                        |                   |             |
| At 1 April 2013       | 84,659                        | 24,902                 | 25,264            | 293,255     |
| Charge for year       | 4,355                         | 1,007                  | 18,566            | 62,814      |
| At 31 March 2014      | 89,014                        | 25,909                 | 43,830            | 356,069     |
| <b>NET BOOK VALUE</b> |                               |                        |                   |             |
| At 31 March 2014      | 25,811                        | 3,018                  | 350,277           | 1,429,138   |
| At 31 March 2013      | (1)                           | 4,025                  | 323,289           | 1,085,992   |

A 1st Legal Charge over commercial freehold property known as Silver Court (Flats 1-6), Mozart Drive, Sandfields, Port Talbot, SA12 7RT is held by Lloyds TSB.

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 12. FIXED ASSET INVESTMENTS

|                                   | Unlisted<br>investments<br>£ |
|-----------------------------------|------------------------------|
| <b>MARKET VALUE</b>               |                              |
| At 1 April 2013 and 31 March 2014 | <u>4,800</u>                 |
| <b>NET BOOK VALUE</b>             |                              |
| At 31 March 2014                  | <u>4,800</u>                 |
| At 31 March 2013                  | <u>4,800</u>                 |

There were no investment assets outside the UK.

#### 13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|               | 2014<br>£      | 2013<br>£      |
|---------------|----------------|----------------|
| Trade debtors | 246,663        | 294,029        |
| Other debtors | <u>27,705</u>  | <u>73,632</u>  |
|               | <u>274,368</u> | <u>367,661</u> |

#### 14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|                              | 2014<br>£     | 2013<br>£      |
|------------------------------|---------------|----------------|
| Bank loans and overdrafts    | 29,265        | 19,703         |
| Trade creditors              | 15,968        | 104,961        |
| Taxation and social security | 989           | -              |
| Other creditors              | <u>42,938</u> | <u>86,451</u>  |
|                              | <u>89,160</u> | <u>211,115</u> |

#### 15. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

|            | 2014<br>£      | 2013<br>£      |
|------------|----------------|----------------|
| Bank loans | <u>404,974</u> | <u>371,071</u> |



## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 16. OPERATING LEASE COMMITMENTS

The following operating lease payments are committed to be paid within one year:

|                            | 2014<br>£     | 2013<br>£     |
|----------------------------|---------------|---------------|
| Expiring:                  |               |               |
| Within one year            | 5,250         | -             |
| Between one and five years | 36,394        | 11,400        |
| In more than five years    | <u>1,900</u>  | <u>1,900</u>  |
|                            | <u>43,544</u> | <u>13,300</u> |

#### 17. MOVEMENT IN FUNDS

|  | At 1.4.13<br>£   | Net<br>movement in<br>funds<br>£ | Transfers<br>between<br>funds<br>£ | At 31.3.14<br>£  |
|--|------------------|----------------------------------|------------------------------------|------------------|
| <b>Unrestricted funds</b>              |                  |                                  |                                    |                  |
| General fund                           | 19,389           | 97,610                           | (99,257)                           | 17,742           |
| Designated - Running costs             | 340,920          | -                                | (80,000)                           | 260,920          |
| Designated - Capital expenditure       | 347,344          | (24,405)                         | 15,108                             | 338,047          |
| Designated - NSA pension               | <u>30,000</u>    | <u>-</u>                         | <u>-</u>                           | <u>30,000</u>    |
|  | 737,653          | 73,205                           | (164,149)                          | 646,709          |
| <b>Restricted funds</b>                |                  |                                  |                                    |                  |
| NAW - Communities First                | 567              | (25,589)                         | 25,022                             | -                |
| WEFO/Convergence - STRIDES Alliance    | -                | (139,127)                        | 139,127                            | -                |
| NAW - Objective 1/DELLS (Capital)      | 222,023          | (13,296)                         | -                                  | 208,727          |
| Clothworkers foundation                | 1,787            | (1,787)                          | -                                  | -                |
| Big Lottery - Community Asset Transfer | 46,064           | 402,061                          | -                                  | 448,125          |
| Crime Innovation                       | 7,302            | (7,302)                          | -                                  | -                |
| Ffynnon Oer                            | <u>-</u>         | <u>6,346</u>                     | <u>-</u>                           | <u>6,346</u>     |
|  | 277,743          | 221,306                          | 164,149                            | 663,198          |
| <b>TOTAL FUNDS</b>                     | <u>1,015,396</u> | <u>294,511</u>                   | <u>-</u>                           | <u>1,309,907</u> |

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 17. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

|  | Incoming<br>resources<br>£ | Resources<br>expended<br>£ | Movement in<br>funds<br>£ |
|--|----------------------------|----------------------------|---------------------------|
| <b>Unrestricted funds</b>              |                            |                            |                           |
| General fund                           | 497,078                    | (399,468)                  | 97,610                    |
| Contracts                              | 56,992                     | (56,992)                   | -                         |
| Children In Need                       | 23,572                     | (23,572)                   | -                         |
| Designated - Capital expenditure       | -                          | (24,405)                   | (24,405)                  |
|  | <u>577,642</u>             | <u>(504,437)</u>           | <u>73,205</u>             |
| <b>Restricted funds</b>                |                            |                            |                           |
| NAW - Communities First                | 511,912                    | (537,501)                  | (25,589)                  |
| WEFO/Convergence - STRIDES Alliance    | 333,762                    | (472,889)                  | (139,127)                 |
| Big Lottery - Community Asset Transfer | 490,756                    | (88,695)                   | 402,061                   |
| NPTCBC - CRF                           | 41,094                     | (41,094)                   | -                         |
| Crime Innovation                       | -                          | (7,302)                    | (7,302)                   |
| Jobs Growth Wales                      | 22,444                     | (22,444)                   | -                         |
| Ffynnon Oer                            | 27,652                     | (21,306)                   | 6,346                     |
| NAW - Objective 1/DELLS                | -                          | (13,296)                   | (13,296)                  |
| Clothworkers foundation                | -                          | (1,787)                    | (1,787)                   |
|  | <u>1,427,620</u>           | <u>(1,206,314)</u>         | <u>221,306</u>            |
| <b>TOTAL FUNDS</b>                     | <u><u>2,005,262</u></u>    | <u><u>(1,710,751)</u></u>  | <u><u>294,511</u></u>     |

## NEW SANDFIELDS ABERAFAN AND AFAN- COMMUNITY REGENERATION

### NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 MARCH 2014

#### 17. MOVEMENT IN FUNDS - continued

NSA Afan STRIDES Alliance is co-funded by NSA Afan and the Welsh European Funding Office. NSA Afan STRIDES Alliance is an Agored Cymru and City and Guilds registered centre offering units and qualifications up to level 2. The project engages with the unemployed and economically inactive throughout Neath and Port Talbot to develop employability skills and motivation with a view to assisting them into employment or further learning. This is achieved through simulating working environments in Business Administration, ICT and Hair & Beauty, as well as offering accredited workshops in Literacy and/or Numeracy, Confidence Building, Financial Awareness, CV writing and applying for employment vacancies.

Communities First - Is funded by Welsh Government and its main aims are to achieve to help alleviate poverty in Sandfields East, West & Aberavon. Its activities are based around the theme of prosperous communities, learning communities & healthier communities.

Contracts - NSA Afan work with the government to deliver employment & training outcomes for unemployed & economically inactive people. Contracts are paid based on outcomes achieved.

Crime & innovation - Appoint a schools link officer & 4 youth workers to develop an innovative project to A; Support young people who are at risk of being disengaged. B; To re-open an un-used youth club.

Big Lottery – Community Asset Transfer for capital & revenue to renovate Dalton Road community Centre & to provide employment related activities for un-employed & economically inactive people.

Jobs Growth Wales - The programme caters for young people that are job ready but have had difficulty securing employment. The Jobs Growth Wales programme provides unemployed young people aged 16-24, with a job opportunity for a six month period paid at national minimum wage. Participants will be paid at or above the national minimum wage for a minimum of 25 hours per week.

Young people will be employed for the duration of the programme and the jobs created must be additional to, and not replace, positions that would otherwise be filled.

There are three designated funds in place:

- to cover future running costs should funding stop.
- the cost of pension payable should the charity cease
- to reflect the amount of funds held as fixed assets.

Ffynnon Oer – a benefit fund behalf of RWE Npower Renewables Limited. £22,000 (index linked to inflation) is allocated each year for the benefit of the Glyncorrwg & Cymmer wards. The money is available for community groups, voluntary organisations and schools.