

Impact Report 2019

halifax
opportunities
trust



Working to
make a vibrant,
self-sustaining
and
multicultural
community



Our organisation

Welcome to Halifax Opportunities Trust, we're a regeneration charity working to make vibrant, self-sustaining and multicultural communities across Calderdale. In each of the areas that we work: children and families, community and wellbeing, enterprise, employment, inclusive integration and learning, we take a holistic, whole person approach to working with members of the local community. We are driven by 4 core values, they are:

we care

we are enterprising

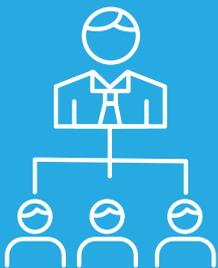
we are committed

we collaborate

As an organisation we measure our impact across all six areas that we work in, and also within our organisation as a whole. Over the course of this report you'll read about our impact in the six areas but first of all here are a few interesting facts about us:



During 2018/19 HOT worked with 129 partner organisations.



On any typical day we connect with over 1,700 people.



In 2018/19 we diverted 5,000 single-use plastic cups from landfill.



Welcome

Welcome to the 2019 HOT Impact Report, it certainly has been a very busy and rewarding year, with outstanding nursery OFSTED reports, excellent Children's Centre activities, Staying Well, ESOL and Outback Community Garden events.

At HOT we pride ourselves on our strong values and commitment to the communities we work with. This is embodied in our emphasis on the importance of leadership, excellence, trust and sustainability.

Delivering our charitable objectives the right way is also extremely important to HOT as we seek to ensure we balance the interests of all our stakeholders and make a full and proper contribution to society.

Finally, it is very evident that our employees are a major strength of HOT. There is a real drive to deliver our core values amongst the staff and volunteers and I personally would like to thank all our employees for their commitment and contribution during the last year.

Sally Morrell,
Chair of Trustees

Children and Families

Children and Families are the heart of thriving communities because when we create an environment that people want to raise their family in we boost the local economy, attract inward investment and raise the aspirations of the next generation.

Halifax Opportunities Trust has developed and delivered a range of community based services for families with young children in the Central Halifax Area for many years. In 2014 we won a contract to deliver Children's Centres services at 11 sites throughout Calderdale from Todmorden to Siddal. We also operate 5 nurseries in the Borough, all of which have been awarded 'Outstanding' by OFSTED.

In 2018/19 we initiated a new way of working with mothers during pregnancy and the first year of their baby's life, known as the perinatal period, where there are increased risks to the mother's mental health. It is our hope that this very early help will have a long term, positive impact. 28 referrals have been received for perinatal support; this involves the perinatal worker being introduced to the mother at the 34 week antenatal visit by the Health Visitor. The perinatal worker then visits the mum on a weekly basis for the rest of the pregnancy; and following the birth of the baby for as long as is required.

Our Impact:

437

families received one to one family support, providing a package of tailored support to empower change in their family circumstances.



53 different languages recorded on the Children's Centre database spoken by families in our area.

92%

of families we work with believe our activities have had a positive impact on their parenting capacity and aspiration.



Nikola's Story

Having suffered with anxiety in the past, Nikola was worried about how her mental health would be affected after the birth of her first child. Our Family Support team received a referral through the Perinatal Mental Health Pathway via Nikola's Health Visitor and one of our support workers, Rebecca, went to visit Nikola and her husband ahead of the birth of their child. "I first met Rebecca when I was pregnant," says Nikola, "She came round and sat with me and my husband to discuss how the Children's Centres could support us as a family. I have suffered quite badly with anxiety in the past and although I had some brilliant counselling prior to conceiving and fantastic GP support, I was really worried about Post Natal Depression."

Rebecca put in place weekly visits to provide reassurance and build a trusting relationship with the family. During the meetings she outlined different support options including groups such as the breastfeeding peer support group, baby massage and yoga. "Rebecca spent a long time talking to us and understanding what was important to us, then recommended things that would really help me and the family. Shortly after baby Elsie was born, Rebecca came back and sat with us again to see how we were feeling and whether or not what we'd agreed when I was pregnant still fitted."

With support from Rebecca, Nikola managed to establish breastfeeding and attended many of the classes and groups offered through the children's centre, in fact she now regularly attends the Children's Centre and knows exactly where support is and how to access it. "Rebecca has been there for me whenever I have needed her and through her support and the facilities provided by the Children's Centres I've become a confident mum. They are a key part of my 'village'."

Community and Wellbeing

Being well and feeling happy and safe where we live is an aspiration that we all have and there is mounting evidence that proves that living a full and active life is really important for our physical and mental health.

At Halifax Opportunities Trust we have developed a range of activities through programmes such as Staying Well that enable members of the local community to meet, learn new skills and foster a sense of wellbeing and purpose.

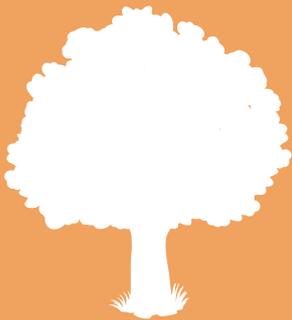
We also operate a community garden in Park Ward – The Outback Garden – that serves as a community green space and hub for sustainable growing, learning and cooking. The Outback comprises of 0.3 hectare of open space, much of which is used for growing fruit and vegetables that are available to members of the local community via our children's centres. The Outback is also home to a carbon-neutral straw bale kitchen and meeting space which is used regularly by groups as a place to meet, cook and socialise.

Going forward, we are excited to expand this area of our work with projects in the pipeline with Community Organisers Ltd and Active Calderdale.

Our Impact:

40

community groups and social activities have been supported through Staying Well.



Halifax Opportunities Trust provides 11,245 sq meters of green space in Calderdale.

people were actively referred to Staying Well between April 2018 and March 2019.

170



Ibrahim's Story

Ibrahim came to the UK from Kuwait in 2017. Unable to speak much English, he felt isolated and unhappy with his new life here in the UK. "It was important for me to learn to speak English so that I could understand things when I went to my children's school and to be able to help them at home."

After meeting a family support worker, Bary, Ibrahim was referred to the ESOL (English as a Second or Other Language) and IT classes at Hanson Lane Enterprise Centre. The classes allowed Ibrahim to meet lots of different people, share his experiences and learn from others also on the course. He also found out about the Staying Well programme and met with Staying Well workers, Faz and Gulbaz, who offered him a volunteering role in their weight management group. "The group allows me to learn about being healthy and to help others to be healthy, it also means I meet many new people. I joined the football team at the Shay too, we play 5 a side football once a week - I really enjoy that. Sport helps me to clear my mind and have fun."

When Ibrahim needed help to move his children to better school, staff at HOT helped him complete the necessary paperwork and his children now attend a popular local primary school. "Main thing for me is that my children get a good education and without the HOT staff I wouldn't have been able to move them to a better school, another bonus is that I have met even more friends at the school!"

Ultimately Ibrahim would like to find work here in Halifax so he is enrolled on further ESOL courses at Calderdale College and plans to visit the Halifax Opportunities Trust Employment Team once his English has further improved.

Enterprise

Halifax Opportunities Trust supports enterprise through our activities at Hanson Lane Enterprise Centre and Elsie Whiteley Innovation Centre. Both facilities offer business accommodation and meeting room hire along with access to a range of advice and events such as HOT Networking. This year has seen HOT Networking grow significantly, with over 30 local businesses regularly attending meetings at Elsie Whiteley Innovation Centre. The aim of the network is to bring together both the private and charity sectors to share best practice, offer peer-to-peer support and grow a strong, sustainable business and charity community in Calderdale.

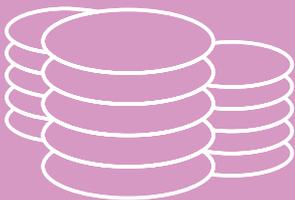
Because we are a socially enterprising organisation, income from rental of these business and conferencing facilities supports the valuable work of the Trust in other areas. Since opening its doors just over 10 years ago, Elsie Whiteley Innovation Centre has gift aided almost £1million up to Halifax Opportunities Trust from its trading surplus.

We also offers substantial rental subsidies to start-up businesses based at our business centres to encourage and support businesses to grow. Eligible tenants receive up to 50% of their rent paid through a grant from Halifax Opportunities Trust. We have supported 90 businesses with our grant scheme since launching it just over 10 years ago.

Our Impact:

72

businesses are based at one of our two business centres.



HOT provided £10,262 worth of grants to start-up businesses based at our centres in 2018/19.

90

businesses have benefitted from our grants since their launch in 2008.





Krystyna's Story

Krystyna came to the UK in 2007 to look for work after growing up in South-West Poland where her family had struggled financially to make ends meet. She dreamt of being an interior designer, but courses in Poland were expensive so Krystyna took the difficult decision to move to the UK in search of more opportunities and career progression.

It was whilst living and working in the UK, Krystyna saw that many of her fellow countrymen and women were facing the same issues living and working in a new country – forms were hard to understand and complete, affairs back in Poland still needing seeing to and English was a tricky language to master! This was where Krystyna first had an idea to start a business supporting other migrant workers from Poland and Eastern-Europe to settle and build a life here in the UK – a business that has grown and flourished just like the Polish and Czech communities have over the past decade. Czerwinska Group provides the community with legal advice, accountancy and notary public services.

When Krystyna was looking to expand her business in Calderdale after being based in Bradford for over nine years, she found Elsie Whiteley Innovation Centre and discovered not just a home for her company, but an organisation whose values aligned with her own: "I think it's brilliant here – I love the values and being part of something that is giving back to the local community. There is so much happening in the Centre, there's a great atmosphere where I can meet and network with other tenants – it's the perfect base."

Employment

Halifax Opportunities Trust has a deeply-rooted history of enabling members of the local community to find meaningful work. Based in the heart of Park Ward at Hanson Lane Enterprise Centre, our Employment team work closely with individuals to get them on the path to employment. This can be through activities such as our Job Clubs and CV workshops or facilitating training to upskill the local community, all within the framework of a key worker model that promotes mutual trust and respect between our advisors and the community. We also take time to foster good working relationships with local employers in order to make the transition to work a successful one.

More recently our activities have taken a more holistic approach to the wider reasons behind why individuals face barriers to work. Through the Hopeful Families programme, funded by The Big Lottery Community Fund and European Social Fund (ESF), we have offered a variety of activities aimed at empowering individuals to move towards training and volunteering opportunities and ultimately towards employment.

Some of the highlights from this year have included the Steps to Fitness programme and hugely popular Workshop project both of which fit our holistic model and have reaped benefits for the people we work with.

Our Impact:

87

people were helped into work between April 2018 and March 2019.



We provided 102 local people with volunteering and work experience opportunities.

108

people were provided with learning and education opportunities.



Fatima's Story

When Fatima lost her job as an assistant manager at a nursery, finding herself suddenly out of work came as a huge blow to her confidence and motivation. Fatima heard about Halifax Opportunities Trust's Employment team through her mum who attends a separate project run by the Trust.

Fatima came along with her mum to some of the sessions and was introduced to Lead Employment Advisor, Jo Denny. Jo suggested that Fatima join the ESF/DWP funded Right Steps to Work programme to help her find meaningful work outside of the Early Years sector. "Before I started working with Jo I felt like giving up – Jo has been so supportive, she has helped me with my CV and interview techniques, she has helped build my confidence back up to where it should be."

Fatima had been applying for administrative roles away from Early Years, but her lack of experience was often cited by potential employers as an issue. To help Fatima gain the necessary experience Jo arranged for a placement at a local charity, Community Transport Calderdale. The volunteering helped Fatima with her confidence. "I had lost so much motivation but Jo always kept me positive, when she noticed my attendance at our meetings was waning she moved me from fortnightly meetings to weekly meetings and that push really helped me pick myself back up again – I always look forward to seeing Jo."

With the support of Jo and the Employment team at Halifax Opportunities Trust Fatima has finally been successful in securing herself paid work as a Healthcare Apprentice in the NHS, she started her new role in February 2019.

Inclusive Integration

As the most culturally diverse neighbourhood in Calderdale, Park Ward has a long history as a welcome hub for migrant communities from across the globe to arrive, settle and flourish in Halifax and the surrounding areas.

This is as true today as it was when the first generation of South Asian migrants began arriving in the post-war era of the 1950's and 60's. To enable migrant families and individuals to make the most of their new lives in the UK, Halifax Opportunities Trust is proud to deliver a number of Inclusive Integration programmes, including ESOL (English as a Second or Other Language) from our base at Hanson Lane Enterprise Centre.

Throughout the year we have had many highlights for all our Inclusive Integration delivery. These include excellent results in our students achieving nationally recognised qualifications, accessing a range of vocational courses that enable skill enhancement and through our key worker support model a large number of participants have secured successful employment.

Our Impact:

162

people took part in our inclusion activities during 2018/19.



24 different languages spoken by ESOL/ inclusion participants.

94

people successfully completed an ESOL course with HOT.



Salma's Story

After marrying her husband and moving to the UK on a marriage visa in 2016, Salma began settling into life in the UK and obtained Entry 2 qualifications in ESOL from Calderdale College. She enjoyed learning and was determined to find herself work.

To further her career prospects Salma decided to take up ESOL and IT classes at Halifax Opportunities Trust where she also joined our 'Building Better Opportunities, Connecting Opportunities' programme. The programme is funded by Migration Yorkshire and gave Salma access to a key worker who supported her to work towards her goal of finding work in the childcare sector.

Through the programme Salma began to build a CV, attend workshops and training in safeguarding and working with children and in May 2019 she passed Trinity College London's Skills for Life Speaking and Listening ESOL at Entry Level 3. When a job came up within HOT at one of our 5 OFSTED Outstanding nurseries Salma felt ready to take the plunge and apply.

We are delighted that Salma is now working for HOT after successfully applying for one of our Trainee Early Years Practitioner roles.

Learning

Achieving personal career goals often relies on good quality, appropriate training, either on the job or via learning centres. Halifax Opportunities Trust directly delivers and commissions the delivery of a range of certificated and non-certificated training programmes including employment related short courses, professional development support, apprenticeships and programmes for those working in the childcare profession.

Some of the highlights of 2018/19 have been receiving positive feedback from a monitoring visit by OFSTED in July 2018 which noted 'much progress that leaders have made in ensuring that the provider is meeting all the requirements of successful apprenticeship provision.' The report also complimented the 'progress leaders and managers have made in ensuring that apprentices benefit from high quality training that leads to positive outcomes for apprentices'.

We were also delighted to retain our Matrix standard for the 7th year in a row. The Matrix Standard is a unique quality standard for organisations to assess and measure their advice and support services, which ultimately supports individuals in their choice of career, learning, work and life goals.

Our Impact:

88

apprentices started provision with HOT in 2018/19.



The value of our completed apprenticeships stands at £124,042.

82.6%

of apprentices who start, complete an apprenticeship with HOT.



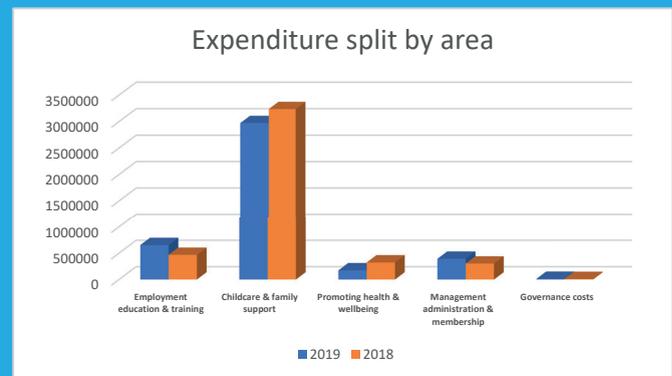
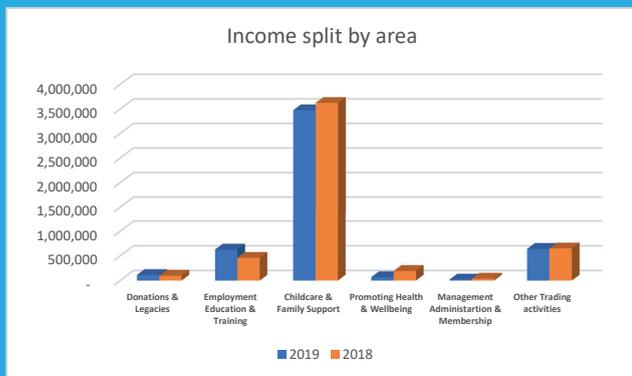
Sarmilla's Story

When Sarmilla decided the time was right to return to the workplace, having taken time out from work and study to be at home with her children, she was unsure about the best route back into employment but knew that she wanted to gain skills and qualifications alongside her work. When an opportunity to apply for an apprenticeship position as business administrator in a busy school office came up, Sarmilla decided to apply. Although very nervous about returning to learning and working full time, Sarmilla overcame her worries and grew from strength to strength. She achieved her level 3 Diploma in Business Administration in January 2019 along with Functional Skills at level 2 in Maths, English and ICT.

Samrilla said: "I joined Halifax Opportunities Trust to start my apprenticeship off in Business Administration Level 3 in November 2017. I have attended various workshops held by Lynette and her team and have found these workshops very beneficial, engaging and informative. I have been able to use the skills and knowledge learnt in assisting me in completing my case studies and also in my everyday duties whilst at work."

And on life as an apprentice, she commented; "It has been a fantastic experience sharing good practices with other apprentices that I have met on my journey with Halifax Opportunities Trust. The Trust has really boosted my confidence and has motivated me to be more professional when communicating with colleagues, clients and other people in and out of work." We are delighted that Sarmilla has secured a full time permanent position in the school.

Financial Report 2018/19



Overall it has been a good year, we have a group net operating position of £283,400 before the movement on the pension scheme. After the recognition of the defined benefit pension the Group is showing a total net expenditure of position of £167,600.

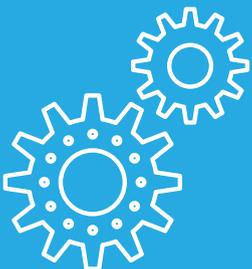
There was an increase in income received for employment, education & training due to 2 Lottery funded projects, Connecting Opportunities and Hopeful Families.

In July 2018 the school meals service was stopped due to this not being financially viable, this contributed towards the reduction in overall income & expenditure in the year.

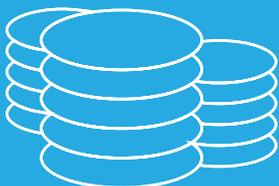
Our Economic Impact:



Halifax Opportunities Trust employs over 200 people, making us one of the largest employers in Calderdale and one of the largest charities in Yorkshire and Humber.



85% of HOT staff live in Calderdale, making us a huge contributor to the local economy.



The net salaries for HOT staff who live in Calderdale comes to £2,111,614. That's over £2m per year staying here in the local economy of Calderdale.

