

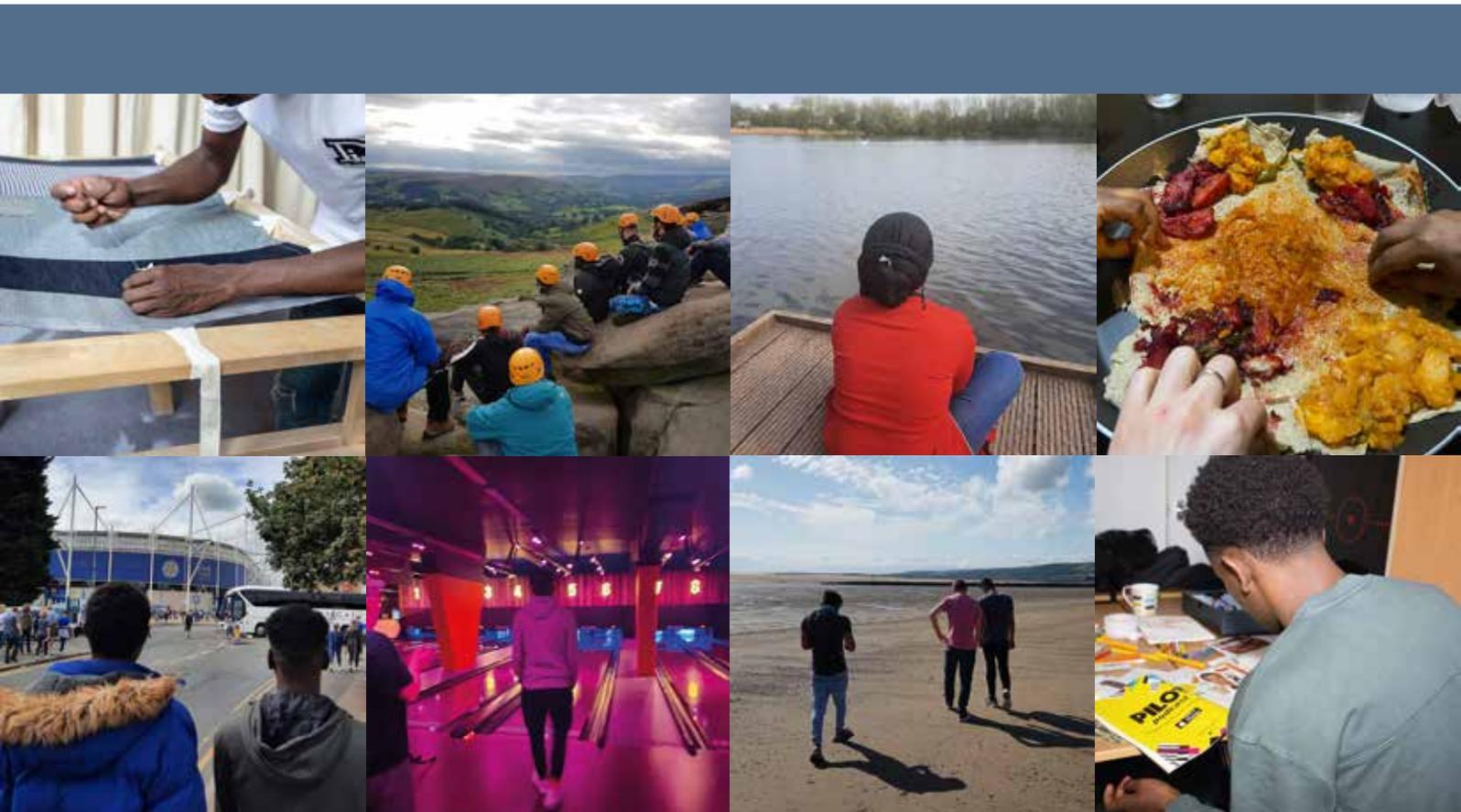


investing hope, shaping futures

HOPE in the midst of Adversity

Impact Report

2021 – 2022



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**Jimmy
Zachariah**

If there is one thing that this report points to, it is the courage and bravery of the young people we serve, who keep pursuing HOPE in the midst of incredible adversity!

Fifteen years ago, Baca's journey began with a dream to see a world where forced migrants fleeing for their lives are welcomed, feel safe and have hope to rebuild their lives for a better future. Over the years, pursuing this dream hasn't always been easy. And we haven't always gotten it right. But more than anything, what our journey has taught us is the importance of a bigger why.

As we grew, so has our belief in our mission to see each young person arriving on our shores have their dignity celebrated, their talents discovered and to see their lives lived to its fullest potential, no matter their past experiences nor present circumstances.

As we all know, today's challenges are unprecedented in many ways. We have weathered the storm and emerged stronger, continuing to pursue excellence. I can say a lot about how we have faced these challenges as a team. They have been determined, compassionate, faithful, diligent and even humorous. They have faced these times with humility and courage, leading us to plenty of learning from both our successes and our mistakes – all of which have made us stronger. Their passion and dedication have been truly inspirational and integral. I am incredibly grateful to be sharing Baca's journey with this incredible team!

And we have seen extraordinary, sacrificial giving from our supporters: from individuals, churches and foundations. At a time of a profound financial shock, we have been humbled by their generosity.

Having said all of that, this report is first and foremost a tribute to the young people we serve. In the midst of incredible uncertainty, hostility, grief, loss and continued trauma, the boys and girls we have had the privilege of walking alongside with – have shown incredible heart time and again. They have welcomed strangers with the warmest of welcomes. They have faced fears, learned new skills and stood shoulder-to-shoulder with their peers in painful times. They have laughed, cried and created the most treasured of memories.

Their capacity to never give up, persevering through difficult times with extraordinary determination, challenges me and inspires me in equal measure. They are a role model to many of us, if we allow ourselves to learn from them. I hope this report gives an insight into their courage and bravery!

In the midst of today's pressing challenges though, I believe that Baca's role in being a safe environment that inspires hope and strengthens resilience in those we serve, matters more than ever.

We are single minded in our focus in listening to our young people, ensuring their voices are heard and embedded in our work. We are committed to representing these voices to those with power and influence.

We are determined to break the barriers to employment, training and further education. We are pushing our own boundaries of knowledge and understanding to be better equipped to support those we serve to respond to their deep traumas with hope. We're more focused than ever on building a strong and resilient team underpinned by our values, because creating the change we want to see starts with us.

We are committed to building partnerships across our community, inspiring and empowering others to join us in our mission. For all the hurdles that we have already crossed, I believe the best chapters for our young people are ahead of us yet!

Our Mission

It is our mission to serve young people seeking refuge in the UK without families, some of whom have been victims of human trafficking, by offering them safe homes and therapeutic support in all areas of their lives.

We believe each young person arriving on our shores has a dignity worth celebrating, talents worth discovering and a life worth living to its fullest potential, no matter their past experiences nor present circumstances.

We are committed to providing an inspiring environment that raises hope and strengthens resilience, enabling each young person to rebuild his or her life.



investing hope, shaping futures

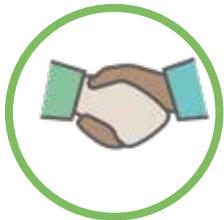
"Thank you for all the hard work that has helped me and other young people. I will never forget it, you will always have a big place in our hearts".

A certificate from a young person presented to Baca at our annual celebration to say thank you.

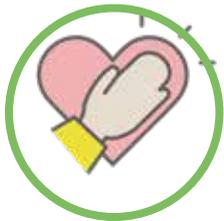


Baca is committed to six Core Values which seamlessly underpin our strategic vision, our relationships and our holistic services.

Our values shape our behaviours and forms our culture. We are committed to these values in all our interactions.



Respect Treating everyone with dignity in all circumstances.



Integrity Unexaggerated truth, expressed with humility, purity of motive and sincerity of intention, in both our words and deed.



Passion Embracing risk for the sake of mission, with courage to take bold risks and to innovate despite adversity.



Grace Costly additional opportunity for everyone, to enable us to be our best by being perpetual learners.



Compassion Serving sacrificially, rooted in an unwavering zeal to seek the best for those we serve and not self.



Wisdom Finding a way through a challenge by listening, learning, perceiving what is at stake, applying insight and considering diverse options.

The focus of our three-year strategy (2019-2022) has been to enable unaccompanied asylum seeking young people to maximise their potential to be positive empowered individuals, who can contribute to society. These goals build on the excellent foundations of previous years, whilst being committed to our approach of continual learning, both from the young people themselves and other agencies.

Through this strategic framework we are challenging ourselves to bring about significant and sustainable change. This is both in terms of meeting the depth of need for each young person and in the number of young people we work with directly or indirectly.

Strengthen

Baca's holistic service for young forced migrants, continuing to inspire hope and share futures.

Enhance

Baca's service to maximise the potential in each young person.

Engage

locally, regionally and nationally to see a world where forced migrants are welcomed, feel safe & have hope to rebuild their lives for a better future.

The above strategic goals drive us closer towards achieving the five outcomes and long term impact for each individual young person, identified in our Theory of Change:

Increased
Personal
Safety

Improved
mental
wellbeing

Increased
engagement
with education,
employment &
training

Increased
physical
wellbeing

Increased
social
engagement

Positive & empowered young people, able to live independently as net contributors to society

Within our 2019-2022 Strategic Plan, several key priorities were designated as objectives. In the 2021/22 Impact report we report on achievements against these objectives under each strategic goal. While all areas will be covered, given the broad scope of this work, we can't provide full details of all our activities.

Coming through the pandemic we identified that our primary focus over the year should be on areas that strengthen the young people's resilience, the team's resilience and how we are building for greater impact going forward. This reflects the theme of this report 'HOPE in the midst of Adversity and Together we are stronger'

Strengthen Baca's holistic service for forced migrants continuing to inspire hope and shape futures.

Through 2021-2022 we have been committed to strengthening the services that we offer particularly in education and wellbeing alongside continuing to develop in our expertise to support the young people.

Our goal is to enable all our young people to feel safe, grow in confidence and ultimately become empowered individuals who not only become integrated in to the communities around them, but can also bring a valued contribution to society.

During April 21 - March 2022 we have worked with **35** unaccompanied asylum seeking young people from nine different countries, including Sudan, Afghanistan, Iran and Eritrea. Of these **35**, currently **27** are still being supported and eight have moved on from Baca during the year. Out of the **35** young people we have supported this year four have been girls, this represents **11%** of our young people, which is about the same split we have had in previous years.



frontline team attended Mental health training for youth



have shared our knowledge both locally and nationally over the last 12 months with 9 forums/organisations.



have focused on the well being of our team by offering counselling to front line workers and organising a team day in July 2021.



£1,150,881 was raised through funders over the last 12 months which met targets for core, project costs and deposits for two houses in Cambridge.



Weekly 'Friday Updates' posts were added to Baca Social media which include an update of the young peoples activities. Follower numbers have grown on Facebook and Instagram.

- 5 houses and 1 flat purchased to provide safe good quality homes in Loughborough and Cambridge.
- 4 young people have benefitted from attending 1:1 art therapy sessions at WQE College during the academic year.
- 56 sports sessions were delivered with two boys coming to 42 of the sessions.
- 27 young people have taken part in at least one sports session this year.
- 26 young people went on the residential trip in July 2021
- 30 young people have been on at least one day trip.
- 32 volunteers have engaged with young people through educations, sports and the University mentoring programme.
- 21 young people benefitted from ESOL Support sessions with volunteers
- 19 young people have attended our education classes every weekday morning.
- 24 young people have been supported at college (12 also attended our in-house sessions)
- 14 young people have received ESOL (English speakers of other Languages) mentoring.
- 19 young people have benefitted from our in-house art therapy sessions, receiving either group or 1:1 support.

Increased Engagement with Education, Employment and Training

Our education programme exists to help our young people who often arrive with no literacy in their home language, to gain solid foundations in English at Entry Level 1 and our classes have continued to run every weekday morning.

Most of the young people receive six hours of English lessons, four hours of Maths and three hours of ICT every week.

Our two teachers and one teaching assistant split the class into three separate groups according to learner needs.

Depending on the time the young people join Baca, some were enrolled under the Wyggeston and Queen Elizabeth College / Baca Partnership.

Our ICT classes are helping the young people to access teaching resources online, as they really struggled with this during the periods of lockdown. They are also learning how to safely use ICT within the community.

When the young people move to college, our teachers take them through the full process of enrolment and then support them through the year.

As part of our review of the impact of Covid-19, we decided it was important to place more focus on the young people's wellbeing over the last year.

We identified that many of the young people struggle to express how they feel, because they don't have the required level of vocabulary. To help overcome this we decided to make a few changes in how we deliver our ESOL sessions

ESOL Tutorial group

At the beginning of the academic 21/22-year, we started to deliver a new tutorial group for an hour a week. In this session confidence, well-being and the language needed to express how you feel are discussed.

This is seen as a key way of helping the young people to overcome some of the well-being issues they have faced. Our art therapist also joins some of these sessions.

We are seeing that this approach has increased the number of young people who want to access art therapy sessions. While we have needed to increase our art therapist hours, we feel this new approach is helping the young people feel more confident about accessing art therapy sessions more quickly than they previously had.

ESOL Breakfast Group

We have also introduced a new weekly breakfast session on a Monday morning. The young people and teaching staff are able to sit and eat breakfast whilst informally chatting about their weekend and what they are going to do in class this week etc. The young people are encouraged to express how they are feeling, creating an opportunity to practice these language skills.



Art Therapy

Art Therapy has been key in supporting the young people with improving their emotional well-being. For some this improvement, has been as simple as recognising the impact of their experiences on their well-being and therefore taking the very first steps to processing their emotions. For others, it has been a journey of processing their past traumatic experiences in order to find a way to become more resilient in their day to day life. Art Therapy builds on the innate creativity of the young people at Baca, overcoming the language, accessibility and cultural barriers often faced by traditional counselling techniques.

While the lockdown impacted the first few months of the project, our art therapist has made great progress over the year. She has been able to provide small group and 1:1 support to 19 young people, with some having sessions throughout the year. During the Summer Program at Baca College our art therapist spent three mornings with a small group of young people. They used photos to create poetry and art work which centred around trees and using them as inspiration and a symbol for our lives. Our art therapist helped the young people to think about roots, who they are and where or what they want to become. This is one of the pieces of work the group created:

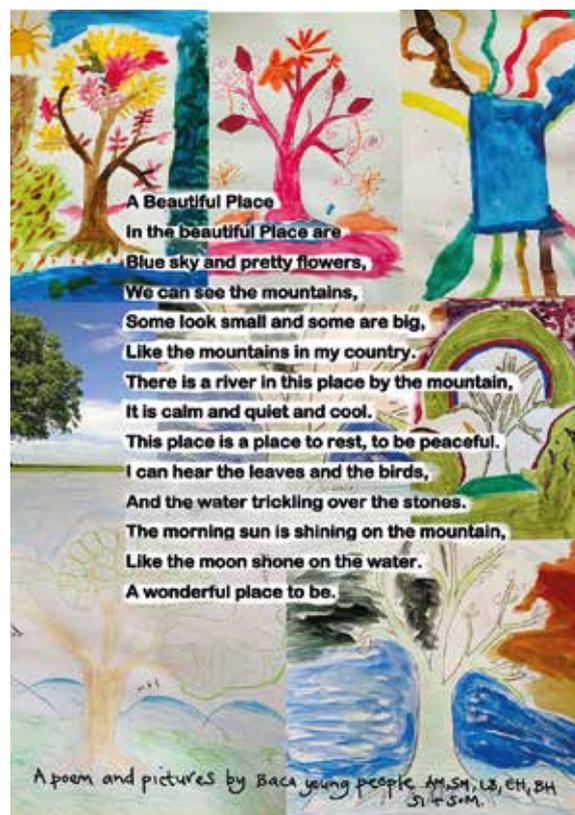
Staff mental wellbeing training

All our frontline staff have attended Mental Health for Youth training and are now Mental Health First Aiders accredited by Mental Health First England. One of our support workers described the benefit of the training.

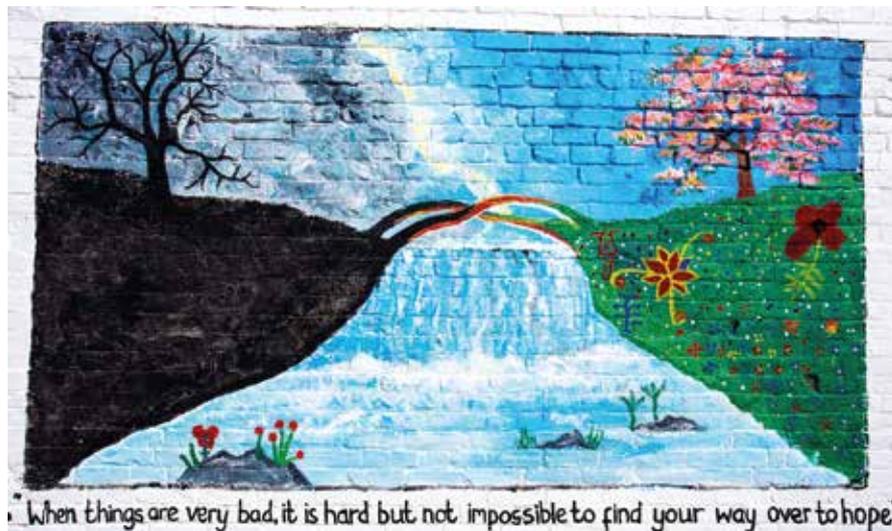
Our Cambridge team and some Loughborough frontline staff completed: The Body Keeps the score: Trauma Healing with Bessel van der Kolk which was an online training programme.

“The training gave me a better perspective about mental health. The behaviours associated with it, the stigma around it and most important how to deal with difficult emotional situations among the young people, (suicide, self-harm). It gave me as well a better awareness for mental health issues and how to navigate through them with the young people, (conversation wise). The training was very good with practical and theoretical sessions.”

Our art therapist and a support worker attended the Traumatic Grief: Teaching Life Skills with Children & War UK course, which was a 3 day course that equips them to deliver intervention group work sessions for young people. They are currently working out a plan for implementing this at Baca.



Each art therapy session is led by the young people, this is the approach our art therapist has taken throughout the project. In summer 2021 we had a perfect example of this when the young people painted a mural in our car park.



Baca's art therapist has kindly outlined in her own words, the journey of how the mural started as a young person's piece of artwork, but ended as an amazing young people led art project:

"The mural came about after Michael (not his real name) entered his pictures and paintings into a small exhibition that Baca put on for Refugee Week 2021. I thought the picture told a powerful message which came from Michael's own personal experience. It would definitely resonate with so many of the young people at Baca, and could be helpful for them. It also reflects Baca's own value of instilling hope. I had been considering the possibility of doing a collaborative mural project, so I asked Michael if he wanted to base it on his picture. Michael was very enthusiastic and is proud that his picture has been used in this way. Other young people were given the information about the idea for the mural and agreed that it was a good message and that they would like to help.

Preparation for painting the mural was done with support from our Operations Team, however it was two of the young people who helped me to clean down the wall, removing the old paint.



It was a really big job and they were so willing to do it even though it was hard for them to imagine what the mural would look like!

I have been supporting the ESOL sessions, so this gave me the opportunity to talk to some of the young people in the class who hadn't been involved in the project. They were all keen to help paint and to make decisions about what should be added to the mural. When the young people were painting the mural, they encouraged others passing to come and help - both young people and support workers. This makes it a truly collaborative piece which was one of the main reasons for doing it."

A core part of our work is to provide safe, secure and specialised accommodation for the young people in our care.

In 2019, we secured a social investment loan from Social and Sustainable Capital (SASC) to buy properties to replace our rentals. This has reduced our dependency on the highly competitive rental housing market, where prices increase annually due to the demand from University students. In addition, we no longer have the disruption of moving houses every year. This upheaval negatively impacted the wellbeing of the young people who have already suffered tremendous trauma.

As the 21/22 financial year ended, we completed the purchase of the final house through SASC.

As well as the 5 houses and 1 flat purchased in Loughborough, over 21/22 we have purchased two houses in Cambridge.

We are incredibly grateful for the support and generosity of The Leslie Aldridge Trust, who donated the 30% deposit on each house and also provided a grant of £15,000 on each house to cover the refurbishment costs.

These developments have been an exciting step forward for Baca, enabling us to establish safe and secure housing, suited to the young people's needs, for the long term.

Our Premises Manager (Andy) has ensured the houses are set to the excellent standard we would expect in our own homes and this was recently acknowledged by a tradesman who met Andy at one of the houses.



Andy reflected...

As we stood at the top of the stairs viewing the work done and what was left to do, the carpenter said...

"I think it's amazing what you do for the people you look after. You could just paint this whole house white, put basic fittings in and it would be fine - they would have a home. But, it's clear that you really care about the people you support when you go to the effort of making sure there is colour in the house and making the house homely and comfortable for them".

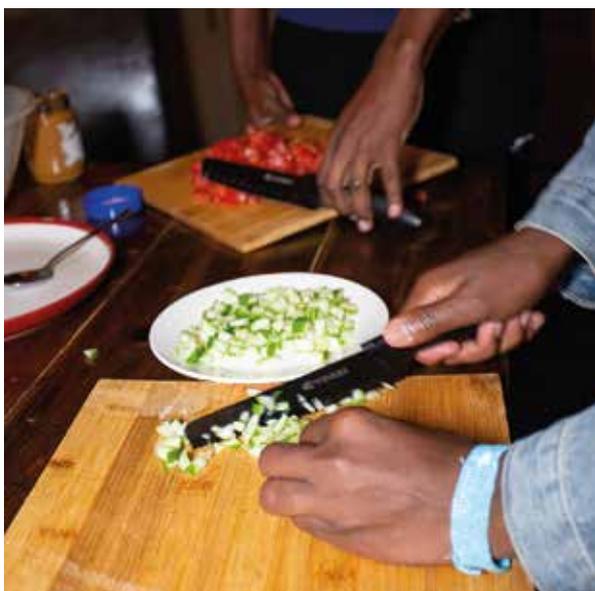
2021/22 was a challenging year for the volunteering project. Initially the pandemic continued to impact both the young people and the volunteers. We had to deliver sessions online, and for a while we had to put the University tutoring sessions on hold. Once Covid-19 restrictions were fully lifted last July, we also struggled to engage with the young people and volunteers, who got out of the routine of attending sessions. It was also understandable that many of the young people and volunteers wanted to visit friends and get out over the summer.

But over the year, despite different setbacks we still worked with 32 amazing volunteers who have engaged with the young people through sports, mentoring and university mentoring programme. Whilst some volunteers stepped down in spring/summer, the majority have stayed, and we have recruited new volunteers.

Even though Baca provides a range of support activities, it is only through the work of the volunteers that we can give the young people the additional 1:1 time that is so valuable to their growth.

64% of young people have attended education sessions with volunteer mentors. If you take out the new arrivals and the young people who have been at Baca for a few years, this figure would rise to 84% (21 out of 25).

73% of young people who have arrived in the last year now have mentoring sessions with a volunteer, having initially had a taster session.



A volunteer story

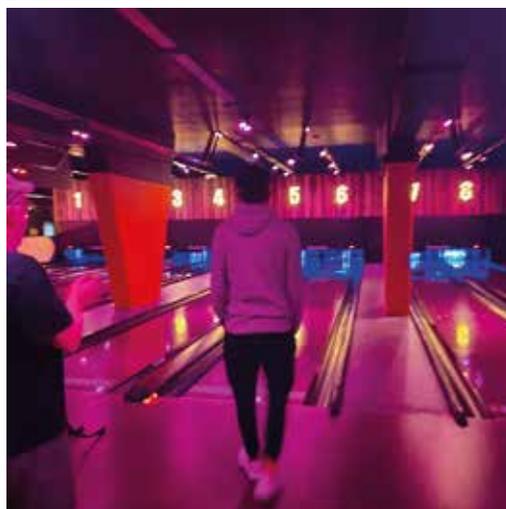
“I’ve been an ESOL mentor and residential cover volunteer here at Baca for about two and a half years. I first heard about Baca through my Mum, who had previously volunteered with Baca and always said how amazing the young people were.

I felt inspired to volunteer at Baca because I wanted to support the young people who had faced so many challenges in their short lives. If I could support them in any way, make them feel welcome, and help them in their next steps, it would be a privilege.

As an ESOL (English Speakers of other Languages) mentor I work with a young person for an hour each week, supporting them in their academic work, such as helping them to develop their spoken English or reading and writing skills. But it can also be a time for the young person to discuss how they are doing generally, say what’s on their minds or discuss their different interests. The young people take the lead to use this time to benefit them in the best way. It is wonderful to see the young people gain in confidence and progress.

I’m also a residential cover volunteer at Baca. This involves staying overnight at a young persons house, while their usual residential volunteer is away, to ensure all of the young people are ok. This is a great chance to meet other young people and get to know them. I really enjoy it. There have been many highlights during my time at Baca, but there has been one that has stuck out. Last September, Baca held a celebration evening for the young people. This was an evening to celebrate all of their different achievements. I was blown away by how talented and determined they all were. Nothing is going to stop these young people.

They are all amazing. They have so much to give and I am humbled to work with them. They inspire me every time I come to volunteer.”



Beth's story A volunteer story

"I started volunteering with Baca in early 2021 after looking into refugee charities where I could provide assistance in my free time. I was inspired to volunteer as whilst at University, I had made Refugee rights and the Asylum system a large focus of my work and wanted to find a way I could practically help make a difference and show my support. I have volunteered weekly to provide mentorship and company to the girls at Baca. This has included helping with school work and computers, cooking, exploring the town, visiting parks for sports and making art and craft projects. I have found it so rewarding to see the young people develop in confidence and independence since spending time with them. Whilst I hope to have played a small part in showing them the culture of their new home, it is also rewarding to be able to share their own cultures and learn more about their lives through food, language and exchanging stories. One memorable moment over the past year was being able to take the girls to visit the city where I live and look around, as they hadn't visited before and have always had lots of questions for me about it. Though I think my best memories with the young people at Baca have been sitting in parks in the sunshine, having ice creams, chatting and laughing. It has been wonderful to be able to experience their kindness, humour and positive attitudes despite the challenges they've faced and I hope through volunteering I have had a positive impact on the young people too."

How Mentoring has helped Sam

Sam (not his real name) loves college and learning, he has started doing ICT mentoring at Baca and often goes to the Library to get books to help with his English reading skills. His attendance at college is great. On the 11th of November a group of young people went to Nottingham University for an open day, Sam really enjoyed this and said he would like to go to university in the future.



Enhance Baca's service to maximise the potential in each young person care

Better support young people in the transition to adulthood in independent living

We support young people who are transitioning into adulthood and independent living through our Leaving Care Project.

This project is a recognition that while many of our young people successfully transition from our care, some need additional support. Over the year the project has been a success, as we have built on the achievements made in the first year.

While Covid-19 impacted the project during the early part of 2021, we have been able to offer more face-to-face learning. In total we supported 18 young people, which is an increase of three on last year. As the project has continued to grow, we have recognised that there is too much work for just the Leaving Care Support Worker. While they still lead the project, other members of the Support Worker Team are now able to provide some assistance when needed. This has helped ease the pressure on the project, as we didn't want to jeopardise the level of support we could provide.

A second part of the project is the support offered by Baca's Education Coordinator. She guides the young people through this transition, enabling them to have opportunities to learn new skills through work-experience, traineeships, apprenticeships, or even accessing educational support at Baca.

The Education Coordinator is also building appropriate partnerships to facilitate these placements. The most common areas of support needed by the young people has been the transition to a vocational course, dealing with the job centre to resolve benefits issues, the council for housing, tenancy issues with landlords and finally responding to instances of online fraud faced by the young people.

15hrs

Our Leaving Care Support Worker has provided 15 hours a week of advice and support to young people who have moved on from Baca.

10hrs

In addition, Baca's Education Coordinator has provided 10 hours a week to help the young people to stay in education or access training and employment.

1. Increased Personal Safety:

None of our young people caused harm or distress to others through anti-social behavior, which was our target. We also had no care leavers who were involved in exploitative work or criminal activity, again this met our target.

2. Increased engagement with Education, Employment & Training:

All of our young people were able to get on a full time or part time college course, which exceeded our target. Understandably given the challenges of the last year, we did have some young people leave college. Our target was 80% remaining in education, employment and training, but we were slightly below this at 75%.

3. Improved stability with independent living:

None of our young people are at risk of losing their tenancy, which is above our target of 80%, and 100% have a stable income either through safe, appropriate work or benefits.

Abdo's story

"This project has enabled Baca to ensure these young care leavers have been able

to stay safe, secure and stable. Young people like Abdo (not his real name)... Not long after he moved into his own flat, he was involved in an incident that shook him up.

Our Leaving Care Support Worker received a panicked call from Abdo one afternoon. He said a woman had tried to force her way into his flat. The Support Worker went around to visit him. It had only been just under an hour since the incident, but Abdo seemed calmer when the Support Worker got there. Abdo explained that a woman had knocked on his window, and then tried to force her way in when he opened the door. Abdo said no and went to close the door, but she then started pushing on the door and shouting that she was coming in. This situation went on for nearly ten minutes. Eventually he managed to close the door and lock it and ran to his room to get his phone.

Our Leaving Care Support Worker helped Abdo call the police and log the incident. They logged it as an attempted burglary. The Support Worker showed Abdo how to use the security chain on his front door as he had never used it before. They also logged the incident with the Derwent Living ASB team. When the Support Worker left the flat, a lady matching the description Abdo gave approached his car and knocked on the window asking for money. When he got his phone out to call the police she quickly walked off. He spoke to the police and informed them that she was still around. He also let Abdo know that she was not just targeting him. Abdo was again fairly calm, but it's possible it may take him time to process what happened.

Over the next week the Leaving Care Support Worker talked to Abdo about why the woman had tried to come in, and was also approaching other cars. They agreed she was probably an addict trying to raise money, potentially with mental health issues. Abdo is going to be more careful though and use the security chain when he answers the door. He will also make sure he has his phone on him. The lady did come back a few weeks later asking for a cigarette, but this time Abdo knew what to do, so he didn't let her in. Thankfully, she has not been back since."

Having previously conducted extensive research and identified a location in Cambridge, over 2021/22 we have been able to purchase two houses and set-up an office.



In Autumn 2021 we recruited the team needed to work with the young people. Unfortunately, there was a delay in purchasing and refurbishing the houses, but we are now ready to accept our first new arrival.

The team in Cambridge have been able to build connections with local organisations in the city. By taking this approach we can ensure that our work is not imposing on existing excellent local activities. It is great that we are able to create new connections and partnerships that will support our young people. We are incredibly grateful for the generosity of The Leslie Aldridge Trust, as well as the Paul Hamlyn Foundation. They have shared our vision for supporting young asylum seekers in Cambridgeshire.



Gill- Cambridge Team Leader

A diary of setting up Baca Cambridge

October / November 21

Arriving in Cambridge at the end of October , just after Baca brought our first house, meant we could use it as an office as we had all relocated to the area, and were finding our feet both personally and professionally.

Initially we spent time finding our way around - where are we in relation to the rest of Cambridge? How do we get around? What is in the local area where the houses are? We did risk assessments of the immediate locale and the city to ensure we are aware of the challenges our young people may face and how much we can mitigate? We realised we needed to know what was happening here with refugees and who were the groups to be connecting with?

We set out therefore reaching out to the groups who are part of the City of Sanctuary - we met several key contacts and attended an evening when approximately 20 Cambridge based organisations met for the first time ever and we were able to make some good connections for our future work.

December 21

Work began on the New Arrival house to get it ready to be a safe home for the young people.

February / March 22

were spent largely helping to get things set up and ready; painting, putting together furniture (both in the house and office), doing odd jobs and sorting out our resources. We were able to buy sports equipment and began to think about what we would like to be able to do with the young people when they arrive.

In February we were able to move into an office space - we are very grateful. It has meant we have been able to host meetings with outside agencies and be able to initially host ESOL Lessons for new arrival's while we seek to find an appropriate space for holding these on a more long-term basis. We were also able to recruit our Residential Support Worker. He spent 2 weeks being inducted in Loughborough which was good for him, to get connected to the team there and see more of how we work as a whole Baca team not just Support.

He is now in Cambridge and is getting used to having a new young person and working out his role with them.

In April

our first New Arrival arrived. As a team we were thrilled and have been able to welcome him and help him to begin to settle, feel safe and start to learn English and Maths. This has been a most wonderful time for us as we have been working towards this since last September and now it is a reality of being able to walk with and journey with a young person for them to become the best version of themselves. We are looking forward to welcoming more young people over the coming months.

Residential Volunteer roles are one of the most crucial roles in Baca. As adults who live in the houses, they take the lead in creating a safe home environment for the young people. Finding these trustworthy and capable individuals who are willing to be positive role models for these young people, is not easy.

In 2020 Baca initiated a project to create an internship programme as a solution to recruit suitable adults as Residential Volunteers.

In Summer 2020 we were able to recruit three interns who left in the summer of 2021. Over 2022/22 we were able to recruit four new interns who alongside being Residential Volunteers fulfilled the roles of Sports Intern, Education Intern and Young People activities intern. Some of our interns provided some feedback just before they left Baca.

Sarah – Education intern (not real name)

“I have been blessed enough to be a part of each young person’s journey in one way or another. There have been times where I have been able to create trust and have built a relationship where I can be called on if a young person is feeling down. I am so honoured that I can be seen in this way by these young people, I take this responsibility very seriously. When a young person expresses that they are down, I make an effort to spend more quality one on one time with them. We do things like go for walks in nature where it is peaceful and almost an escape from their worries. We also have coffee catch ups and chat about whatever the young person wants to discuss. Sometimes we will even be able to go and do something that the young person finds fun like pool or football. I try and walk a journey with them to help them know that they are cared for. From my time living in the house the girls have described me as safe, kind and fun.”

Tom – Sports Intern (not real name)

“I provide Saturday sport which gives a chance for the young people to get together and play football every week. Also, during the week we do different sports, so they can have the opportunity to give everything a go. I ensure I get to know the sports the young people want to try out, so I can prioritise these. I also look to give them opportunities to get involved in the community. I do this by working with local clubs so they can participate in their activities consistently.”

Tom described his time at the house “At home I have been a role model to the boys in my house. I maintain a healthy lifestyle (cleaning, cooking and washing) which the boys can learn from. When required I will aid the boys with their everyday needs. Also, with me living at the home I can help with personal safety, such as making sure they are back for curfew.”

The teachers run a summer school during the holidays. This allows them to engage with the young people in different ways. Over the summer 2021 the teachers produced the following program:

W/C 26th July Phonics Intervention

W/C 2nd August School of Leaders and Character

W/C 16th August Science Week

A diary from the Leaders and Character week:

2nd August 2021

Habitudes Summer School Lesson 1 The Iceberg (The importance of character)

A great session and the young people did really well to grasp the quite abstract concepts which were probably new to a lot of them. They were, of course, all familiar with the Titanic, so they liked this analogy. They really got the idea of skills and character and how important it is to build good character. This is a theme that continued throughout the week.

Most of the young people set themselves a challenge to build self-discipline e.g. exercising every day/cutting out sugar, which we followed up on in subsequent lessons.

3rd August 2021

Habitudes Summer School Lesson 2 The Starving Baker (Self care)

We had some fun in the first part of the lesson with an improvised role play of an illustrative story and a push-ups challenge! It was good to see some young people stepping outside their comfort zones to give it a try.

The young people were all very attentive and seemed to grasp the importance of self-care. They were all able to identify a form of self-care that suited them and set themselves a personal goal to do it this week.

4th August 2021

Habitudes Summer School Lesson 3 Golden Buddha (Self worth)

This lesson had lots of new and challenging vocabulary but amazingly everyone managed to participate at their level. They listened attentively to the story of the discovery of the gold statue (inside an ugly, stone casing) and how this changed people's perception of it. Most of them seemed to grasp the application of this in terms of self-image and self-worth.

Everyone had a go at filling in their "personal inventory" of qualities, abilities, passions, opportunities and affirmation, even though these were challenging concepts for some!

The highlight of the lesson was the young people writing affirmations for each member of their class, which everyone engaged with whole-heartedly and the young people put great effort into, looking up words eagerly on their phones and consulting each other in their own languages etc. The results were beautiful with lots of beaming faces as the young people read their own list of encouragements at the end. It was a lovely moment. I encouraged them to put this somewhere where they could read it often, maybe as a poster on their wall.

Locally, regionally and nationally to see a world where forced migrants are welcomed, feel safe and have hope to rebuild their lives for a better future.

Engage with local community

Now more than ever before, Baca believes that it is vital to engage with the local community in order for us to achieve our vision. It is important for us to be part of the local conversation and the local solution to build bridges between community groups. This is necessary in light of the general negative sentiments, that may be pervading the various parts of the country, and particularly in the East Midlands region, towards those entering the UK to seek refuge from exploitation, war, persecution and trafficking.

While a lot of our community engagement was initially online in 2021/22 we were able to deliver more face-to-face events.

These are just a few of the highlights:



- A partnership was formed with All Saints church. The partnership was launched as part of refugee week in June 2021. Our Business Development Director spoke at the event and there was also a display about Baca which included lots of our young people's art work. The display was open to the general public over several weeks.

- We sent school packs to primary and secondary schools in Loughborough and the surrounding areas. The pack was designed to be used during refugee week 2021 but could be used at any time with key information about refugees, Asylum seekers, and included lesson plans and quiz's. Over the year we delivered lessons to pupils (using the school packs) at both Sacred Heart School and Loughborough Church of England School.

- In the summer 2021 we launched the 3000 Mile challenge. (We again partnered with the National Citizenship Scheme (NCS) in Leicester and they did a great job. Two local companies also got involved. By the end of the challenge we had raised over £4,000. The NCS raised just over £2,000 of this total amount.

- As part of our Christmas 2021 campaign we launched our Gingerbread House Competition in which people/families could enter a Gingerbread House that they had baked and decorated. A local Leicestershire company supplied gingerbread cutters at cost price so we were able to sell Gingerbread House packs at a local Christmas Market. Bom Bom patisserie partnered with us and we were able to have a stall at their Christmas event for local people to judge the competition and pick winners.

We have been working with Baca for a number of years developing software that enables their team to manage the every-day interactions with the young people they support.

We love everything about Baca and this year we wanted to do a bit more and so decided to take part in their 3000-mile challenge. It can be heart breaking to hear what the young people have to go through in order to reach a place of safety but knowing that there are charities like Baca working hard is something that we as a team wanted to get behind and support.

As a team we decided to commit to walking 300 miles between us over 4 long walks. This meant averaging 18.5 miles each per walk! Thankfully we managed to (just about) achieve this and in the process raised over £900.



Excellent working relationships

Placements from local authorities

Over 2021/22 Baca has worked to provide care for **32** young people from **4** local authorities:

- 25** young people Leicestershire County Council
- 1** young people Cambridgeshire County Council
- 2** young people Leicester City Council
- 4** young people Rutland County Council

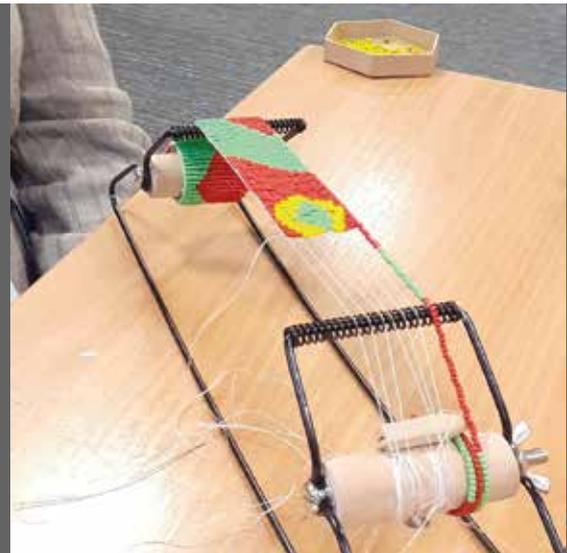
Our support is delivered through the placement of vulnerable young asylum seekers within our supported accommodation provision, which currently caters for **27** young people at any one time. This capacity is increasing and through this past year, we have had an average occupancy of **96%**, providing **22,047** chargeable support hours.

The overall number of young people we have supported is lower than previous years, but this is because we have had lower number of young people who have been able to move on. Our average occupancy is up from **80%**. The demand for our service continues to exist and is increasing. Unfortunately, this year we have had to turn down over **50** referrals because we didn't have space. To address this issue, **we are creating additional capacity in Loughborough as well as opening two houses in Cambridge.**

Art therapy sessions at Wyggeston & Queen Elizabeth college (WQE), Leicester

In September 2021 our art therapist was able to restart sessions at WQE College. While she had tried to stay in contact with the college during the pandemic, we were concerned that these sessions may never re-commence. She described how the sessions are now working.

“With the change in Covid-19 restrictions, it has been possible to find a way to work with our young people at WQE College. This has involved restarting and rethinking the wellbeing sessions that were running prior to the pandemic. We are now able to use a different room for 1-1 sessions with young people attending during their free lessons. This is already working well. It allows them and me to meet during the working day without the need for them to travel to Baca at the end of college. New contacts and really great engagement from the Skills and Welfare team at WQE has made this possible. So far, I have connected with four young people on a regular basis, but I expect this number will soon grow.”

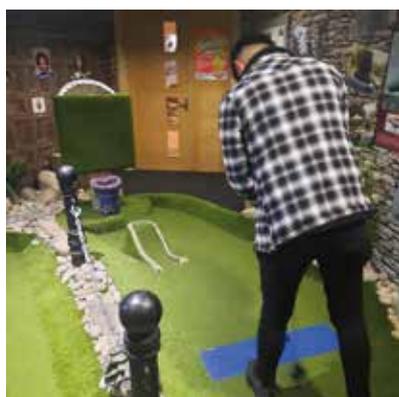
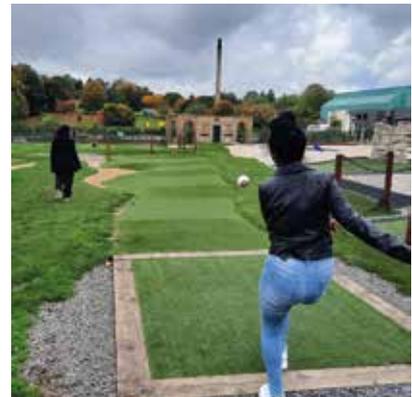


Feedback from our Grant Manager at the Lottery Community Fund

“Many thanks for the End of Project Report which I have now read together with the financial information. As ever it is a wonderfully presented report with great storytelling, clarity about activity and impact, and full of the love, compassion and empathy that I know you and the Team at BACA bring to the support provided to young people staying with you. In these dark times it is a pleasure to read of the learning and progress that young people are able to make. I am delighted that this is not the end of the story for BACA and the National Lottery and look forward to hearing about more young people but also the development of the BACA and the services you provide during Rebuild 2.”

Feedback from our Grant Manager at Henry Smith

“Thank you for the progress report in relation to your grant towards three years' continuation funding of the running costs of a project providing support to unaccompanied asylum seeking young people aged 16-18 from across the Midlands. It was very interesting to read about your ongoing growth in response to increased demand. Your outcomes continue to be excellent, exceeding agreed targets on all measures. Thank you for providing a good case study - it demonstrates the depth and complexity of your work very well.”



Over 2021/22 we have shared our knowledge both locally and nationally. Locally this includes working with The Nottingham and Notts Refugee Forum and East Midlands Strategic Partnership.

While we have always had a desire to share knowledge and have made progress, we have sometimes found it hard to create new opportunities at a national level. This year we have had a break through, after we were able to sit at our first All Party Parliamentary Group (APPG) meeting.

This has created more opportunities to be involved in other meetings both at Parliament and outside, which has been incredibly valuable, as often we are the only organisation at these meetings representing the views of young asylum seekers and victims of trafficking.

New key connections over the last 12 months

- APPG for Care Leavers and NEET – We were able to represent the voice of young asylum seekers at this group. The group were exploring the journey from care to employment. We were the only organisation at the meeting representing asylum seekers.
- APPG for Social Work, specifically around young asylum seekers. We were able to share our experience on age assessment, emotional wellbeing, and the challenges of long-term settlement.
- Refugee and Migrants Children Consortium – We made a submission to an enquiry about regulation of post 18 accommodation, sharing our model of care and accommodation.
- APPG Covid-19 Inquiry – This inquiry was looking at the impact of Covid-19 on looked after children in care. Again, we were the only voice at the meeting representing young asylum seekers.
- Migrant Board East Midlands – We made a presentation around the best practice model of delivering care for young asylum seekers. This helped alleviate their concerns that this type of support would take away resources needed to care for UK children.
- Our art therapist has been able to speak to Paragon Law about the young people's wellbeing. Paragon Law are the main solicitors the young people use. She has shown them how they can bring this awareness into their legal advice practice. Our art therapist has also been able to add her voice to wellbeing reviews/information for WQE College and the Leicestershire Social Services Team. She intends to continue widening this with other members of the multidisciplinary team.

Baca is committed to ensuring we consistently listen to our young people. The young people are the centre purpose of all we do at Baca and so it is naturally part of our DNA to learn from them and use their voice to shape our services. We work hard to ensure that those we serve are at the centre of the plans we have and the services we deliver.

This year we have continued to develop the young people's voice group. While this hasn't moved forward as quickly as we hoped, we have made progress. Initially a small group of staff formed to discuss how the group could work and the practicalities. This was done so we could understand some of the potential barriers and challenges with the project.

The group established an initial Vision and Impact that could be reviewed at a later date:

Vision

The enabling of young people to discover/learn/practice how to use their 'voice' to pro-actively and responsibly contribute to different areas of life, including their experience at Baca.

Impact of the Project

To enable young people to discover themselves, understand better the world around them, especially life in the UK, so that they can use their voice to positively influence situations, events, in their day-to-day life and the wider environment - either through advocacy or through active participation in local initiatives.

Unfortunately, several members of the group left Baca over the summer. It was felt best to briefly pause the project. It has now restarted, which is great news. One of the Support Workers will have some hours allocated in his weekly timetable to lead the project. He is continuing to engage with the young people, and we hope to start facilitating these young people groups in the coming weeks.

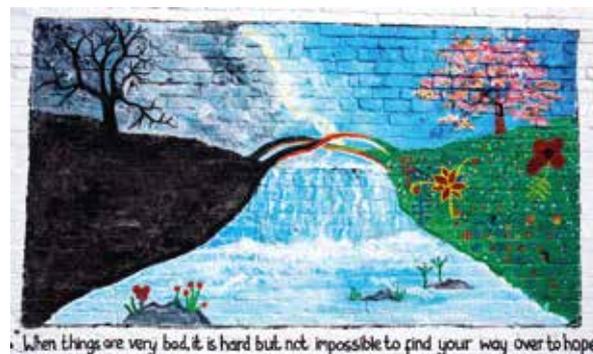
Over 2021/22 our young people have had opportunities to shape events like the residential, the annual celebration and day trips have continued. On the residential the young people planned the activities and meals. A group of them cooked the evening meals which was often food from their cultural background. Some of the young people produced and edited a video of the residential which they called their 'Baca Holiday'. The experience of last year has fed into the planning of this year and it has created greater interest amongst the young people to both participate in and develop these events.



We are really proud of the resilience of all our young people. We were so impressed at how they coped with the third lockdown at the start of 2021. While they did find this period challenging, they continued to engage with the support and training Baca provide. An example of this came with the boys taking part in 1-1 coaching for football rather than group sessions. This was a great way of getting them out and about during lockdown and keeping them entertained.

We currently have 26 young people at Baca and we are really proud that all of them are currently engaged in education. We had several young people who dropped out of college for a while during the year, but through the dedication of the education and support team and the resilience of the young people, they have all been helped back into education.

The mural was one of the biggest successes of the year. It was amazing how the young people took one of the boys paintings and worked hard together to create a mural. They are rightly proud of the finished work and we are proud of them.



Baca football has again been a success story over 2021/22. We have young people playing at four different local clubs. The coaches are really happy with their performance on the pitch and the way they have settled into the team.

It was great this year that the residential could take place, having been postponed last year. A group of young people and the support team did a brilliant job planning the activities and food. The support team were really proud of how all the young people got on both with the activities and with the cooking and cleaning. A group of young people also produced an excellent video of their 'Baca holiday'.

The Celebration

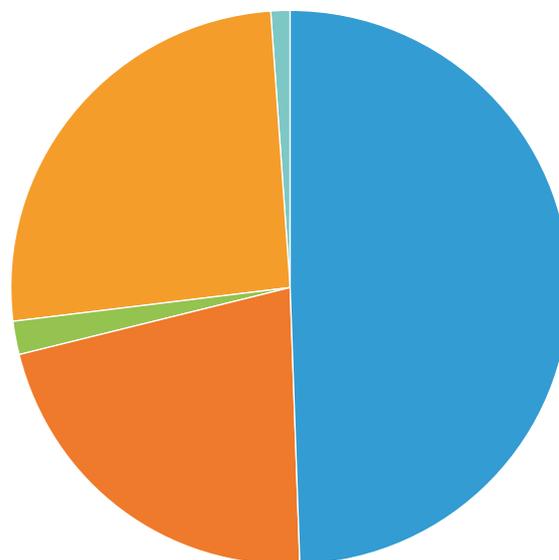
It was great to be able to have our annual celebration in person this in September 2021 rather than online. As always it was an incredibly uplifting experience, as we were able to recognise the progress and achievements each young person had made. There was great food and lots of dancing! It was a very special moment when one of our young people presented Jimmy (our CEO) with a certificate for Baca.

After the celebration one of the support workers shared the impact the event had made on one of the girls:

"She told me about a dream she had after the celebration in which she saw her parents and she was showing them her certificates from the celebration. They were both telling her well done and she could tell they were proud of her. It was a joyous but emotional moment as she described her dream."

What we raised

- Local Authority Income 50%
- Grants for houses 21%
- Donations and gifts 2%
- Grants 26%
- Other 1%



Total income for the year amounted to £1,692k (£1,186k in 2021) of which £1,325k (£1,152k in 2021) was generated from charitable activities and £367k (£34k in 2021) was from donations and gifts.

Through the excellent passion shown by the fundraising team in expressing Baca's vision and the young people's needs, the Charity has been able to achieve 73% success in other grant applications made, which equated to additional non-house grants of £398k (£344k in 2021). Income from gifts from individuals and corporates continues to be a small proportion of the total income, £37k (£34k in 2021).

We are very grateful for the incredible generosity of Baca's many supporters.



Funders and supporters

Baca would like to sincerely thank all those who have supported us during the 2021-22 financial year.

Baca's funding primarily comes from the contracts it has in place with various partner local authorities.

We would like to particularly acknowledge our partnership with Leicestershire County Council, with whom we have been working for 14 years.

Much of the non-statutory value added work Baca carries out is supported through funding from grants and donations from those in the community. We are grateful for all the fantastic support we have received for this work from the different grant funding bodies and foundations listed at the end of the report.

We are particularly thankful to the National Lottery, Samworth Foundation, CHK Foundation and Henry Smith Foundation for their continued support of our work. We are also grateful for the new funding we have received from Paul Hamlyn, Children in Need and CAF. The generosity and commitment of all our funders, is much appreciated, these grants enable the Charity to run effectively and efficiently.

Baca recognises that much of the non-statutory work such as extra-curricular activities through volunteers, additional education support, art therapy, sports and day trips would not have been able to run had it not been for this investment.

We are also incredibly grateful for the donations we have received from the local community, churches, schools and community groups over the last year.



Volunteers and Interns

Baca would like to convey our sincere thanks to all our volunteers and Interns who have generously given their time and passion into mentoring, supporting and encouraging our young people on a weekly basis, either online or in-person throughout 2021 into 2022.

We are particularly grateful that volunteers and Interns help provide the additional 1:1 time which is incredibly valuable to the young peoples growth in so many ways.

Contact us



investing hope, shaping futures

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