Congratulations to Brentford FC Community Sports Trust on their 30th Anniversary celebrations from everyone at the EFL.

Brentford continue to be one of the most innovative and high performing Trust's in the EFL family, and their success over 30-years is testament to their outstanding reputation and quality of provision.

With the amazing new facility at Lionel Road coming on stream soon, Brentford FC's role as the beating heart of the community will be secured for many more years to come.

The EFL Trust look forward to working with everyone at Brentford FC CST to help deliver the next 30 years of success.

Mike Evans Director of Operations, English Football League Trust

Event Partner

Reliable Networks Managed IT Services

Reliable Networks has been a proud partner of Brentford FC Community Sports Trust since 2009. The impact of the programmes they run and their work within the community is phenomenal and I am proud to associate my business with them.

Paul Fisher Managing Director, Reliable Networks

Associate Partner





PLAYING THE LONG GAME

30th Anniversary Review & Strategy 2017-20
First Edition

Launched at: The Watermans Art Centre Brentford, Middlesex

31st January 2017

Brentford FC Community Sports Trust

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Foreword

It is my great privilege to provide the foreword and welcome to 'Playing the Long Game', marking our 30th Anniversary and setting out our Strategy from 2017 to 2020.

For the past 30 years, the team have been at the cutting edge of community development work.

2016 has been another exceptional year, with our team delivering a range of innovative programmes to over 11,000 participants. Over a third of our participants are female and we have an incredible team dedicated to providing sporting programmes for children with disabilities and additional needs.

When the Football in the Community Programme began in 1987, I don't believe anyone could have envisaged that 30 years later, we would be at the forefront of the field delivering such a diverse range of programmes in sport, education and employment, inclusion and healthy lifestyles.

As a Board of Trustees, we will continue to promote the free thinking of the team, whilst providing continuous Trustee-led support through our sub-committees, which we believe is key to the past and future success of the Trust.

The full impact of the work of our team of 100 staff and volunteers should not be underestimated. I thank them for their fantastic work and for making such a positive difference to the lives of so many people.

Having first-hand knowledge of some of the future projects in the pipeline, I know the Trust has a secure and exciting future. We should all celebrate this milestone and look forward to the next 30 years of history in the making!

lan Dobie Chairman, Brentford FC Community Sports Trust





Introduction

Welcome to our 30th Anniversary Review.

The photograph on the front cover was taken by 11 year-old Mia Lloyd who is a participant in our Young Carers programme. It is particularly appropriate as, whilst this review attempts to quantify the impact of our work over a 12-month period, we know that it is almost always the qualitative evidence which is generated by staff, volunteers and participants that stay longest in the mind.

In 2013 we embarked on an ambitious exercise to value the social cost savings that could be attributed to the range of projects and programmes we were delivering. We engaged the social research and technology company Substance, who reported that the minimum value that we could claim was annual cost savings to the public purse of £8.5 million.

Whilst we were pleased with the valuation, we were confident we could do even better by working more effectively with children, young people and young adults who were facing the biggest challenges in the neighbourhoods where we worked. We are delighted to report that three years later, Substance valued our annual social cost savings at £13.77 million, an increase of 38%.

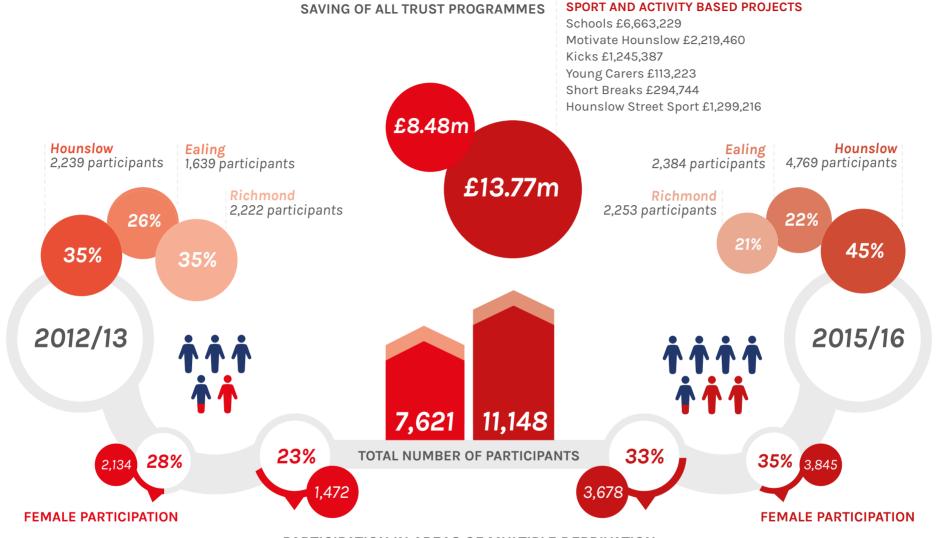
We have built a solid platform over the last 30 years and become a valued partner to many other organisations in the public, private and charitable sectors. The Trust is now entering an exciting phase of development which will see the regeneration of Brentford and its surrounding areas. Our new 3-year strategy responds to the challenges and opportunities facing our local communities and we are confident in our unique ability to engage and inspire people in sport, education and activity based programmes, whilst playing our part in the regeneration plans.

This report reflects the dedication and skill of our Trust team and the many volunteers who give up their time. I hope that their energy and enthusiasm comes through as you turn the pages. Thanks to Mia and everyone else who provided the evidence of our work.

On behalf of our team I would like to thank our partners, some of whom have been with us from the very beginning. Together we are making a lasting impact and we look forward to a bright future.

Lee Doyle

Chief Executive, Brentford FC Community Sports Trust



TOTAL SOCIAL IMPACT COST

PARTICIPATION IN AREAS OF MULTIPLE DEPRIVATION

The number of participants living in neighbourhoods in the 30% of the most deprived areas of England and Wales.



ANNUAL SOCIAL IMPACT COST SAVING OF MAJOR





BRENTFORD FC CST - THEORY OF CHANGE

Responding to national and local priorities



A lack of engaging sport and physical activity-based solutions to social issues in West London.

ASSFIS

- Brentford FC Stadium
- Brentford FC Brand
- •100 FT/PT & casual staff
- Volunteers
- Education centre
- Community partners
- Business partners
- Trustees

PROGRAMMES

Sports Participation

- School curriculum (PPA)
- Extra-curriculum clubs
- Talent development (FDC, GFDC, futsal)
- Women and girls
- Mass participation events
- EFLT and PLCF programmes

Education and Employability

- Post-16 programmes
- Curriculum workshops
- Pupil referral unit
- Adult education
- NEETs programmes

Social Inclusion and Community Cohesion

- Estate-based sports and youth clubs
- Young Carers
- Mentoring Young Offenders
- Disability
- Troubled families

Healthy Lifestyles

- Adult physical activity, weight management and social connectivity
- Children's physical activity and weight management (inc. SAS and Move and Learn)
- Corporate wellness programmes

Business Continuity and Development

- Corporate partnerships
- Marketing and communications
- Finance
- Human resources and workforce development
- Health and safety and risk management
- Measurement and evaluation of social impact







Brentford FC Community Sports Trust has prepared for the challenges of the future sporting and societal landscapes by commissioning a Theory of Change with social research & technology company, Substance.

Following consultations with local authorities, partner agencies, participants and staff, the Trust management team then considered how the present programmes and pathways of delivery were suited to the new strategic directions of the key Government Departments, Sport England, the Premier League and the English Football League Trust.

This led to the development of the Trust's new intermediate and global outcomes, which are aligned with local and national policy and will be the focus of our delivery programme from 2017 to 2020.

INTERMEDIATE OUTCOMES

- 1. More inactive people becoming active
- 2. More people regularly and meaningfully engaging in sport and physical activity
- 3. Increase the amount of adults using outdoor space for exercise
- 4. Improved physical well-being
- 5. Improved mental well-being
- 6. Increased physical literacy
- 7. More people attending live sport
- 8. Increased engagement with education, training and lifelong learning
- 9. More volunteers and a greater diversity of volunteers
- 10. Improved progression and inclusion in talent development

GLOBAL OUTCOMES

- Improved health
- Improved access to educational opportunities
- Improved employment prospects
- Improved community cohesion

AISION

To use sport to engage, inspire and empower people in West London to achieve their life goals.



Project 100 is focused on providing a targeted range of support, for Key Stage 3 & 4 students with low attendance and motivation, hindering their progress at school.

Project 100 forms part of the London Borough of Hounslow's Families First initiative.

"My attitude towards school wasn't that good, but now I try my hardest and because my attendance has improved I am praised for it."

Sixteen year old Hounslow student who increased her school attendance by 12% whilst participating on an 8-week GPLZ programme.





"Before attending sessions at the Griffin Park Learning Zone, we felt isolated.

I have a Traumatic Stress Disorder and my son was diagnosed with a Defiance Disorder. We knew this was impacting him but we really needed outside support.

He struggled in school and it was stressful motivating him but the Learning Zone really helped with this. He began to learn through fun using boxercise, photography and cooking."

Parent of children attending the Learning Zone and Young Carers Project

Brentford FC Community Sports Trust was commissioned to deliver the Ealing Young Carers Project in 2011.

We began working with 25 known Young Carers initiall and have steadily increased the numbers each year to around 200 today.

"Brentford FC CST's management and delivery of the programme has been excellent.

They have raised the profile of young carers and have worked well in partnership with statutory and other services identifying and increasing referrals and increasing the number attending.

They have proved that a Trust linked to a football club are able to deliver statutory services on behalf of the Council. It's great to see a Football Club that is in touch with the needs of its community."

Danielle Grant-Vest Children's Commissioning Team, Ealing Council

Social impact cost-saving £113,223 annually.

Brentford FC Community Sports Trust was commissioned to deliver a Youth Mentoring Programme in Ealing and Hounslow Boroughs in 2012.

The project aims to inspire young people to engage in positive activities and support education, training and employment opportunities.

"I wanted to acknowledge the positive impact your staff member has had on the life of a very vulnerable young person.

She has been there through very difficult times which were impacting hugely on the young person's life. Great work in terms of both mentoring

Louise Morgan, Head of Early Intervention, Ealing Youth Justice Service

and safeguarding.'

Photographic credit:
Mia Lloyd: Ealing Young Carers Project





Brentford FC Community Sports Trust offers a comprehensive approach to school sport and education whilst also providing extra-curricular pathways into local sports clubs, football development centres, weekend and school holiday clubs.

A sustainable model now exists enabling us to engage with and support a high number of primary school teaching staff, pupils and parents throughout the academic year.

Social impact cost-saving £6,663,229 annually.

"Brentford Community Sports Trust continues to be a strength at Mount Carmel Primary School.

Over the last 5 years, our partnership has developed so much. Brentford FC Community Sports Trust provide a broad range of after-school sports care with a menu of multi-sport activities including football, basketball, netball, cricket, athletics and tennis.

Directly utilising our sports premium funding, we engage one regular coach, Calum McHardy from Brentford FC CST, tasked with improving our school sport offer.

Calum has contributed to helping the school achieve a core aim of ensuring that every child attends 3 sporting events during dinnertime sessions in the year. His support has also contributed to the school participating regularly in a number of external sports events.

Calum's work has also ensured that Reception aged children receive teaching in the vital skills of agility, balance and co-ordination, embedded so that each child can apply those skills to any sporting activity in Key Stage 2.

Calum and BFC CST are part of the fabric of Mount Carmel. It is a partnership that we value highly and intend to develop further for the benefit of current and future pupils at our primary school."

Clare Walsh, Head Teacher, Mount Carmel



Premier League Primary Stars is one of Brentford FC Community Sports Trust's flagship projects within our school programme.

Offering focused PE, PSHE and Extra-curricular provision for primary school children and supporting the continuous professional development of teaching staff within physical education, the project is part of a national initiative designed by the Premier League to engage with pupils, teachers and parents via high quality provision and online resources.

The project forms an integral part of our whole school offer whilst ensuring that a designated member of staff is allocated to training, developing and quality assuring our coaching staff.



"Brentford FC CST have had a positive effect on the delivery of PE at Crane Park Primary School.

The staff are flexible, passionate and committed to improving the physical education opportunities and learning experience of our pupils.

They are able to adapt to life in a primary school, delivering PE in all weather conditions and in varying spaces."

David Shortland, PE Coordinator, Crane Park Primary School

"We have been very lucky to have Amber coach our girls' team on a weekly basis and it has been fantastic to have a female role model to inspire the girls.

All of the team were non-football players and her patience and encouragement has allowed them to develop both skills and confidence in a secure and positive environment.

It is noticeable how the girls have grown in confidence in both handling the ball and passing within the team. They are also developing positional sense and awareness of how to move and support the play on the pitch.

Amber has also encouraged a great team mentality where the girls are vocal in giving advice, encouragement and support to the rest of the team."

Lynne Wright, PE Leader, Trafalgar Junior School



The Fearless Foundation is a charity set up in the memory of Danny Fullbrook, a talented national sports journalist who passed away at the age of 40 after a battle with cancer.

Those closest to Danny decided to celebrate his fearless nature by creating the Fearless Foundation, which works alongside sports organisations like Brentford FC CST to harness the power of sport.

Working in partnership with the Trust during the last two seasons, over 1200 pupils have benefited from classroom lessons with a professional journalist followed by football coaching from Brentford FC CST's experienced coaches.



"I am continually impressed by the results of the BFC Community Sports Trust. Presenting the Fearless Foundation young journalist awards gave me a real sense of the impact that Trust projects make in our surrounding communities."

Cliff Crown, Chairman, Brentford FC

"We are so glad we entered the Journalism competition.

We spent a number of lessons working on the match reports as the children were so enthusiastic!

What a brilliant opportunity for our children."

Year 6 Teacher, Green Dragon Primary School

"It is nice that both the boys and the girls were interested in the subject matter.

They couldn't wait to start writing and as soon as we did the notes they asked me could we start writing this afternoon which is unheard of.

It will be interesting to see if they produce higher quality work, which I expect they will, because they care.

Sometimes finding something that gets their interest is the hardest thing."

Year 6 Teacher, St Mark's Primary School



Move & Learn is a free sports and nutrition project aimed at primary school pupils in Year 5.

The content intends to engage children in regular physical activity, build awareness of the importance of a balanced diet and adopt an active lifestyle.

Forty-five local primary schools benefit each academic year from this project with each child receiving 9 hours contact time with BFC CST staff.

45 local primary schools benefit each academic year from this project.

"The children took a lot away from it. We had discussions after class about how we could be healthier and how we could apply what we were learning in the coaching sessions into our PE lessons.

A lot of children have been talking to me about school dinners and trying to weigh up the healthiest option.

It not only had an impact in our class discussions...more children who attended the course have signed up for our after school athletics programme!"

William Lock, Wood End Academy





"A really interesting project. Children got actively involved, they had homework to do so they were also involving their families.

We were talking about healthy foods during the rest of the week and were using it in our other learning and lessons; I can see us continuing to use it now.

The kids were so excited every Wednesday to come in and do it. It is amazing to get everyone involved and thinking about being active and their own healthy lifestyle."

Victoria Coker, Green Dragon Primary School



ONE **YOU** HOUNSLOW





Only 12% of children in Hounslow primary schools meet the Chief Medical Officer's recommendation of taking 60 minutes of moderate to vigorous physical activity per day.

Brentford FC CST has made interventions in this area of work a priority and is working closely with the Public Health team at the London Borough of Hounslow and Sport Impact to make children more active each and every day.

Hounslow Super Active Schools is an innovative pilot project which is helping to embed a culture of physical activity in every aspect of 10-schools and to provide specialist support.

Through Change for Life Clubs we are working with One You Hounslow on family-based healthy eating and physical activity sessions.



"When young people feel physically and emotionally well they are going to do better in school, they are going to attain more, they are going to achieve more."

Baroness Sue Campbell speaking at the launch of Super Active Schools, Hounslow, January 2017.



Working with Post-16 education providers such as The University of South Wales, English Football League Trust, West Thames College and Ealing, Hammersmith & West London College, Post-16 students who wish to combine a sporting career, whether coaching or playing, can take that next step.

Be it considering their future as a footballer, futsal player or taking a Foundation Degree with our 'distance learning' option, students are offered a realistic balance between studying for academic qualifications and pursuing a career in sport.









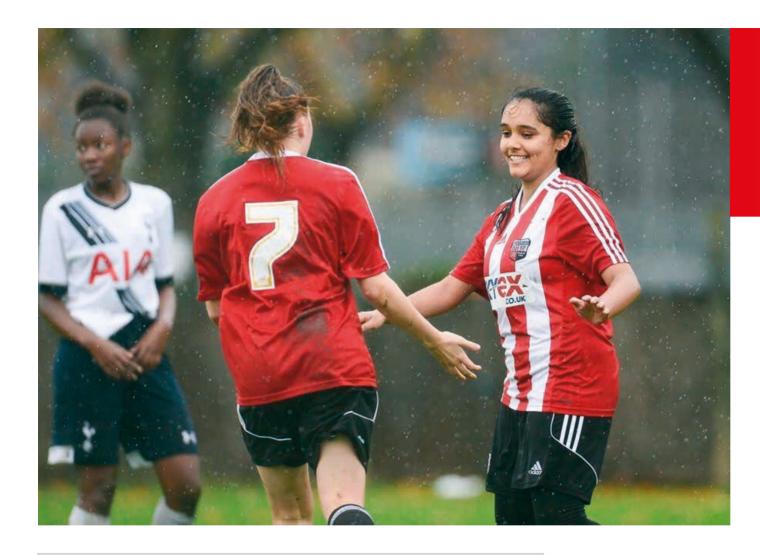




"My aim via this course is to apply for a playing scholarship in America or complete my coaching badges here in the UK and go on to University.

It is something that I am glad that I did and I would recommend it to anyone thinking about continuing their education within a sporting environment."

Ollie Wright, 2nd Year Student, West Thames College & Brentford FC Elite Development



537 secondary school girls have participated in female football sessions from 2015-16. This is a 50% increase on the original target.

Of those participants, 21 players were referred to Brentford Women's FC and 42 players were recruited to our Girls Football Development Centre.

One participant, Gabby Bishop, joined us on work experience and is now employed as part of our coaching team delivering across all of our female sessions.

537 secondary school girls have participated in female football sessions from 2015-16. "I never started playing football until I was in secondary school. My teachers encouraged me to come along to the Brentford session and I really enjoyed taking part.

I loved playing in the competitions and now I play outside of school at Brentford's Girls Development Centre."

Nicole Goolab, Elthorne Park High School









The growth and progress of the Trust's Girls Football Development Programme has been very impressive.

Pathways now exist for players to progress into regular coaching sessions with additional help to find teams for participants to join. Undoubtedly, the Trust's dedicated coaching staff have been instrumental in this and inspiring girls to begin a lifelong love of sport'.

Greg Dyke Former FA <u>Chairman 2013-16</u>



Short Breaks is a Brentford FC CST led sports programme, delivered in partnership with Fusion Hounslow and Feltham Bees to support Hounslow children with disabilities and their families.

144 children and their families accessed a variety of programmes including adapted sports such as kurling (pictured), boccia and polybat, plus football, badminton, gymnastics, table tennis, swimming and kayaking in 2016.





"Having an hour to myself in the summer while both girls went on the Short Breaks kayaking session was total bliss.

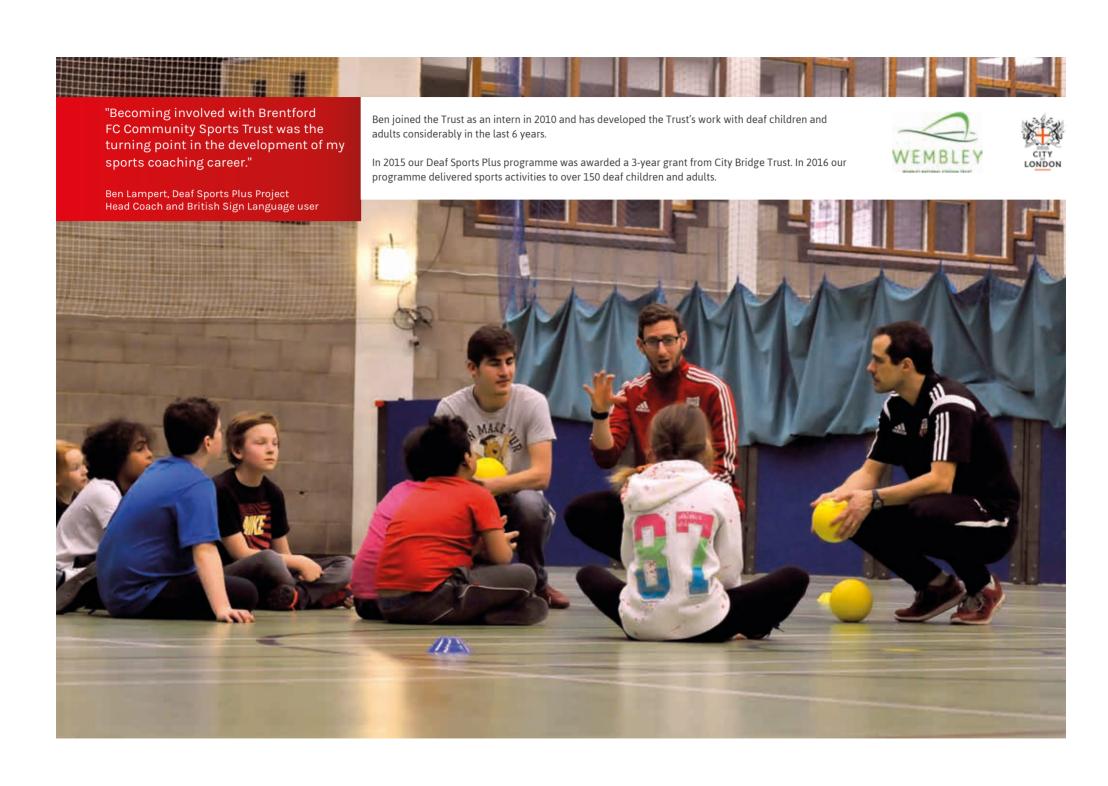
The summer is very long and this was so appreciated."

Parent, Hounslow Short Breaks for children with disabilities

"We are lucky to have such a pro-active, community orientated team based in the Borough.

The Trust helped form the Feltham Bees in 2002 and since then have been a continued source of help, support and advice."

Ray Coleman, Feltham Bees Disabled Sports Club





Since 2006, Brentford FC Community Sports Trust have supported Action-Attainment Richmond to develop an active learning programme which builds family understanding of their child's communication and sensory needs.

On the Ball is a series of workshops which are complemented by 10-weeks of family sport sessions.

The children specifically experience that sport can be enjoyable, often for the first time. This counters typical negative experiences of sport for the majority of these children.

"Children with social and communication difficulties like Autism, Asperger's syndrome and ADHD, can struggle to relate to other people.

On the Ball not only helps these children join a sports programme but can be used at home in the mornings to lower tension and get to school on time."

Sam Silver, CEO Action-Attainment Richmond

"This was the first sport activity our son has been part of, that took into account his needs. He thoroughly enjoyed it and felt he achieved, learnt new skills and had fun.

He was comfortable from the first day and the coach was fantastic, knowing exactly how to be with him.

We feel it was an amazing success for our son and our family, helping us turn a corner and give our son confidence. Thank you!"

Parent of On the Ball 2016 participant







Through the London United Cooperative - consisting of the community departments of all London professional football clubs - Brentford FC worked with Fulham FC and Tottenham Hotspur on the fanACTIV pilot programme to improve the health of male football fans through healthy competition.

25 fans completed Brentford fanActiv and continue to enjoy the benefits of an active lifestyle.

Phase 2 of fanACTIV will feature 9 London football clubs and will continue to be funded by the NHS Healthy London Partnership.

fanACTIV won 'Best Innovation' at the Beyond Sport Awards 2016 and the London Sport 'Making it Easier' Award in January 2017.

The Brentford team of 25 fans lost an average of 4kg each in the 12-weeks and have started their own regular 5-a-side sessions.













Brentford FC CST's first housing estates-based provision was in Feltham and Southall in 1987.

Today we continue to work on 26 housing estates through a range of projects that are funded via the Premier League (Kicks) and local housing associations such as Hounslow Housing, A2 Dominion and Catalyst Housing.

All of the projects tackle important social issues and aim to reduce crime and anti-social behaviour whilst providing young people with regular positive activity.

Hounslow Street Sports: Social impact cost saving £1,299,216

"Hounslow Housing has been supporting Street Sports since 2010 and values the contribution it makes in engaging young people and families within our estates."

We recognise that by providing football, multi-sports and other activities on local estates, young people are kept engaged and lead healthier lives whilst building community cohesion that will help prevent anti-social behaviour and criminal damage from occurring."

Doug Goldring
Divisional Head of Housing Resident Services, London Borough of Hounslow

Premier League Kicks: Social impact cost saving £1,245,387

"It's great for him to go over and play a free game of football and not worry about money. He gets to see local friends and bring some school friends along, and they have all got to know each other.

Sometimes they go over and play by themselves. Trust coaches also worked at his primary school, Oakhill Academy, and it was nice because they would coach the boys at school and say, 'See you later down at Kicks'."

Jo, Parent of Kicks participant

Hounslow Housing











































































































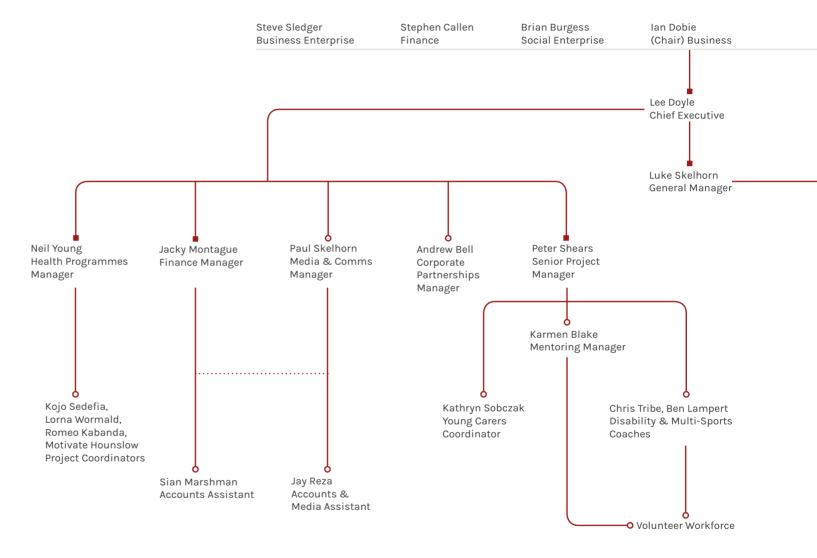






ORGANISATIONAL CHART

Board of Trustees

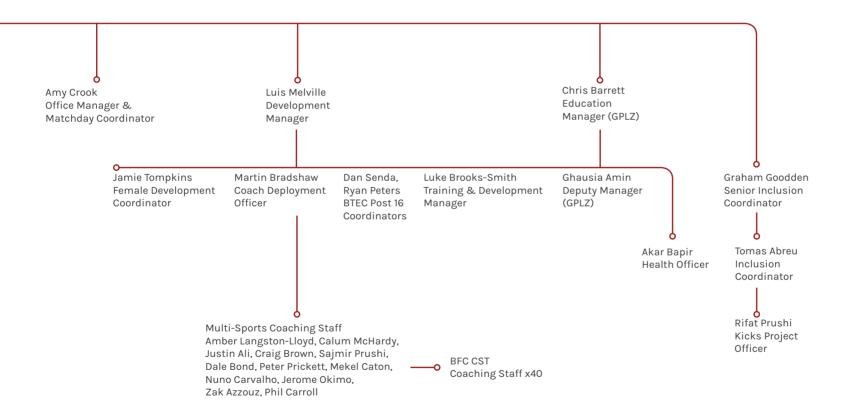






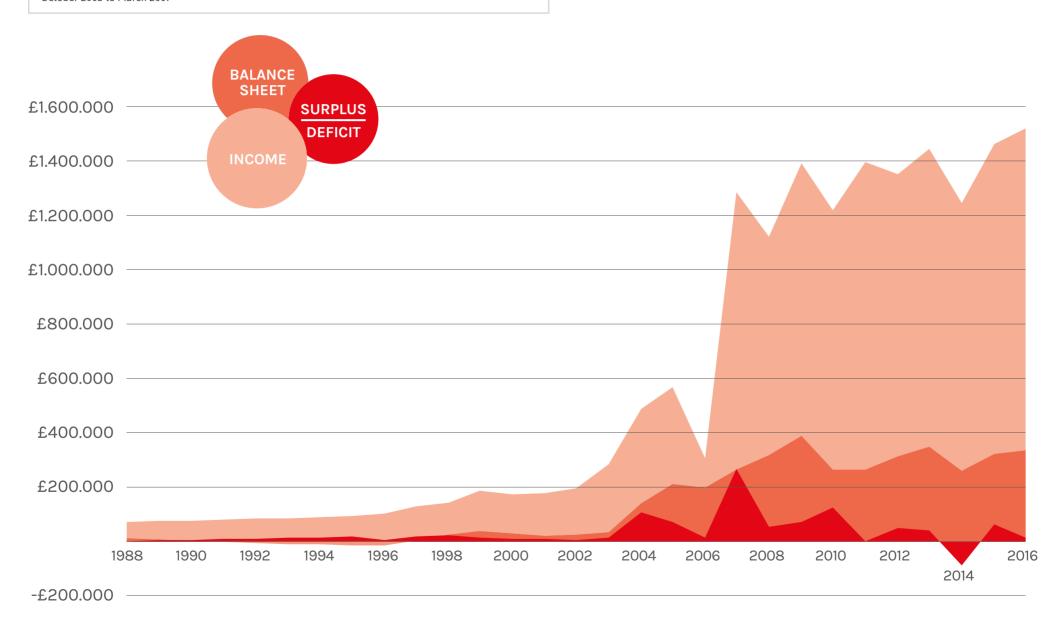
Strategic Leadership Team

Eileen De Souza Legal Karl Reynolds Business Development



Line graph showing the comparison between the growth of income, surplus/deficit and balance sheet of Brentford FC Community Sports Trust each year from 1988 to 2016.

Figures for 2007 reflect the transition to charitable status, reporting accounts for 18-months from October 2005 to March 2007



INCOME BREAKDOWN 2015-2016

TOTAL TRUST EXPENDITURE

- Wages **51.85**%
- Employers NI 3.94%
- Pensions 1.27%
- Premises costs 0.11%
- Other staff costs 4.32%
- Recruitment and training **0.57**%
- Trophies 0.12%
- Sports and training requisites 1.32%
 - Facilities hire 7%
- Equipment hire **0.43**%
- Sundry purchases 1.15%
- Motor expenses 1.11%
 - Travelling expenses **0.66**%
- Marketing **1.18%**
 - Staff uniform 0.64%
- Depreciation of tangible assets **0.85**%
 - Governance costs 4.71%
 - Support staff costs 18.77%



TOTAL END YEAR INCOME

- Sports Participation **33.66**%
 - Core 12.02%
 - Healthy Lifestyles 0.81%
 - Brighter Futures 1.34%
 - Motivate Hounslow 4.02%
 - Post-16 Education **2.45**%
 - Female Football 1.19%
 - Women Active 1.63%
- Mentoring Out of Court 1.80%
- Mentoring Hounslow 3.32%
 - Mentoring Ealing **0.70**%
 - Street Sports 3.35%
 - Inclusion 0.26%
- Premier League Kicks **6.06%**
 - Young Carers 3.04%
 - GPLZ **6.73**%
 - Disabilities 11.61%
 - Paddle Brentford 2.39%
 - Extra Time 0.12%
- Brentford Challenge 0.78%
 - Matchday 2.72%

azdominion

"I have a long association with the Trust, firstly as a volunteer coach and more recently as a supporting partner.

Our company is currently working at Brentford Dock which has enabled the increased association of our business with the Trust

We particularly enjoyed being part of the Trust's Ride London 100 fundraising campaign, although my legs may say otherwise!

I highly recommend the Trust to any business that is looking to make a positive difference to the communities in which they operate."

Alan Barber, Director, The Window Centre





"Ride London was a great day, and with the training rides we really felt part of a team. It is a fantastic event and I am looking forward to taking part again next year!"

teapigs.

Ruth Cadbury, MP for Brentford and Isleworth

"As a local business owner, resident and fan of Brentford FC I am amazed at the scope of work that the Trust carries out.

I joined the team for Ride London in 2016, and I am looking at the possibility of a team from teapigs taking part as well as other ways that teapigs can support the work of the Trust and our local community."

Nick Kilby, Co-founder, teapigs



Brentford FC Community Sports Trust works with partners to improve local facilities. This has resulted in some exciting new projects developing on land and water.

Both the Grand Union Canal and nearby River Thames now have water-sport bases, opening up a world of opportunities for local communities.













"I first got involved in the Brentford Boating Arch project in 2005 when the arch under Kew Bridge became available.

The derelict arch was in terrible condition. We knocked out walls, cleared rubbish and redirected grant money from Sport England and Ealing Council to buy equipment. Within a few years we had secured more grant and sponsorship funds through a network of contacts. A team of volunteers and paid staff came together to get canoeing activities going. We converted a second arch to usable boat storage space.

In 2008, the Trust launched a new canoe club called Edge which soon became a successful autonomous sports club offering a progressive programme.

In 2011, I added paddle boarding (SUP) and BBA became one of the first venues for Active360 - now the UK's biggest SUP development company.

Now BBA hosts 2 canoe clubs alongside Active 360 and is the centre of a year round programme of paddlesports activity involving thousands of people from across London.

BBA has grown into a good example of the Trust's role as an enabler for sports development and an umbrella body helping to grow community based sport."

Paul Hyman,
Founding Partner, Brentford Boating Arch



