



eikon helping young people in Surrey



The Eikon Charity

Annual Report and Financial Statements 2021/22



// I CAN .
smile .
AGAIN //

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When you listen to me, it makes me feel accepted, understood, important, valued and validated. It gives me a voice to help me find myself again. It reminds me that I am not invisible or alone.

– YOUNG PERSON

About The Eikon Charity

Our vision is for all young people in and around Surrey to thrive. We empower and support some 3,000 children each year to have the wellbeing and resilience they need to respond well to the challenges they face.

We help young people early on and prevent poor emotional wellbeing and mental ill-health, offering a range of services and approaches, and allowing them to choose the right support for them.

Our objective

Our objective is to listen, understand and respond to the needs of children and young people in our community and to help prevent serious difficulties. By building safe and positive relationships with young people, and making sure they have someone to turn to when they need help to be well, we support them to build the tools to manage their wellbeing and find their own ways to overcome challenges. We know that

if we do this, it is more likely that their long-term prospects will improve.

Networks

We also enable families, schools and communities to provide a network of support and care around young people, because we know this is crucial to their progress. Working collaboratively with young people and those around them on the design and delivery of our services, we help to build nurturing networks dedicated to their wellbeing.

Our work prevents unnecessary serious harm and even saves lives.



E Lauren's story supported by Sarah, Youth Support Practitioner

Lauren started getting support from Eikon when she was in Year 7, to help her cope with an unstable home life. She had recently moved in with her dad and stepmum, having been taken out of the care of her mum, who had struggled with alcohol addiction.

E At the time, I was almost oblivious to the bad side of it because I'd grown up with it being normal," Lauren says.

E But then I moved in with my dad and my stepmum, and I could see the bad side of alcohol and understand what it does to people like my mum.

I would speak to Sarah quite a bit, whether it was about anything personal, or was just

at break or lunch. I started to realise it was helping me when I was actually able to open up to other people as well, not just my family and Sarah or my teachers."

By providing a safe space to talk, Sarah helped Lauren to grow her confidence in getting involved with activities both inside and outside of school, including joining her school's basketball team.

E Now I feel a lot better than when I first moved here and first started school," Lauren says.

E Do talk to someone if you can. It's not going to be easy, but do talk to someone because, in the long run, they can help you."



Charlie's story volunteering with Eikon

My brother was bullied growing up, so I know the damaging impact this can have on a young person. Because of this, I knew I wanted to work with young people and help in any way I could to prevent someone from going through the same things my brother did. I would love to give young people the tools they need to manage difficult circumstances and be happy in their lives and their relationships.

Working with young people first-hand, I can see the positive impact Eikon has. For example, I do something called 'my five wins' with my mentees. These are the five things they believe they have improved or succeeded in. One mentee says,

My confidence has grown immensely, I now put my hand up in class, I've joined the football team, I have made more friends, and the relationship with my family has improved."

This student first came to me with no confidence; he was incredibly shy and kept himself very excluded from everyone. However, after the eight weeks we had together, he was bursting with confidence, and all his teachers said they had seen a huge difference.

Someone once asked me what does Eikon mean? Eikon is a true friend, one that won't let you down, one that would never turn on you, and one that's always got your back.



They reach the kids that no one else can. It's those connections, the foundations for building better relationships – that's what's special.

– EIKON CHARITY
SUPPORTER

Being a young person today

The pressures of school, exams, relationships, and just working out your place in the world can be challenging enough for any young person.

It's reported that almost half of young people have serious concerns about their studies and exam pressures¹. Added to this today is the long-lasting impact of COVID-19, social media², and the alarming news stories all around us about the climate emergency, war breaking out in Europe, and an impending cost-of-living crisis³. It's not difficult to see why the mental health and wellbeing of so many more young people today are suffering – the world can seem a very dark and scary place.

Impact of Covid-19 on children and young people

The COVID-19 pandemic has also had a devastating impact on the wellbeing of children and young people. NHS research tells us that, before COVID-19, around one in nine children had a 'probable mental health disorder' – this increased to one in six in 2020 and has continued to rise.⁴



This is no surprise. Their education was hugely disrupted multiple times, with the added stress and uncertainty for certain age groups about how GCSEs and A-levels would be awarded. Their social development, physical activity levels and self-confidence were also hindered due to long periods of time spent at home and limited interaction with their peers. According to the Prince's Trust, 26% of young women and 19% of young men believe they will never recover from the emotional impact of the pandemic.⁵

For young people who lack a strong support structure, these challenging circumstances and worries can quickly escalate and lead them to crisis point. Research suggests that half of

26% of young women and **19%** of young men believe they will never recover from the emotional impact of the pandemic.⁵



50% of all mental ill health starts by age 15
75% develops by age 18.⁶

all mental ill health starts by age 15, and 75% develops by age 18.⁶ Sadly, suicide remains a leading cause of death among children and young people.⁷

Children's Commissioner

The Office of the Children's Commissioner undertook the largest ever survey of children in England in Spring 2021, reporting that "one in five children told us they worried about their mental health – the biggest issue they worried about. Having good mental health was also one of their top priorities for the future. Many children told us of their struggles to access support, but what they are calling for isn't rocket science. They want advice and support to promote good wellbeing.

And they want someone to talk to when things went wrong, and their worries start to pile up."⁸

Help and support

It can be hard for any young person to talk about mental health challenges with their parents, carers, friends or teachers, and unfortunately, the right advice and support – particularly early intervention – is not always easy to find. Around a quarter of referrals to specialist children's mental health services are rejected because they do not meet the eligibility criteria.⁹ As a result, these children and young people are forced to cope alone, and often become seriously unwell, unless they can find help through a charitable organisation such as Eikon.

Lottie's story supported by Claire, Youth Support Practitioner

I've always had anxiety and I've been bullied since I was little. It still goes on now, but I find it easier to cope with now that I'm with Eikon.

I started doing sessions with Claire when I was in Year 7, and then began to help in the garden. Before then I would go hide away at lunch times. I felt quite lonely and different to everyone else, so knowing that I can come to garden club or talk to people at Eikon makes a big difference for me. Eikon was a massive help from the start. The garden is somewhere I can go just to relax, and Claire is an amazing person to talk to.

I struggle with big groups of people, particularly at school. But at garden club, it is easier to talk to people and get my voice heard. It's a really big thing, and Eikon helped me discover that.



I'm looking forward to passing school, seeing Eikon thrive with all the hard work that we've done at garden club, and maybe less of the bullying in the future, because no one deserves to go through that.

¹ [Challenges-facing-young-people.pdf \(ymca.org.uk\)](https://www.ymca.org.uk/resources/Challenges-facing-young-people.pdf)

² [EPI-PT_Young-people's-wellbeing_Jan2021.pdf](https://www.epi.org.uk/resources/EPI-PT_Young-people's-wellbeing_Jan2021.pdf)

³ [The Good Childhood Report | The Children's Society \(childrenssociety.org.uk\)](https://www.childrenssociety.org.uk/what-we-do/our-reports/the-good-childhood-report)

⁴ [mhcup_2021_rep.pdf \(digital.nhs.uk\)](https://www.digital.nhs.uk/resources/mhcup_2021_rep.pdf)

⁵ [One in four young people say they will never recover from the emotional impact of the pandemic, as confidence falls to an all time low - Prince's Trust](https://www.princes-trust.org.uk/news/one-in-four-young-people-say-they-will-never-recover-from-the-emotional-impact-of-the-pandemic-as-confidence-falls-to-an-all-time-low)

⁶ [Mental health statistics · MHFA England](https://www.mhfa.gov.uk/mental-health-statistics)

⁷ [Suicide – RCPCH – State of Child Health](https://www.rcpch.ac.uk/state-of-child-health/suicide)

⁸ [Dame Rachel de Souza DBE responds to the Health and Social Care Select Committee's latest report into children's mental health | Children's Commissioner for England \(childrenscommissioner.gov.uk\)](https://www.childrenscommissioner.gov.uk/news/dame-rachel-de-souza-dbe-responds-to-the-health-and-social-care-select-committee-s-latest-report-into-children-s-mental-health)

⁹ [Access to child and adolescent mental health services in 2019 - Education Policy Institute \(epi.org.uk\)](https://www.epi.org.uk/resources/Access-to-child-and-adolescent-mental-health-services-in-2019)



Sam's story supported by Tracy, Emotional Wellbeing Practitioner (specialist in supporting LGBTQ+ young people)

I came to Eikon because I had recently come out as trans+ and I was really struggling with my mental health. I wanted to die because I didn't feel like I was understood. I hated my body, and no one could help me.

I met with Tracy, and we did one-to-one sessions. We would spend our sessions exploring my questions and feelings of hatred. We looked at loving myself and accepting my body – this is still a journey.

In the sessions, we focused mostly on my wellbeing, finding strategies to help me be kinder to myself on the journey and how to find ways to reach out without hurting myself.

I have really valued the one-to-one sessions with someone who understands the LGBTQ+ journey – this provides a level of safety that I wouldn't get with other people. Tracy is safe and we laugh a lot which helps build my wellbeing, despite it often dropping once I don't have the sessions.

The support has helped me in ways I cannot tell you. The one-to-one sessions have given me space to share and be honest, which has given me the confidence to be open with those around me. I know the journey is long and often quite bumpy because society isn't set up for me. Some days are better than others, but I know from having

these sessions I will make it, because I have people who love me, accept me, and are willing to help me.

Thank you, Tracy, for all your support, encouragement and sharing. You really have saved me along my journey. I'm not sure what I'd do without you.

Trans+ (or trans*) is a term that can be used to encompass various transgender identities including binary trans identities, non-binary trans identities, gender non-conforming & intersex people. This young person used it as “an umbrella term” to “define my trans identity in the broader sense and identifying myself becoming who I am”.

Emma's story

a parent supported by Lily, Early Intervention Coordinator

I spoke to my son's school when we'd reached a crisis point with his behaviour, and they kindly referred us to Eikon.

My son would have a lot of outbursts that would come from nowhere. He was also suffering with anxiety, so would get stomach ache on the way to school. He struggled with going to parties and having playdates, and wasn't making connections as well as he could with his friends because they weren't quite sure what his behaviours were going to be.

Eikon made us feel like we had a path to follow. We weren't stuck, we had a plan. Lily helped us to forgive ourselves for things that we thought we were doing wrong, and we didn't feel like we were on our own. It was really nice to have someone to confide in, to get some sensible advice, and look at how to model behaviours for our son so that he had something to follow.

If you're offered the opportunity to work with Eikon, do it. Put any pride or fear of failure aside, go with it and do what they suggest. They know what they're talking about. It's changed our lives for definite.

Eve's story

supported by Lily, Early Intervention Coordinator

15-year-old Eve started working with Eikon at the start of Year 7. She began counselling sessions during lockdown, where she developed coping mechanisms to help with caring for her disabled mum and autistic younger sister.

I did a lot of work on my anxiety and panic levels," Eve says. **"They could get quite high, and I didn't really know how to get back to normal and breathe through the situation."**

Eve was particularly anxious about going to school and being away from her mum. Seven years previously, she was at school when her mum fell down the stairs and was left permanently disabled.

I was really worried about having similar things happen, where I'd come home and find ambulances outside taking her away."

Eve's work with Eikon became even more important when her mum was diagnosed with viral meningitis last summer. Through her sessions with Eikon, she developed methods to help her explain to her autistic sister what was going on, and maintain her composure when people asked after her mum.

I knew how to cope with those problems," she says. **"I knew how to keep it at a level where I didn't reveal everything to everyone, and I knew that I could talk to people if I needed to."**



Chair and CEO's reflections

Throughout 2021/22, The Eikon Charity saw first-hand the devastating and long-lasting impact the COVID-19 pandemic has had on children in our community.



Chris Hickford
CEO



Nigel Goddard
Chair

A tough year for young people

Young people who were already unwell saw their emotional wellbeing and mental health deteriorate further. Others who were previously well began to experience wellbeing challenges for the first time. Demand for our services rose, and the children and young people coming to us for help often had more complex and serious needs than before.

Our staff met an increasing number of young people who had developed eating disorders, were self-harming, or were having suicidal thoughts and feelings. Although we pass the most serious cases on to specialist support services, our staff shouldered considerable responsibility and so we accelerated plans to develop additional support structures around our staff and volunteers. This included leadership development and management training, and for practitioners, improved access to clinical supervision and counselling support to help with any indirect trauma resulting from their empathetic engagement with young people.

Adapting to change

Looking back, April 2021 feels like a lifetime ago. Students had only just returned to school, the UK remained under strict COVID-19 restrictions until the summer, and the threat of further lockdowns and limits to our social freedoms lingered well into the new year. Since then, thankfully, many have been able to adapt to the changes brought about by COVID-19. But many of the children and young people we supported during the year were still suffering or recovering from the impact of the pandemic on their lives.

Financially, despite a difficult backdrop, 2021/22 was a successful year for the charity. Fundraising was challenging, as it was for many other charities across the UK, and we are immeasurably grateful to all those generous supporters and volunteers who gave time and money to make our work possible.

Partnership

2021/22 saw the introduction of the innovative Mindworks Surrey partnership – a new service where children and young people have a central voice in decisions about their care, and opportunities to access a range of services in different ways. Eikon was a driving force behind the development of this new service.



Eikon is committed to using our invaluable experience and expertise to influence improvements in services for young people, and in the first year of the Mindworks service we have seen important improvements and successes. Waiting times have started to come down in many of the areas supported by the voluntary sector. We are also proud to have launched the 'discovery conversations' service on behalf of the partnership, which helps to pair young people with the best service for their needs, first time around. Similarly, we successfully campaigned to extend the number of sessions available to young people if it was important for their recovery, which prevented them from re-presenting with the same issue within a short space of time. Now,

partners are able to work with every young person until they feel ready, meaning we have the freedom to do the right thing for young people all the time.

The Eikon family

We were delighted to welcome many new faces to The Eikon Charity family, bringing experience and expertise to boost our capacity. We continue to hear feedback from staff and volunteers about our supportive and positive working environment. In difficult times, this goes a long way towards helping our teams retain focus and continue delivering for young people in need.

The community we serve continues to become more diverse. We need to make sure that Eikon is an inclusive organisation in which to work and that our staff and volunteers have the experience and expertise to support our community effectively. During the year, we reviewed our Equality, Diversity and Inclusion (EDI) policy and launched an EDI steering group which meets regularly to review our plans and make sure that we hold diversity in mind in everything we do. This desire is reflected in our commitment to achieve EDI accreditation through the National Centre for Diversity next year.



We'd like to offer our sincere thanks as always to everyone who supported Eikon in any way during 2021/22. Our continued success will rely, as ever, on the ongoing commitment of our courageous and faithful team of staff and volunteers and the generosity and kindness of our donors and fundraisers, who ensure children continue to receive our vital support.

– CHRIS HICKFORD, CEO
& NIGEL GODDARD, CHAIR

Our year at a glance



More than **2,300 children** and young people accessed our one-to-one and group support when they needed help

We ran **18 parent-facing webinars**, supporting parents and carers to understand more about how they can support their child's mental health and wellbeing



Our **Youth Support Practitioners** continued to provide high-quality preventative and personalised support to over 1,000 children in schools

We recruited **3 Early Intervention Coordinators** to work in secondary schools across the county; they supported more than 100 children with both group and one-to-one support



19 new Volunteer Mentors joined the team, meaning we were able to support over 100 children to set goals and make positive steps towards achieving them

134 children and young people spent time at our volunteer-led **gardening projects** to learn new skills and support their wellbeing



61 children, young people and their parents/carers took part in our **High Hopes programme** to build confidence and self-esteem

94% of children and young people surveyed said they had made progress towards their personal goal



Founder and Chief Executive Chris Hickford awarded an MBE

A long-time campaigner and advocate for better and earlier support for children, Chris was awarded an MBE in 2022 in recognition of his work with and for vulnerable young people. Chris has dedicated his life to children and young people since his first volunteer youth work role in the mid 1980s.

Chris says,

I feel very honoured to have been awarded an MBE, but I feel a bit of an imposter. So many people have contributed to Eikon's success over the 27 years, each of them bringing expertise and dedication, or donating so generously, and it's important that they are recognised in this award. The work of Eikon has never been more important. So many children and young people need support, and the pandemic has made things worse. All of us at Eikon will continue to do all we can to provide a safe and loving environment of support that enables them to thrive."



Activities and performance

From April 2021, as part of the Surrey Wellbeing Partnership, we began working with other third sector providers alongside two NHS Foundation Trusts to deliver the new Mindworks emotional wellbeing and mental health service for children and young people in Surrey.



We are proud members of Mindworks, which is closely aligned to Eikon's long-standing ambition to improve access to preventative and proactive intervention for young people in Surrey.

We were a driving force behind the development of the new service, based on a belief that children and young people should have a voice in decisions about their care. It offers flexible, needs-led options and more opportunity for young people to access advice and help in the local community.

By focusing on creative and innovative ways of working, it promotes and supports prevention and early intervention and, over time, aims to reduce the number of children and young people experiencing poor emotional wellbeing and mental health.

Access and Advice

Our Access and Advice Team was set up in 2021 as part of the Mindworks service and is responsible for effectively assessing the needs of children and young people who are referred for support and matching them to seven different Mindworks partners, including Eikon.

The aim is to make sure that we have a full understanding of the young person's circumstances and preferences, including any changes in their needs since the initial referral, and that they are referred on to the most appropriate service first time.

They help young people, empower their voices and are a safe space.

- YOUNG PERSON

Lewis

Access and Advice Team Discovery Coordinator

I started volunteering with Eikon over seven years ago and have seen first-hand the impact that early intervention can have on a young person's life. The charity has really helped me develop professionally and I'm pleased that I can play a part in improving access to support services in Surrey.

Under the Mindworks service, all referrals are screened by a clinician and put on different pathways – urgent, routine triage, or partner triage. My team receive the partner referrals for Mindworks and it's our job to contact the families, find out more about the concerns that have been raised and check that the young person's wellbeing hasn't deteriorated in the time it's taken for the referral to get to us. We aim to make it a positive conversation, where we find out more

about the young person's likes and dislikes to help inform the best intervention for them personally.

A decision is then made on what partner in the Surrey Wellbeing Partnership the young person will be sent to for support, based on the help they need and their location. This helps to prevent any backlogs so the young person can get the support they need as soon as possible. Sometimes we discover new information which means it's no longer a case for the Surrey Wellbeing Partnership, and the young person needs urgent clinical support. In these cases, we make sure that the referral gets to the right place, improving that young person's chances of getting the right support and not bouncing them between services while their mental wellbeing declines.

The real power Eikon has is in those moments of connection between their workers and the students – those are the life-changing moments.

– YOUNG PERSON

During the year, we increased our focus on connecting our services and teams, integrating our services better than ever before and creating a more joined-up experience for children, young people and their support networks. Our schools and communities teams worked collaboratively to share resources and expertise to make our programmes as impactful as possible.

Schools

While most students were back in school through 2021/22, school life was anything but normal. After months of social isolation and remote learning, many children and young people reported finding the transition back to school and college extremely challenging. Schools really were on the frontline of responding to the impact lockdowns had on young people. Teachers, who themselves had been under intense pressure, were focused on immediate issues and safeguarding concerns, and had little space to think strategically about whole-school wellbeing.



As such, our in-school practitioners worked flexibly to support children and young people and we engaged proactively with schools to understand how and where we could support. We delivered a series of 18 parent-facing webinars and staff training sessions designed to help them manage their own anxieties and support the resilience and wellbeing of children in their care. These included topics such as:

- Wellbeing and mental health
- Transition to secondary school
- Managing worry
- Exam stress

During the year, we also invested in marketing our schools offer more proactively, hiring a dedicated Schools Marketing Support Officer to help us articulate to schools how we can help and what Eikon can offer. The role includes producing our schools' wellbeing newsletter, organising the webinars, and keeping our website content up to date.

We also focused on creating a more integrated package of school support services, helping

school leaders understand the wraparound support Eikon can provide when they choose to embed one of our Youth Support Practitioners (YSPs) in their school.

Mentoring

The unwavering enthusiasm of our dedicated Volunteer Mentors has seen them working to provide one-to-one support for multiple young people simultaneously. This meant we could reduce our initial 2021 target of needing 40 Volunteer Mentors. We're proud to say by increasing from five to 24 Volunteer Mentors we have supported over 100 young people during the year with challenges such as anxiety, anger management, and building resilience.

Our mentors work across six schools during term time, and each bring unique skills and life experiences to support young people referred to Eikon by their school. For each young person, the mentorship programme runs for approximately 12 weeks and the mentors and mentees meet weekly during the school day.

Faye's story supported by Jim, Volunteer Mentor

Faye was 14 when she was referred to Eikon. Her father died when she was very young. Faye felt rejected by her mum, who chose for her to live with her aunt when she was 11 rather than stay in the family home following conflict between Faye and her mum's new husband. This was causing Faye to behave aggressively towards other young people.

Faye is strong-willed, which can create friction with family, friends, and school. However, her mentor, Jim, recognised this as a strength and could see that her intelligence will set her apart from her peers and be a key factor in her future success. Jim is helping Faye to process her feelings of rejection. He helps her to look at what is happening more philosophically and to think through her actions and consequences.

Jim says, "It's incredibly important for young people like Faye to have a safe space to express their frustrations and concerns in a healthy way. Thankfully she is now in a happier place and is doing much better in school. Through our work together, she has developed various coping strategies and, although the situation with her mum is unlikely to be resolved soon, Faye is quickly developing her amazing personality and is destined to succeed at whatever she does. Without early intervention from Eikon, I think she could have easily ended up causing herself extreme self-harm."



Faye says, "Life can be more difficult than expected, or I might want, but the support and ideas that I have had through Eikon have helped me develop coping strategies. I particularly like the affirmation cards that my mentor gives me such as 'Be fun, be wacky, because life is too short to be anything but happy!'"

Smart Schools

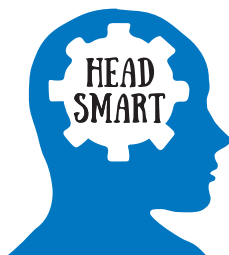
Strategic
Mentally healthy
Aspirational
Resilient
Thriving

We continued to work flexibly to provide schools with personalised levels of support and resources, depending on their assessment of their school community's needs.

As schools began to recover from the impact of the pandemic, we started to see an increase in demand once again for our SMART Schools initiative aimed at improving their approach to wellbeing. We work with school leadership teams to encourage them to reflect on and change the way they think about wellbeing across their entire school population.

Head SMART Wellbeing Ambassadors

Wellbeing Ambassadors were trained in 17 of Surrey's schools and continued to provide peer-to-peer support throughout the year. While many schools were still unable to welcome visitors on site, we were able to run some online support sessions for current and new Wellbeing Ambassadors.



In March 2022, the first Wellbeing Ambassador Conference was organised by our YSPs and held at Farnham Heath End School. For many of these children it was their first experience speaking in

front of others, and they relished the opportunity to share what they had been working on and to learn from others.

Quotes from Wellbeing Ambassadors:

- It is so fun and really gratifying as you learn so much about how to help yourself and others surrounding wellbeing."
- It is very rewarding for you and the people around you. Also, you meet new people in a safe setting."
- It helps improve your mental health and while doing so you can contribute to the wellbeing of others around the school, in the long run making the school environment more positive."

Smart Moves

This is a programme of short sessions initially designed to support young people experiencing anxiety in their transition from primary to secondary school (Years 6 and 7). While the programme is targeted at children in this specific stage of their life, the vital skills they develop will continue to help them manage their resilience as they move through secondary school and into adulthood.

In response to feedback, in March 2021 we began to work on updating our SMART Moves booklets. We refreshed the supporting booklets to better reflect young people's needs post-pandemic, including revamped, modern graphics and more information on online resources. We also began working with Surrey Police in autumn 2021 to create a tailored version of the booklet with additional content around county lines drugs operations and staying safe online. We will be supporting training the force's youth engagement officers in the resilience framework and seeking additional input from police cadets.





Youth Support Practitioners

Our YSPs are fully qualified youth work or education professionals embedded within a school community. They run a variety of activities, both one-to-one and in groups, to support whole-school wellbeing and prevention of mental health issues. Due to their integral role in the school community, they are also an invaluable resource for identifying at-risk young people and taking steps to provide early support.

During the year, they continued to provide support at Broadwater, Farnham Heath End, Kings College, Three Rivers Academy and Fullbrook School, and a sixth YSP began working at Weydon School.

The difficulties faced by young people led to an unprecedented increase in demand for support from our practitioners. They found themselves faced with a much higher level of need for issues such as self-harm and suicidal thoughts and feelings. This meant that it was often difficult to run group sessions, because our YSPs spent much of their time focused on supporting individuals with their complex challenges.

Thanks to the generosity and commitment of our volunteers, we were still able to run a range of different group sessions during the year, including garden clubs, lunch clubs and targeted activities for at-risk groups, such as young carers and the LGBTQ+ community.

Deborah

Garden Club Volunteer

I have been supporting the volunteer gardeners at the Hopes and Dreams Garden at Fullbrook School for five years now. 2021/22 was most certainly a year of two halves.

In April 2021, students had only just returned to school after lockdown. Our three garden clubs were the only clubs able to reopen and welcome back students, due to them being outside and our ability to manage year group bubbles and sharing of equipment. Previously our gardeners shared gloves, but we introduced individual glove bags and gloves during the pandemic which, incidentally, helped to give them an increased sense of belonging. Despite whole year group closures still being part of the school landscape, we were able to keep our clubs going, which was a huge achievement.

Then, from September 2021, with the gradual easing of restrictions, things slowly started to get back to normal for us. Numbers continued to grow across the three garden clubs and we are now seeing 40-50 student volunteers joining us each week.

We like to position garden club as a volunteering activity for students, where they are helping create something beautiful for others to enjoy, at the same time as learning new skills and making new friends. Volunteer gardeners can choose to have a long-term relationship with the club; this year we will say goodbye to some of our very first volunteers who started with us five years ago.

We were thrilled to be able to welcome others into the garden during the year, with Fullbrook School's art department making use of it and lots of other Eikon staff bringing young people into the garden for their one-to-one support sessions. Our volunteers also began planning their very first Garden Open Day to take place in summer 2022, which will be their first opportunity to show their families what they have helped to create.

I absolutely love being one of the leaders at the gardening club. It's a lot of fun, and the benefits to the students who take part are clear to see. Of course, the club can only continue with the support of adult volunteers and, if we had more people involved, we could offer even more opportunities for young people to enjoy and benefit from the gardens.



“IT IS A
Safe
SPACE”

Ed's story Young Person Volunteer Gardener

When I first came to Eikon, it wasn't because I needed help, but I started going more and more because I could be myself when I was there. Everyone was really accepting; if I needed a question answered, or help in any way, they would always help me out.

Before I came to Eikon, I was feeling quite sad and bored because I felt like I couldn't be myself around people, and that I would be called a weirdo if I did. Everyone at Eikon is amazing and they understand each other. You can just be yourself.

We did the RHS Green Planet, which really helped with my confidence as we won first place. It made me feel like I was part of something and could do things I didn't know I could do.

When I'm older, I want to do something with computers and creating digital graphics. Eikon has helped me realise that I like computers quite a lot.



Find people you feel comfortable around and start opening up to them, and if they accept you, then be friends with them for a long time. That's what I found here and why I enjoy Eikon and the garden club so much.





Early Intervention Coordinators

Our three Early Intervention Coordinators each support and take referrals from a cluster of secondary schools as part of a schools-based needs team under the Mindworks service.

Basing their services on our research with schools, in the year **they helped more than 100 young people** to cope with and overcome difficulties through one-to-one support, signposting parents to helpful resources and running group activities.

Over time the role will also be expanded to cover primary schools.

Lily Early Intervention Coordinator


I help to support five secondary schools, alongside a Primary Mental Health Worker and a Child Wellbeing Practitioner. Our focus is on early intervention and prevention, and we are the main link between schools and Surrey's mental health services. Schools refer children to us when they have a concern about their wellbeing. When we receive referrals, we discuss them as a team and decide the best course of action for that young person.


As an Early Intervention Coordinator, I run one-to-one sessions in school with young people, as well as group sessions and parent workshops to help them support their children with their wellbeing and mental health. The children I work with come from a range of different backgrounds, and I support them with all kinds of different needs, from personal trauma and identity issues to anxiety and low self-esteem.

Sometimes the children just need a safe space to talk about how they are feeling and other times I have to be more creative in how I engage. For example, I have been working with one child who comes from a very large family and has lacked support, encouragement, and recognition from his parents. He had found it hard to make eye contact and interact with me, so I brought Jenga with me to one of his sessions. We sat on the floor and played, I told him how good he was at the game, and he made eye contact and smiled at me for the first time. It was clear that this was a part of childhood he'd simply missed out on, and it meant a lot to him for someone to take the time to play a game with him. The role can be incredibly challenging at times, but small moments like this really can make it feel worthwhile.


James and Nikki's story parents supported by Lily, Early Intervention Coordinator


James and Nikki had been struggling with getting their young daughter to sleep at night and were referred to Eikon via her school.

 **During the day, she was our gorgeous, happy, beautiful girl,”** Nikki says, **“and then bedtime came, and she just changed. She would run around and refuse to go to sleep until 10, 11 o'clock at night. And then she'd be up every hour. She just wasn't sleeping, and it impacted on school because she was so tired.”**

 **It was all-consuming,”** James says. **“Every conversation was about how we could improve her sleeping. We struggled to find a way to make it better, until the charity came along and gave us some support.”**

James and Nikki had weekly Zoom sessions with Lily, one of our Early Intervention Coordinators, who helped them develop strategies to try with their daughter.

 **We say Eikon saved us,”** Nikki says. **“We implemented the strategies with our daughter, and it worked. It was incredible.”**

 **She now goes to bed happily on her own,”** James adds. **“She's getting a healthy amount of sleep, which is helping her learn better. I was probably a little sceptical to start with, but after the first session and seeing the results we got, I was sold on it quite quickly. The results show it was worthwhile.”**

Community

Our community programmes are an important part of the service we provide for Surrey's children and young people, offering a safe place to discuss and address a wide range of issues, such as antisocial behaviour, social skills, and relationships. The sessions are designed to promote wellbeing, focus on goals, improve resilience, and develop social, emotional and practical life skills.

During the year, we were pleased to be able to return to face-to-face activities for many of our sessions and introduced some new initiatives to further enhance our community services.

I would describe Eikon as a place where there is no judgement and a place where you can be yourself.

– YOUNG PERSON



“I CAN zzz
Sleep
NOW”

Counsellors

Eikon's Counsellors offer children and young people between the ages of eight and 18 a safe and confidential space to talk about their experiences and worries. They are trained to listen without judgement and encourage young people to make positive decisions for themselves. Counsellors help with a range of issues, including stress, anxiety, low mood, bullying, bereavement, low self-esteem, family problems, self-harm, and relationship issues.

Throughout a series of counselling sessions, our Counsellors respond to the needs of the young people they are supporting. They will adjust the process as needed and apply a range of techniques to get the best results, including symbolic, creative, behavioural, cognitive, and psycho-educational methods.

Under the Mindworks service, our Counsellors held over 700 one-to-one sessions with young people in 2021/22.

Emotional Wellbeing Practitioners

Our team of Emotional Wellbeing Practitioners (EWPs) work with six to 18-year-olds. They provide a needs-led service and make sure every session is tailored to the individual young person. Children and young people are encouraged to think about their goals and what they would like to achieve. The EWPs work alongside them to offer support and encouragement as they make progress towards these goals. The programme covers a wide range of topics, including anxiety, stress, self-harm, eating disorders, and isolation. As part of the Mindworks service in 2021/22, our EWP team provided more than 1,250 one-to-one sessions for young people, supporting them to work towards and achieve their personal goals. While much of the EWPs' work is done on a one-to-one basis, sessions can be organised for groups as well as individuals.

Wellbeing Practitioners

Under the Mindworks service, many partners have a number of Wellbeing Practitioners who work across Surrey to make up the Community Wellbeing team.

During 2021/22 these new posts were focused on starting to help clear the backlog of referrals from the previous CAMHS service. Looking forward, the intention is that they will begin to take on referrals directly within the community, helping to prevent a backlog from forming once again.

Each Wellbeing Practitioner has a caseload of children and young people to support. Some will focus on certain age groups; for example, under-10s who require emotional support while waiting for an assessment for Autism spectrum disorder (ASD) and Attention deficit hyperactivity disorder (ADHD). In one-to-one sessions they may offer play-based therapy and other forms of emotional support. In 2021/22, our Wellbeing Practitioners delivered more than 1,200 one-to-one sessions with young people under the Mindworks service. They also run group sessions, such as our new Heads Up! programme.

Heads Up!

The Heads Up! toolkit was originally produced through a partnership between UK Youth and the Paul Hamlyn Foundation and draws on the experience of a five-year mental health programme run by the Mental Health Foundation.

Using our knowledge and expertise, Eikon developed this toolkit into a new programme for 2021/22 of eight one-hour sessions for children and young people to promote confidence, self-esteem, and emotional wellbeing.

Initially targeted at children in Years 7 and 8, each Heads Up! session has a different topic which is explored through games and interactive activities; for example, one week they may learn about the signs and symptoms of anxiety or develop new skills like debating. The programme has also been adapted for use with Years 5 and 6 and children and young people from the LGBTQ+ community.



Teacher at North West Surrey Short Stay School supported by our Heads Up! programme

North West Surrey Short Stay School is a Pupil Referral Unit for learners aged 11-16 who have experienced difficulty maintaining a place in mainstream education. During the year, they worked with Eikon to take 10 students through the Heads Up! project. Two of these students went on to receive one-to-one support from practitioners and the school have asked us to develop a specific Heads Up! programme for their students.

Due to various lockdowns and other restrictions over the past two years, the project was exactly what the students needed at this time. We have seen a huge

rise in students with anxiety and mental health problems and a lack of confidence due to the pandemic. These sessions allowed the students to engage as a group, talking about their issues and listening to each other and understanding that it's not only them who may feel the way they do.

We have seen an improvement in the mental and social health of all who have attended these sessions, and as such has contributed to four students being successfully reintegrated back into mainstream education."

Teacher at Sunbury Manor School supported by our Heads Up! programme

I have seen kids who are so shut down (due to anger) open up and ask for one-to-one sessions. I have seen students who never speak (due to their shyness) not only speak and engage but laugh and be carefree. I have seen new friendships grow and form. I have seen friends of these Heads Up! kids ask to be a part of the programme (some will be on the next course). It's a beautiful thing when a child gives you their trust - and majority of the kids have!

I even saw a child who is normally so angry with life and shut down to anything or anyone open up and say something along the lines of,

Believe the positive things that people tell you, they see things in you that you don't see in yourself. Trust them."

This is huge coming from this student.

We also have a student who has found her true identity. She wants to be identified another way, has had conversations with her mum, has had conversations with me and our pastoral team, and has chosen a new name and is happy.

I believe that Heads Up! has given all our students the internal strength and confidence to make these changes in their lives. I could tell you something positive about every child who was part of this programme.

I would absolutely recommend Heads Up! to other schools. I want them to stay with us here forever! The impact that it has had on our students is tremendous.





High Hopes

Our High Hopes programme was introduced in 2021 at High Ashurst outdoor learning centre. It is an outdoor activity-based course for young people and their families, designed to help improve communication, emotional wellbeing, resilience, and self-esteem.

The course runs for around eight weeks and in the first session the young people are taken through a series of activity challenges before meeting with one of our EWP's on a weekly basis. Their parents and carers are also invited to join the course and work with our team to learn more about how to support their children with their emotional wellbeing.

In a survey, 96% of young people who were asked about their experience of High Hopes classed it as 'good' or 'amazing', with all of them recognising a positive impact on their emotional wellbeing.

"It helped me look at my confidence and self-worth."

– YOUNG PERSON

"I now see the benefit of positive praise and not making big issues out of small things."

– PARENT

Elizabeth

Communities Delivery Manager (Wellbeing and Voluntary Income)

I run the parent group for High Hopes. While the children go off to complete activity challenges like high ropes and a climbing wall, I stay with the parents to help them work together to learn more about how to support their children with issues like anxiety. It is largely based on a peer support approach, where I encourage the group to talk to each other about how they get through things at home and to share their successes and challenges. We also work through

some organised activities together which share different strategies and resources, and I signpost the parents to a range of resources they can use at home.

At the end of the course all the children and parents are invited back to High Ashurst, and the children are encouraged to coach their parents over the activity course and demonstrate the new skills they have learnt.

LGBTQ+ support services

Many LGBTQ+ young people come to Eikon struggling with not feeling safe or feeling unable to express (or explore) their true selves, or struggling with bullying or isolation at school as well as familial tensions around their identities. These pressures and challenges can force young people to hide themselves in order to be accepted or to protect themselves. This has significant impacts on their emotional wellbeing, demonstrated by the high incidence of mental health problems in LGBTQ+ young people. In some cases, the pressures they face can lead to self-harm, suicidal thoughts and feelings, eating disorders or other forms of low mental health. Stonewall's 2017 School Report found that three

in five lesbian, gay and bisexual young people have self-harmed and more than two in five trans young people have attempted to take their own life.¹⁰

Throughout 2021/22 Eikon continued to offer dedicated support to the young LGBTQ+ community in Surrey, redeveloping and running a series of different specialist interventions to help them explore their questions and worries in a safe and welcoming environment.

Our staff ran one-to-one sessions with over 70 children, young people and their parents, as well as writing our own Heads Up! programme for use with LGBTQ+ children and young people in schools.

¹⁰ [Stonewall | School Report 2017](#)

Thank you for providing us a space where we can feel safe and seen. I've made some new friends here and I can't thank you enough for all the things we talk about. It's the highlight of my week.

– YOUNG PERSON WHO ATTENDED LGBTQ+ HEADS UP!



I feel happier and better in myself having been to a group session. It's a refreshing change to be in an accepting environment.

– YOUNG PERSON
ATTENDING IAMME
YOUTH GROUP

Not only have students really felt supported by the LGBTQ+ Heads Up!, it has been the first opportunity they have had to talk about LGBTQ+ issues in a safe space. This has felt like a lifeline for some students. It has increased the confidence and even school attendance for some students so thank you.

– DESIGNATED SAFEGUARDING LEAD AT KINGS COLLEGE GUILDFORD

Our virtual youth group, iAmMe, continued to meet throughout the year and, due to growth in the number of young people wishing to join, we split the cohort into two age-based groups. We were thrilled to restart face-to-face sessions in February 2022 and began to alternate virtual and face-to-face sessions on a fortnightly basis to make sure those unable to attend in person could still benefit remotely. During 2021/22 there were 60 members of iAmMe in total. The sessions are always youth led, and the face-to-face sessions present an opportunity to run several different activities for young people, including games and creative activities such as designing a group flag and creating their own pin badges as well as pronoun badges for Eikon staff.



Eikon is in a unique position to help young LGBTQ+ people to continue to build upon the strategies they learn during their formal support sessions with our LGBTQ+ workers by signposting to our other services. For example, by inviting young people to join a group like iAmMe, we help them



to make friends with other LGBTQ+ young people, and these safe spaces allow them to continue to build self-esteem, confidence and resilience long after their support under Mindworks has come to an end.

Jamie's story supported by Tracy, Emotional Wellbeing Practitioner (specialist in supporting LGBTQ+ young people)

Honestly, I'm not sure how I came to meet Tracy. I was referred by my head of year because I was questioning my gender and my dad didn't really understand. My mum came into school, changed my name and I was very excited for that. My dad, however, didn't really understand and thinks I need to have some space to talk this through.

We met weekly for a few weeks and talked about a lot of different things. Mainly about my relationship with my mum – it's really complicated because she left me with my dad. I spent our sessions really talking about how to manage overthinking and find different ways to respond so I am prepared. As for my gender questions... I've found myself opening up to my dad a lot about our questions and helping him understand my journey. I've had lots of different conversations with my dad, talking about language and gender and he really has begun to understand my journey. He even calls me by my chosen name at

home and is using the correct pronouns more. The conversations we had really helped our relationship and helped me feel safer and more accepted.

The support from Tracy was incredible. I had a safe space where I could be real about what was going on. I was able to talk through things, find different ways of responding and gained a big understanding of myself, the language I use and how I can share my journey with other people. I know I can talk with my dad now because he's understanding my journey and I feel so much safer. I know that overthinking isn't a bad thing, it's a preparation thing, and this is really helpful. I know I have safe people to talk with and who will be there to help my dad understand when I can't. I can't tell you how thankful I am for the support Tracy gave me and my dad – it has gone a long way in our relationship, and I now have lots of ways I can find help.

Jamie's dad says:

I am so thankful that Jamie has had some space to talk through what's going on and find understanding. When I first heard about the support, I was pretty sceptical and felt like Jamie was really too young to understand or make these decisions. I am, however, very, very grateful for the support they have received. We have had many conversations about non-binary, gender expression and pronouns, and I am willing to admit

that I still don't know everything, but I am further along in my understanding now than I was. The sessions that Jamie had helped them to help me, and we now have many conversations about their journey. I am now using Jamie's chosen name and pronouns and they seem so much happier. Your support to help Jamie talk about this and share things with those around them has been so valuable and I am thankful to have my happy young person back.



EikOnline

Our innovative online youth club, EikOnline, which launched halfway through the first year of the pandemic thanks to

funding from the National Lottery Community Fund, continued to provide a vital, safe online space for young people during much of 2021/22. As COVID-19 restrictions began to ease, it was clear that young people were keen to get back to face-to-face contact as much as possible, and we decided to close the online club for now.

We continued to use the EikOnline brand to engage with young people on social media and share guidance, advice, and positive messages around topics like exam stress.

Surrey Heath Youth Council

Surrey Heath Youth Council (SHYC) is one of Eikon's longest-standing youth groups, having been in place for more than a decade. It is run by a dedicated group of young people who take on various social action projects and give a voice to other young people in the area. It is a crucial way for young people to share their opinions, helping us to educate the wider community on the kinds of issues that matter to them and to further tailor services to address their needs.

During the 2020/21 academic year, SHYC worked incredibly hard to set up a series of well-received TEDx talks from a whole range of inspirational people, covering topics including unconscious bias, crime, mental health, different routes into work, and going to university.

From September 2021, SHYC began two new projects. The first was a campaign to improve mental health equality by removing stigma and sharing useful information. On this project the group collaborated with Eikon's LGBTQ+ group, iAmMe, to develop online content and a leaflet which they hope to distribute to schools in the area. Secondly, they became involved in a local consultation to improve cycling infrastructure and safety in Surrey Heath. They surveyed around 300 young people to gather their views and have presented their findings and suggestions to local MPs.



Through their involvement in SHYC, these young people build vital skills for life, such as team work, communication, organisation, and public speaking, and make a positive difference to the lives of other young people in their area.

Chair of Surrey Heath Youth Council

I joined SHYC in 2018, when I was in Year 7. After hearing someone speak about it, I was inspired to get involved and help make positive changes in the community around things that matter to young people.

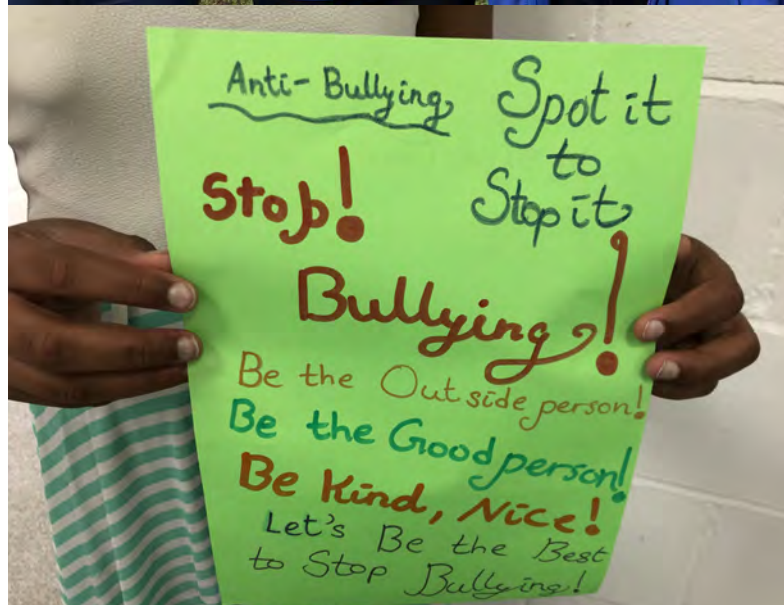
While the past year was tough to begin with due to the pandemic, we were really pleased to be able to get back to meeting in person and to recruit lots of new people.

Despite the challenges of working around COVID-19 restrictions, we managed to complete our TEDxYouth@SurreyHeath project which took place at Camberley Theatre in July 2021. We had seven amazing speakers, covering all kinds of topics, and live-streamed the event given we couldn't have many people in the theatre in person. Although only around 20 people were able to attend the event, the recordings have been viewed more than 200 times on YouTube.

SHYC is a brilliant thing to be involved in. You can get so much out of it, including developing confidence in public speaking and learning about teamwork in a really practical way. Personally, I have done so many things outside of my comfort zone – including speaking to more than 1,000 people at an event – and made some incredible friends. I love to see the impact we can make and also how the different minds and personalities in the group can come together to help bring a project to life. I've also developed an interest in and understanding of everything to do with politics, at both a national and a local level.

Summer Transitions Project

Research suggests that students' enjoyment of school drops dramatically between primary and secondary school.¹¹ Through existing relationships with local schools and professionals, we became aware of three schools in Spelthorne with high exclusion rates for Year 6 and a further three with special measures in place and needing extra support.



¹¹ [EPI-PT_Young-people's-wellbeing_Jan2021.pdf](#)



Based on this, in 2021/22 we introduced a new programme to support 24 Year 6 students in the Spelthorne area in their transition to secondary school. Our goal was to support children who would be transitioning from primary to secondary school, and who had been identified as at risk of exclusion or low attendance, or had anxieties about school. These children often have ongoing behavioural and emotional issues stemming from family difficulties or lack of stability, or they may be children in care. For them the move from primary to secondary school is a daunting prospect which can negatively affect their mental health, and therefore their behaviour if not well supported. The new Summer Transitions Project also came at a crucial time for Year 6 students moving to secondary school following two years of extremely disrupted education due to the pandemic.

The programme includes a series of four weeks of workshops with a mix of Eikon practitioners. The workshops are designed to build confidence and self-belief and cover a wealth of practical tips and advice to make the transition as smooth as possible. They focus on a range of different topics and are delivered through fun activities and games.

They have seemed calmer and not as anxious about going to secondary school and have more confidence to approach people.

- PARENT

We began work in February 2021 to plan the new initiative and start sharing it with schools and youth groups, allocate spaces and meet the students on a one-to-one basis before the workshops got underway. Participants who are likely to benefit are referred to Eikon by their schools, and we aim to group together children who are going to the same secondary school to help them begin to make friendships and have some familiar faces to look out for on their first day.

We ran further one-to-one sessions with the participants after they had started school, and all had made a good start. Schools also reported to us that knowing the children had been referred to the Summer Transitions Project for additional support meant they were also aware of their potential challenges, and were able to give them extra support and signpost them to further resources.

Since the programme was launched, we have received a lot of interest from schools across Surrey, and we hope to be able to run it in many more areas over the coming years.

It was really fun!
Especially the trip at
the end. Made new
friends – still in touch
with some people
who I met there.

– YOUNG PERSON

Summer Transitions Project Outcomes

- 63%** of young people felt they learnt how to manage emotions
- 65%** of young people felt they gained more confidence in their abilities
- 75%** of young people felt they learnt who they could turn to for support
- 79%** of young people progressed in one or more goals over the course of the project
- 100%** of young people felt they learnt at least one thing they wanted to learn when they started the project
- 100%** of young people enjoyed the project
- 100%** of young people have stayed in education
- 100%** of parents surveyed said they would recommend the programme to other parents

Safeguarding

Keeping the young people we support safe remains a clear priority for Eikon. Thanks to rapid growth in our workforce, we were able to help more children and young people than ever before, but this has also driven a rise in the number of safeguarding concerns being reported. We make sure that all our staff and volunteers – whether they work directly with young people or not – are fully competent and empowered to recognise and act on any safeguarding concerns. We ensure our processes are clear and easy to follow and that staff receive more than the standard training required.

For example, while formal safeguarding training must be renewed every three years, we aim to deliver annual training on key new or topical issues. During the year we ran sessions on neglect and harmful sexual behaviour following the murder of Sarah Everard and the Everyone's Welcome movement.

We also used insight from our first safeguarding audit in 2021 to introduce the new Safelink group, which is made up of people from across the organisation who meet monthly to discuss themes and recurring issues, and a more informal Safelink forum where staff are encouraged to share their learning.



Telling Eikon's story – investment in marketing

An investment in marketing helped us to begin telling Eikon's story and articulating our invaluable work in a more clear, compelling way. By doing so we will be able to ensure Eikon is more accessible to those who need our help, and inspire the support needed to reach more young people. We recruited a dedicated Marketing Communications Coordinator and worked hard to develop new ways to share the stories of young people we have helped, bringing our impact to life and giving a powerful voice to young people. By supporting our staff to be creative and innovative in developing new resources, we made good progress in increasing awareness of our work and the needs of young people.

Recognising that we could do more, we started a project to understand how the charity is viewed by our stakeholders and to review and refresh our brand and communications so that all our stakeholders feel informed, included, and inspired.

Towards the end of the year, we started planning our first full brand review since the charity launched. The review will include research among our stakeholder groups about the way we talk about and describe the work we do with and for young people, helping us to communicate as clearly and impactfully as possible. Eikon provides a particularly complex mix of services, and we want to be able to explain these services in the most effective way.

THIS REPORT IS THE FIRST PUBLICATION
DESIGNED USING OUR NEW BRAND

Our audiences



Our people

Leadership and development

Effective leadership is fundamental to creating the right conditions for success. As part of our commitment to provide bespoke learning and development plans, our senior leadership team (SLT) worked to enhance and develop their leadership capabilities.

We are also committed to developing the management of the charity beyond the SLT. We have weekly manager meetings to jointly discuss operational challenges and plans for the future, and have introduced quarterly management awaydays focused on operational and development topics.

Our staff and volunteers

2021/22 was an incredibly challenging year for everyone involved with Eikon. It remains vital that we provide a great place to both work and volunteer and that we have the necessary support in place for our teams.

All new staff members go through an induction programme in which the Chief Executive Officer and other senior members of the team explain

our purpose and values. Staff and volunteers supporting young people receive regular supervision, specific to the type of work they do. We worked hard during the year to accelerate our plans to improve our support and supervision framework for our staff and volunteers.

We continued to run staff and volunteer engagement activities, including surveys, workshops, and team and department days, with regular updates and communications via a full team meeting once a week.

Employee pay policy

We want to attract, develop, and retain the best people, and we will do this by continuing to review our remuneration policy and ensuring our salaries and benefits remain competitive. We operate a defined-contribution group personal pension scheme, in which all eligible employees are auto-enrolled.

In 2021/22 we completed a job evaluation and benchmarking exercise, using a well-recognised external tool for both evaluation and benchmarking. This project will continue into next year, considering both pay and benefits, and will help to provide transparency, consistency and competitiveness within the market.



Fundraising highlights

Our donors and fundraisers are essential to ensuring children and young people continue to receive the support they need, when and how they need it.

Fundraising helps directly impact the lives of young people in Surrey:

£60 An hour of counselling with a trusted adult in a safe space. This could be the first time a young person opens up about self-harming.

£70 A lunch club for a group of children in school. This could be the first time a young carer feels they can relax and have fun with their peers.

£215 A day of a Youth Support Practitioner's time to provide personalised support for students and help teachers to embed whole-school wellbeing.

£1,000 Back-to-school essentials packs for every child taking part in our Year 6-7 Summer Transitions workshops, providing them with stationary, mindfulness workbooks and fidget toys to help them feel less anxious and more prepared for secondary school.

Thanks to the generous support of many kind donors, funders and fundraisers, and the dedication and ingenuity of our staff and volunteers, we were able to help young people to be resilient and thrive.

However, these are challenging times for fundraising charities. Despite some successes, this last year income did not grow in the way we wanted and needed it to. We continue to focus on identifying new opportunities to access the funds necessary to support children and young people who need us and to invest in developing our services to ensure we are there for them in the future.

Key campaigns and events

House of Lords fundraising event

We were extremely grateful to be sponsored by The Rt Hon the Lord Hammond of Runnymede (Philip Hammond) for a special event at the House of Lords. It was a truly memorable evening, and we would like to thank all our guests for their support on the night as we raised more than ever before from one single event.

We shared videos of some of the young people we support and their parents at the event and invited some to share their stories in person. We were delighted that it led to significant subsequent funding during the year, including from several generous new donors.

London Marathon

Seven runners took part in the London Marathon 2021, many of whom had planned to take part in 2020 before it was cancelled due to the pandemic. Together they were able to raise **over £12,000** to help give children in Surrey someone safe to turn to.

Virtual London Marathon

Our Virtual London Marathon team raised **over £3,000**, with four out of five runners at least doubling their fundraising target and one raising almost five times their £200 target.

Mike Pyman's 5-5-75 challenge

Eikon Charity trustee and former beneficiary of Eikon's services, Mike Pyman, completed an incredible fundraising challenge in April 2021 to run five miles, every five hours, for 75 hours – the equivalent of just under three marathons! Mike raised **over £1,500** to support young people in need.



Community engagement

- Thank you to the Club and Ladies' Captains of West Byfleet Golf Club who chose Eikon as their Captains' Charity for 2022.
- Tomy made a huge donation of toys for our play therapist to use with younger children who are struggling with their emotional wellbeing and mental health. It is wonderful to see corporate organisations in our community come alongside us during these challenging times.
- Six councillors from Surrey County Council donated a portion of their Members' Community Allocation to Eikon, raising a total of **£11,484**. They were Bob Hughes (Shere), Carla Morson (Ash), Fiona White (Guildford), George Potter (Guildford East), Julia McShane (Guildford), and Saj Hussain (Woking).

Corporate engagement

- Six employees from Petrofac took on the Mercer Surrey Half Marathon, raising **£3,150**.
- Novacyt gave an unrestricted donation of **£15,000**. Novacyt is a growing pharmaceutical company based in Camberley.
- Pharmaceutical giant Pfizer gave **£1,000** following a charity event in September. Pfizer's UK commercial headquarters are in Walton Oaks in Surrey.



Trusts and foundations

We are extremely grateful to our trust and foundation supporters, and particularly Garfield Weston Foundation who generously awarded Eikon a **£25,000** unrestricted grant. Trusting us to direct funds to where they are most needed allows us to be agile and respond flexibly to needs as they arise. In the current fast-changing and challenging environment, this is tremendously helpful to us. Unrestricted funding over several years also enables us to invest in growing the charity and increasing the sustainability of our operations.

New funds launched

Impact, Innovation and Technology Fund

We were very pleased to have launched an important new fund for Eikon's future development – our Impact, Innovation and Technology Fund. The launch was generously supported by one of our major donors, and the fund is now attracting wide interest and support from others. It focuses on activities such as improving our use of technology, creating a new impact framework, and revamping our website.



Thank
you
FOR HELPING US

Plans for the future

During 2021/22 we began to move forward with our new strategy, setting out our direction, priorities, and goals for the coming five years.

Delivering our five-year strategy

Our strategy is designed to build on our successes to date and drive further improvements to create an even greater positive impact on the lives of more children and young people.

Our approach is targeted and centred on the specific needs of young people and their families, while we also work to influence improvement and transformation in other services and systems surrounding young people in Surrey.

2021/22 was the first year of the Mindworks Surrey service, which has the potential to make an enormous difference to the lives of young people in Surrey. Mindworks is a key part of our future plans to deliver for young people and is closely aligned to our long-standing ambition and commitment to improve access to preventative and proactive interventions for young people in Surrey. After a successful first year, we look forward to continuing to establish and enhance the service over the coming year and supporting many more young people.

Reviewing the way we communicate and promote Eikon's work

Eikon has experienced a period of significant development and growth, in terms of both the

number of staff and volunteers we have and the wide range of services we offer. Looking to the future, we want to make sure we can communicate and promote our services effectively and impactfully with all our audiences and widen our support base, so that we can be there for children in Surrey who need us now more than ever.

During 2021/22 we began a project to review the Eikon brand and how we position ourselves. Using external support, we gathered impartial evidence-based insights into what our audiences feel and think about Eikon's current brand to inform the review. We are also working with an external brand agency and have ensured Eikon staff and volunteers and children and young people guide the process to be insightful and authentic.

During 2022/23 we plan to complete the project, which will include a new brand that will support our strategy along with the launch of a new website.

Improving our technology and business processes

As the charity grows at pace, our IT infrastructure must be strengthened and brought up to date. With the right infrastructure, we will be better positioned to meet challenges, and we plan to further develop our capability across the organisation.

We will continue to build on the work done in 2021/22 towards improving and standardising

our data-capture and reporting capabilities to help us demonstrate our impact more clearly. Ultimately, we aim to improve how we capture full performance data and the qualitative impact we have on young people's wellbeing and resilience.

Developing a performance and quality framework that allows us to better measure, monitor, and evaluate our outputs and outcomes is a strategic priority and will be a key feature of our plans in 2022/23.

IT services and support review and tender process

In recognition of our rapid growth, we will be starting a tender process for a new IT support contract. As well as facilitating improvements in the way we use our technology, it's vital that we are supported by a third party that can provide us with the best service value for our donors' and funders' money.

Equality, diversity and inclusion

We are committed to equality, diversity and inclusion in everything we do: in our work with children and young people, with our staff and volunteers, in all our messaging, and with all our stakeholders.

Our services are for the benefit of all children and young people, embracing and respecting their gender identity, relationship status, race, ethnicity, disability, sexual orientation, culture, politics, financial wellness and faith. Some of our services may be designed to meet the needs of particular groups of children and young people to ensure they get support that is right for them. We recognise that we have more work to do to ensure that our team better reflects the community, and we are committed to working on this over the coming years.

Strategic review of services

We are committed to continually improving our understanding of the changing needs of children and young people and the types of support and services available to them. We believe this is especially true as we emerge from COVID-19 lockdowns and disruptions and seek to understand their impact on children, young people, and their families.

In 2022/23 we will commission independent advisors to review the extent to which services currently available in Surrey, including those we provide, are meeting children's needs. We will use those insights to develop our service offer and ensure that we are having the greatest possible impact with the limited resources available to us.



Governance, structure and management

Legal and administrative information

Trustees and directors

Current serving trustees

- Nigel Goddard, Chair
- Richard Folland, Vice-Chair
- Anneke de Boer
- Julie Gillis
- Helen Johnston
- Richard Moseley
- Michael Pyman
- Mandy Stevens (appointed 22 February 2022)
- Rebecca Wakefield
- Ian Watson
- Sarah-Jane Watson
- Kevin Young, Finance Trustee

Chief Executive Officer

Chris Hickford

Charity number

1109190

Company number

5402398

Registered name

The Eikon Charity
Commonly known as Eikon

Registered address and operational office

Selsdon Road, New Haw, Addlestone,
Surrey KT15 3HP

Website

www.eikon.org.uk

Auditors

Brewers Chartered Accountants, Bourne House,
Queen Street, Gomshall, Surrey GU5 9LY

Bankers

CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill,
West Malling, Kent ME19 4JQ

Barclays Bank plc, Town Gate House, Church
Street East, Woking, Surrey GU21 1AE

Solicitors

Blandy & Blandy LLP, 1 Friar Street, Reading,
Berkshire RG1 1DA

Trustees

We are committed to understanding and adopting best practice in the governance and management of the charity, but we are not complacent, and we continually seek to improve. To this effect, during the 2021/22 financial year we undertook a comprehensive review of the charity's compliance with the refreshed Charity Commission Governance Code and developed an action plan to address the minor gaps identified.

The board of trustees is responsible for the strategic direction, governance, and performance of the charity. It approves the strategy, the annual plan, and the budget, and monitors performance of our main service delivery activities and monthly management accounts. The board meets four times a year, together with the Chief Executive Officer and other members of the SLT. We have a dedicated finance trustee, a risk champion, and trustees with oversight for safeguarding and health and safety. The board develops its understanding of the needs of our beneficiaries by inviting young people or their representatives and/or youth workers to address it at each meeting.

The board had three committees supporting its work during 2021/22:

- **The Fundraising Committee** meets at least twice a year to oversee the development and implementation of the charity's fundraising strategy
- **The Audit and Finance Committee** meets at least once each year to oversee the charity's financial position, in particular to endorse its Annual Report and Accounts
- **The Governance and Risk Committee** meets at least twice a year to oversee the performance of the charity's governance processes and its management of key risks

A trustee chairs each committee, with membership including other trustees and staff. Nominated trustees have oversight for the charity's core policies and procedures and also participate in ad hoc advisory or steering groups to provide advice, input, and/or support

development of key subjects; during the 2021/22 financial year these included strategy, contract support and equality, diversity and inclusion.

Key discussions at board meetings during 2021/22 focused on the charity's continuing response to COVID-19, safeguarding children and young people, evolving the overall strategy, monitoring progress against the approved annual plan and budget, the financial position, fundraising strategy and performance, charity governance, risk management, and the annual report and accounts.

Trustees are appointed by the existing members of the board for an initial three-year term, upon completion of which they can be reappointed providing they remain qualified to do so and are supported by at least 50% of the other trustees. Each new trustee receives a comprehensive induction programme, including a trustee handbook, and is invited to additional relevant training sessions. Every trustee receives induction and training in safeguarding and data protection.



Trustee biographies

Current serving trustees

Nigel Goddard, Chair

After retiring from a 35-year international career with BP, Nigel wanted to give something back to local communities. Having strong family values, he looked to support the wellbeing of vulnerable young people, given the ever-increasing pressures in their daily lives. He fully subscribes to Eikon's strategic aims, values and focus on youth services, and joined us in 2016 following a merger with the Windle Valley Youth Project, which he chaired. Now an independent consultant to the oil and gas industry, Nigel is also a business advisor with Young Enterprise and a former Volunteer Mentor and Youth Club Volunteer.

Richard Folland, Vice-Chair

Richard has worked in climate change, energy, the low-carbon sector and sustainability for over 16 years. A long-time British diplomat, he has more recently worked for JPMorgan and has his own strategic advisory and advocacy business. Richard is passionate about doing everything collectively possible to help our young people in the UK, driven by the belief that they are owed the best future we can give them. Having seen its impact first-hand, he is a strong supporter of our work to help children meet the challenges and exploit the opportunities life throws at them.

Anneke de Boer

A retired Morgan Stanley investment banker, Anneke is now a governor at St George's University Hospitals NHS Foundation Trust and part of a multidisciplinary team providing business support to charities. Her belief that programmes like ours can leverage local understanding to provide a faster and more tailored strategy than national initiatives led her to join Eikon. A parent to two young men herself, Anneke knows being a teenager isn't easy. She is driven to help her community so that all young people have the opportunity to shape their own futures.

Julie Gillis

Following a long career in the public sector, where she delivered major government change programmes, Julie brings a wealth of experience at board level, in operations and in financial compliance. She is passionate about improving social mobility and children's mental health and shares a strong sense of purpose and values with Eikon's CEO and leadership team. Julie is a committed mentor with a focus on equality and diversity.

Helen Johnston

Helen is Director of Teaching School and Deputy Designated Safeguarding Lead at the multi-academy trust GLF Schools. Having worked as a teacher and on wider education projects supporting vulnerable young people for more than 20 years, she has seen how the voluntary sector can positively impact their lives. Based in and around Surrey schools for many years, Helen has experienced Eikon's work first-hand. She describes how she found the team's dedication to supporting children 'inspirational' and came on board 'to play a small part' in improving lives.

Richard Moseley

Richard is a retired banker with broad general management experience in a number of countries. He joined us after feeling inspired while talking to our CEO, Chris Hickford, learning about the challenges faced by children in Surrey and becoming convinced of the importance of early intervention. His motivation to work with us was strengthened after he heard stories from young adults who had benefited from our service. In his words, 'the question should be, how could one not help Eikon?'

Michael Pyman

Mike brings a young person's perspective to Eikon's board. He was motivated to join us as a trustee after receiving support from Eikon at secondary school. He was also inspired by our CEO, Chris Hickford, and by what he describes as Chris's drive, selflessness, and dedication to improving young people's lives. Supported by us during his five years at Fullbrook School, Mike believes he wouldn't be where he is today without Chris or Eikon and wants other young people to receive the same help and support he did.



“THEY

LOVE

TO HELP”

Mandy Stevens

Mandy is a registered nurse with 33 years' clinical and managerial expertise and experience at NHS board director level. Recognised as a subject matter expert in mental health, Mandy has 15 years' clinical experience across a range of mental health services and says her personal experience of using mental health services has had a significant impact on the way she approaches her work. A vocal advocate for mental health, including national mental health awareness campaigns, suicide prevention and anti-stigma campaigns. Mandy is also a specialist advisor to the Care Quality Commission, the regulator of healthcare services.

Rebecca Wakefield

Rebecca is a communications and engagement specialist with extensive experience in both the public and private sectors, focusing on a wide range of issues such as education, climate, and the built environment. She brings valuable knowledge and support to our communications strategy, marketing efforts, and work to develop external relationships. Rebecca lives close to the area we serve, enjoys helping to support local children, and says 'it would have been great' to have had access to a service like ours when she was at school.

Ian Watson

Ian is a qualified accountant who has extensive non-executive and executive board experience in both the private and charitable sectors. Having been aware for some time of our services for young people, he found that joining Eikon was 'a natural choice' when he was looking to assist a Surrey-based youth charity.

Sarah-Jane Watson

Sarah-Jane is a qualified solicitor and a partner in a leading law firm. She specialises in employment and education law and has advised schools and charities on employment and education matters, including reviewing contracts and policies and dealing with disciplinary and grievance processes, employment tribunal litigation, parental complaints, student exclusions,

special educational needs and disabilities, and safeguarding. Sarah-Jane is also a governor of an independent school in London. She lives in the local area, has a specific interest in mental health and wellbeing, and is highly motivated to help support vulnerable young people in Surrey.

Kevin Young, Finance Trustee

Kevin is a Price Waterhouse-trained chartered accountant with more than 30 years' experience in senior finance roles, including at local civil engineering business Mouchel. He was inspired to join Eikon by our leadership and management and the team's enthusiasm, dedication, and determination. Kevin wanted to use his experience to support our work, having experienced first-hand, through wider family and other volunteering work, some of the many difficulties and problems young people face.

Our organisational structure

Overall responsibility for the charity's strategy, governance, and policy rests with the trustees.

Day-to-day operational responsibility sits with the Chief Executive Officer, who leads the staff and volunteer team.

Our SLT collectively manages the work of the charity and our staff and volunteers.

The SLT consists of:

- Chief Executive Officer
- Head of Development
- Head of Finance
- Head of People and Performance

We also have two lead managerial roles, one in schools and one in communities, to align with our delivery model:

- Wellbeing in the Communities Lead
- Wellbeing in Schools Lead



Key risks and uncertainties disclosures

All trustees, employees and volunteers take the management of risks facing the charity seriously. We seek to identify, assess, manage and mitigate risk, to ensure they are balanced against the needs of the organisation and our services.

The charity has in place:

- Robust risk management and safeguarding policies, with associated procedures, to ensure young people are kept safe at all times
- An appointed risk champion from the board of trustees
- A formal risk register, with all risks assigned a risk owner and any significant risks reviewed by trustees on a regular basis
- Comprehensive risk assessments for all our main activities, particularly those involving young people
- A business continuity management policy and plans to enable us to continue to support young people should incidents occur that could otherwise disrupt our services

Given the significant changes faced by the charity – including the aftermath of COVID-19, the new Mindworks service, the ever-increasing demand for services for children and young people, and

the resulting impact on employees and volunteers – we held a postponed risk identification workshop in June 2021. This involved trustees and the charity's leadership team developing a new risk register relevant to our changed circumstances.

The new register was aligned with the charity's revised strategic themes: deliver for young people, support people, and develop the organisation. During 2021/22 it was subject to various updates and amendments resulting from extensive review by the SLT, Governance and Risk Committee and the board.

The current risk register comprises eight principal risks, aligned with the above strategic themes. It clearly identifies the associated consequences/potential impacts, risk ownership, controls/actions to reduce/mitigate risk, action owners, and risk impact and likelihood scores. These risks will be regularly reviewed by trustees at quarterly board meetings to ensure control/mitigation plans are reassessed and updated as appropriate.

As at year end, the three top ranked principal risks the charity faced and the plans and strategies in place to manage them were:

Risk Title	Risk description	Key controls/actions to reduce/mitigate this risk
Deliver for Young People – Service Critical Incident	Death/serious injury and/or critical incident involving a young person who Eikon is supporting/has supported/ is waiting to support; serious complaint against a member of the Eikon delivery team.	<ul style="list-style-type: none"> • Clear and documented policies and procedures that are well known, used, and continuously improved • Referral types, complexity, and severity that are accepted • Clarity of waiting list, safeguarding, risk management, and escalation processes and procedures • Comprehensive safeguarding training and development, and clinical supervision
Deliver for Young People – Contract and System Management	Failure of contract governance, management and/or service delivery.	<ul style="list-style-type: none"> • Ensure close participation in and support for the Surrey Wellbeing Partnership (SWP) • Independent evaluation of SWP services to demonstrate increasing impact • Clear and accountable service delivery plans with SMART practitioner objectives for delivery • Subsequent year planning taking into account current and past year experiences
Support People – Organisational and Operational Governance	Policy and procedural awareness: lack of awareness/understanding of policies and procedural management due to staff turnover; pressures of other work leading to policies and procedures not being followed putting the organisation, young people, employees, and/or volunteers at risk.	<ul style="list-style-type: none"> • Update the charity’s business continuity procedure to ensure cover for extended absence of key personnel (e.g. CEO) • Introduce performance oversight via a performance management framework • Robust training and development programmes to ensure leadership/management capability • Ensure comprehensive, relevant induction, awareness and refresh training for all employees and volunteers, particularly when policy changes occur

Trustees' report and accounts

for the year ended 31 March 2022

Financial review

Total income decreased by 26% to £1,838,601 in 2021/22 from £2,495,792 in 2020/21. Total expenditure for 2021/22 was £1,817,652 versus £2,001,891 for 2020/21 a decrease of 9%. The decrease in income is mainly due to the one-off items within grant income in the previous year. The decrease in expenditure is due to the new contract, whereby Eikon now provides services directly to children and young people rather than sub-contracting most of the services, starting slower than expected. We continued to pursue a strong developmental strategy, working with young people and their support network on the design and delivery of services. We aim to deliver innovative and transformational services to support young people and their families.

Income from charitable activities decreased by 3% to £1,302,485 in 2021/22 from £1,343,012 in 2020/21. In April 2021 we began working as part of a new alliance to deliver Mindworks, an emotional wellbeing and mental health service for children and young people in Surrey. The contract is for a minimum of seven years, extendable to ten years, meaning that the alliance can plan for the long-term together.

Income from donations and legacies was £531,031 (2020/21: £1,150,385). Within this, income from donations, including from major donors, was essentially unchanged at £300,194 in 2020/21 compared with £295,173 in 2021/22. The prior year included a legacy of £126,000.



Amounts received in grants from trusts and foundations and elsewhere decreased to £208,836 in 2021/22 compared with £822,762 in 2020/21, a decrease of £613,926. In the prior year £390,000 was received following the closure of a charitable trust and subsequent distribution of its assets to Eikon and the other beneficiaries of the trust. In the prior year Eikon also received significant COVID-19 funding, including £100,000 from the National Lottery Community Fund to develop online support for children and young people and £65,278 in government grants from the Coronavirus Job Retention Scheme.

Income from fundraising events during the year was £27,022, which was in line with the £27,429 raised in 2021/22.

Expenditure on fundraising increased to £178,901 in 2021/22, compared with £121,928 in 2020/21. The increase was due to the increase in salaries to strengthen the fundraising team. For every £1 spent on fundraising in 2021/22, we raised £2.97 in income, compared with £9.43 in 2020/21, which reflected the one-off income received during the prior year from the legacy and the winding up of a charitable trust as well as the investment in the current year in the fundraising team.

Reserves policy

Total reserves at the year end were £937,514 versus £918,222 at the end of the previous year, comprising unrestricted general £361,660 (2020/21: £369,900), unrestricted designated £425,077 (2020/21: £442,615) and restricted £150,777 (2020/21: £105,707).

Unrestricted designated reserves include £390,000 received in 2020/21 from the winding up of a charitable trust. Eikon, along with other beneficiaries, previously received a proportion of the annual income from this trust, and the trustees have agreed to treat the funds as designated with the aim of investing them for the long-term strategic development of the charity. The remaining unrestricted designated reserves are held to cover future depreciation of the organisation's fixed assets.

The trustees have reviewed the charity's reserves policy, specifically the level of unrestricted general reserves required to cover the main risks facing the organisation. These principally include continuing to support children and young people while we help to put in place alternative arrangements to support them and their families if we were suddenly faced with a permanent reduction in our funding or other long-term financial challenge. The trustees have determined that we would aim to provide such support for a period of between four and six months, which in financial terms equates to £250,000 to £350,000 for our core services. As a result, we have set the target range for unrestricted general reserves at £300,000 to £400,000. At 31 March 2022, unrestricted general reserves were £361,660, which was at the top end of our current target.

Statement of trustees' responsibilities

The trustees (who are also the directors for the purpose of company law) are responsible for preparing the annual report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees must prepare the financial statements in accordance with UK generally accepted accounting practice (UK accounting standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and accounting estimates that are reasonable and prudent
- State whether applicable UK accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the



Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees confirm that so far as they are aware, there is no relevant audit information (as defined by section 418(3) of the Companies Act 2006) of which the charitable company's auditors are unaware. They have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

The Eikon Charity is a company, limited by guarantee and governed by its Articles of Association. The trustees' report also represents the directors' report, as required by company

law. The financial statements have been prepared in accordance with the accounting policies set out in notes to the financial statements and comply with the charity's governing document and the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the financial reporting standard applicable in the UK and Republic of Ireland published in January 2019.

The trustees confirm they have given due consideration to the Charity Commission's published Guidelines on the Public Benefit requirement under section 4 of the Charities Act 2011.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Eikon board of trustees on 15 November 2022 and signed on its behalf by:

Nigel Goddard
Chair of Trustees

Independent auditor's report to the members of The Eikon Charity

Opinion

We have audited the financial statements of The Eikon Charity (the 'charitable company') for the year ended 31 March 2022, which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102, the financial reporting standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described

in the 'Auditor's responsibilities for the audit of the financial statements' section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the entity's ability to continue as a going concern for a period of at least 12 months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the

other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or to our knowledge (obtained in the audit or otherwise) appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' report, which includes the directors' report prepared for company law purposes, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees

determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. These matters were discussed amongst the engagement team at the planning stage and the team remained alert to non-compliance throughout the audit.

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised: enquiries of management and trustees as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of trustees' meeting minutes; testing the appropriateness of journal entries; and the performance of analytical review

to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

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



AM Skilton (Senior Statutory Auditor)

For and on behalf of Brewers Chartered Accountants, Statutory Auditor

Bourne House
Queen Street
Gomshall
Surrey GU5 9LY

Date: 15 November 2022



WE ARE
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TO EIKON



Statement of financial activities

for the year ended 31 March 2022

(incorporating income and expenditure account)

	Notes	General funds	Designated funds	Total unrestricted funds	Restricted funds	Total funds 2022	Total funds 2021
		£	£	£	£	£	£
Income and endowments							
Donations and legacies	3	329,151	-	329,151	201,880	531,031	1,150,385
Charitable activities	4	1,302,485	-	1,302,485	-	1,302,485	1,343,012
Investment income	11	5,085	-	5,085	-	5,085	2,395
Total income		1,636,721	-	1,636,721	201,880	1,838,601	2,495,792
Expenditure							
Raising funds	5	178,901	-	178,901	-	178,901	121,928
Charitable activities	6	1,464,403	17,538	1,481,941	156,810	1,638,751	1,879,963
Total expenditure		1,643,304	17,538	1,660,842	156,810	1,817,652	2,001,891
Net income/ (expenditure) before investments gain/(loss)		(6,583)	(17,538)	(24,121)	45,070	20,949	493,901
Net loss on investments	11	(1,657)	-	(1,657)	-	(1,657)	(753)
Net income/ (expenditure) after investments gain/(loss)		(8,240)	(17,538)	(25,778)	45,070	19,292	493,148
Transfers between funds		-	-	-	-	-	-
Net movement in funds		(8,240)	(17,538)	(25,778)	45,070	19,292	493,148
Reconciliation of funds							
Total funds brought forward 1 April 2021		369,900	442,615	812,515	105,707	918,222	425,074
Total funds carried forward 31 March 2022		361,660	425,077	786,737	150,777	937,514	918,222

There were no recognised gains or losses other than those shown in the statement of financial activities. All income and expenditure is derived from continuing activities. The accompanying notes form part of these financial statements.

Balance Sheet

as at 31 March 2022

Registered company number 5402398

	Notes	Total 2022	Total 2021
		£	£
Fixed assets			
Tangible assets	10	35,077	52,615
Investments	11	53,997	55,654
Total fixed assets		89,074	108,269
Current assets			
Debtors	12	96,123	65,163
Cash at bank and in hand		1,005,615	1,037,512
Total current assets		1,101,738	1,102,675
Liabilities			
Creditors: amounts falling due within one year	13	(253,298)	(292,722)
Net current assets		848,440	809,953
Total net assets		937,514	918,222
Funds of the charity			
General funds	15	361,660	369,900
Designated funds	15	425,077	442,615
Total unrestricted funds		786,737	812,515
Restricted funds	15	150,777	105,707
Total funds		937,514	918,222

The accompanying notes form part of these financial statements.

The financial statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

The financial statements were approved by the board and authorised for issue on 15 November 2022 and signed on its behalf by:



Nigel Goddard
Chair of Trustees



Kevin Young
Finance Trustee

Statement of cash flows

for the year ended 31 March 2022

	Total 2022	Total 2021
	£	£
Cash flows from operating activities		
Net income for the year	19,292	493,148
Adjustments for		
Depreciation	17,538	17,539
Losses on revaluation of investments	1,657	753
(Increase)/decrease in debtors	(30,960)	86,069
(Decrease) in creditors	(39,424)	(79,294)
Net cash (used in)/provided by operating activities	(31,897)	518,215
Changes in cash and cash equivalents in the year	(31,897)	518,215
Net cash and cash equivalents at the start of the year	1,037,512	519,297
Net cash and cash equivalents at the end of the year	1,005,615	1,037,512

The accompanying notes form part of these financial statements.

Notes to the financial statements

for the year ended 31 March 2022

1. Charity information

The charity is a private limited company (registered number 5402398), which is incorporated and domiciled in the UK and is a public benefit entity. The address of the registered office is Eikon, Selsdon Road, New Haw, Addlestone, Surrey KT15 3HP.

2. Accounting policies

a) Basis of accounting

The financial statements of the charity, which is a public benefit entity, have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the financial reporting standard applicable in the UK and Republic of Ireland (FRS 102) (2nd edition, effective January 2019; 'Charities SORP') and Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of

approval of the financial statements. In particular, the trustees have considered the charity's forecasts and projections. After making enquiries, the trustees have concluded that there is a reasonable expectation that Eikon has adequate resources to continue its activities for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the financial statements.

b) Fund accounting

Restricted funds are those received for undertaking an activity specified by the donor when making the gift. The charity makes an administrative charge for the operation of some restricted funds, which is included in the cost of raising funds. The amounts for administration are also shown as restricted fund expenditure.

General funds are unrestricted funds given freely to the charity that can be applied at the discretion of the trustees in accordance with the objectives of the charity.

Designated funds are funds set aside by the trustees out of unrestricted funds for specific purposes.

c) Income

All income, including donations and associated income tax recoveries from donations received under Gift Aid, is included in the statement of

financial activities where the charity is entitled to the income and the amount can be quantified with reasonable accuracy.

All grants and contractual payments are included on a receivable basis. Contractual income is recognised as performance obligations are satisfied. Grant income with performance-related conditions received in advance of delivering specified goods and services, or income with a time restriction placed on it by the donor, is deferred until the donor-stipulated criteria are met. Income is also deferred if it is probable it could become refundable or if it is received in advance for a future accounting period.

Gifts in kind and donated services have been included at the lower estimate of their value to the charity and their estimated open market value. No amount has been included for services donated by volunteers. Where out-of-pocket travel and other expenses have been reimbursed to volunteers, these costs are included in the accounts. Surplus funds are invested in bank deposits to earn interest.

d) Expenditure

Expenditure is recognised on an accruals basis and allocated to the appropriate heading in the accounts. Expenditure includes attributable VAT which cannot be recovered.

Charitable activities expenditure enables Eikon to meet its aims and objectives for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Expenditure on raising funds includes the direct costs of fundraising activities (which promote fundraising and the activities of the charity generally) and a proportion of support costs.

Governance costs are those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs are those costs which enable fundraising and charitable activities to be undertaken. These costs include finance, human resources, premises, IT, legal and governance costs. All support costs are apportioned on the

basis of time spent by staff on each category of work.

e) Tangible fixed assets

Tangible assets are stated at cost. Depreciation is calculated to write off the cost of the asset over its estimated useful life as follows:

- Portakabin – depreciated over 10 years straight line
- Office furniture and equipment – depreciated over 5 years straight line

Tangible assets costing less than £2,000 are not capitalised and are written off in the year of purchase.

f) Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the gains and losses arising on revaluation and disposals throughout the year.

g) Cash management

Cash not required for day-to-day operations, but for the medium term is placed, via the CAF Bank, on deposit having regard to the duration, amount relative to the FSCS limit and credit rating of the institution concerned. Where it is deemed that cash can be held for the longer term, this may be transferred to the investment portfolio.

h) Debtors

Debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

i) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are recognised at their settlement amount after allowing for any trade discounts due.

j) Taxation

The charity is exempt from corporation tax on its charitable activities under Part 1 Schedule 6 Finance Act 2010.

k) Pensions costs

With effect from 1 January 2017 the charity has incurred costs in relation to the defined-contribution scheme, operated by Aviva, which are included in staff pension costs. Costs recognised are equivalent to the contributions in the year and are recognised on an accruals basis and any unsettled amounts are included in other creditors.

l) Transfer between funds

Trustees have the authority to transfer monies out of the general funds into the restricted funds when required. With the fundholder's permission, the trustees have the authority to make transfers from one restricted fund to another.

m) Reserves policy

On a yearly basis, the trustee board examines Eikon's reserves in the light of the risks facing the organisation and takes into account the Charity Commission's guidance. The policy on reserves is set out in the trustees' report.

3. Donations and similar income

	Unrestricted	Restricted	2022	2021
	£	£	£	£
Donations	237,912	57,261	295,173	300,194
Grants	64,217	144,619	208,836	822,762
Fundraising events	27,022	-	27,022	27,429
	329,151	201,880	531,031	1,150,385

Grants in 2021 included £65,278 of government grants received in relation to the Coronavirus Job Retention Scheme; there were no such government grants in the current year.

4. Income from charitable activities

	Unrestricted	Restricted	2022	2021
	£	£	£	£
Mental health services income	1,181,443	-	1,181,443	1,243,289
Schools income	121,042	-	121,042	99,723
	1,302,485	-	1,302,485	1,343,012

5. Raising funds

	Unrestricted	Restricted	2022	2021
	£	£	£	£
Staff costs	129,564	-	129,564	98,195
Other direct costs	49,337	-	49,337	23,733
	178,901	-	178,901	121,928

6. Charitable activities

	Youth work	Mental health work	Organisational support	Total 2022	Total 2021
	£	£	£	£	£
Staff costs	262,833	699,888	401,855	1,364,576	909,336
Activities undertaken directly	18,512	46,040	-	64,552	853,259
Premises costs allocated	3,284	17,736	9,352	30,372	48,798
Support costs allocated	19,669	51,451	86,616	157,736	53,715
Governance (see table below)	-	-	21,515	21,515	14,855
	304,298	815,115	519,338	1,638,751	1,879,963

Governance	2022	2021
	£	£
Audit	8,109	5,203
Staff costs	13,406	9,652
Trustees' expenses	-	-
	21,515	14,855

7. Trustees

	2022	2021
	£	£
Trustees' expenses	-	-

During the year, no trustees received any remuneration.

During the year, The Eikon Charity paid travel expenses of £0 (2021: £0) and small administrative expenses of £0 (2021: £0). The total donations received by Eikon from trustees and their related parties was £2,488 (2021: £2,220).

The charity had no other transactions during the year under review with any related parties.

8. Employees and key management personnel

The key management personnel of the charity are the board of trustees and the Senior Leadership Team (SLT), the SLT comprises of the Chief Executive Officer, Head of Development, Head of Finance and Head of People & Performance. The total remuneration and benefits received by SLT was £231,708 (2021: £230,135).

	2022	2021
	£	£
Staff costs were as follows:		
Wages and salaries	1,352,860	914,386
Social security costs	116,317	75,869
Pension costs	38,369	26,928
Total staff costs	1,507,546	1,017,183

The average number of actual employees and full-time equivalent employees, analysed by function, during the year was as follows:

	2022		2021	
	Average no.	FTE no.	Average no.	FTE no.
Fundraising	5.8	3.2	3.8	2.0
Charitable activities	40.0	32.9	33.3	22.3
Governance	-	0.1	-	0.1
Other	14.5	9.9	12.3	7.3
Average number of employees employed during the year:	60.3	46.1	49.4	31.7

The number of employees whose remuneration, excluding employer pension costs, fell within each band of £10,000 from £60,000 upwards is as follows:

	2022	2021
	No.	No.
£60,001 to £70,000	2	1

The salary received by the highest paid member of staff (the Chief Executive) was:

	2022	2021
	£	£
Salary	61,833	56,419

Contributions to the defined contribution pension scheme on behalf of the Chief Executive were £1,840 (2021 : £1,753).

Changes to staff salaries and benefits are proposed by the Chief Executive and are approved by the board of Trustees.

9. Defined-contribution pension scheme

	2022	2021
	£	£
Costs of the scheme to the charity for the year	34,939	24,386
Amount of any contributions outstanding at the year end	3,430	2,542
	38,369	26,928

The charitable organisation operates a defined-contribution pension scheme for permanent staff with an employer contribution of 5% (2021: 5%) in the year.

10. Tangible fixed assets

	Portakabin/ upgrades	Office furniture and equipment	Total
	£	£	£
Cost			
At 1 April 2021	175,384	2,818	178,202
At 31 March 2022	175,384	2,818	178,202
Depreciation			
At 1 April 2021	122,769	2,818	125,587
Charge for year	17,538	-	17,538
At 31 March 2022	140,307	2,818	143,125
Net book value			
At 31 March 2021	52,615	-	52,615
At 31 March 2022	35,077	-	35,077

11. Fixed asset investments

	2022	2021
	£	£
Cost		
At 1 April 2021	55,654	56,407
(Loss) on revaluation	(1,657)	(753)
At 31 March 2022	53,997	55,654
Investment income	£	£
Bank deposit income	3,664	1,067
Dividend income	1,421	1,328
	5,085	2,395

12. Debtors

	2022	2021
Due within one year:	£	£
Trade debtors	77,425	43,559
Other debtors	750	11,253
Prepayments	12,945	8,235
Accrued income	5,003	2,116
	96,123	65,163

13. Creditors

	2022	2021
Amounts falling due within one year:	£	£
Trade creditors	35,986	53,197
Other creditors	8,137	5,931
Accruals	34,244	89,721
Deferred income (see note 14)	144,657	84,073
Social security and other taxes	30,274	59,800
	253,298	292,722

14. Deferred income

	2022	2021
	£	£
Balance at 1 April 2021	84,073	191,601
Income deferred	1,074,989	717,860
Income released to SOFA	(1,014,405)	(825,388)
Balance at 31 March 2022	144,657	84,073

Income is deferred when it is received in advance of delivering specified goods or services or in relation to a future accounting period.

15. Funds

	At 1 April 2021	Income	Transfers	Other gains and (losses)	Expenditure	At 31 March 2022
		£	£	£	£	£
Unrestricted funds						
General funds	369,900	1,636,721	-	(1,657)	(1,643,304)	361,660
Designated funds						
Portakabin depreciation	52,615	-	-	-	(17,538)	35,077
Investment fund	390,000	-	-	-	-	390,000
Total designated funds	442,615	-	-	-	(17,538)	425,077
Total unrestricted funds	812,515	1,636,721	-	(1,657)	(1,660,842)	786,737
Restricted funds						
Youth work – communities	50,385	56,117	(10,000)	-	(45,131)	51,371
Youth work – schools	19,732	107,763	10,000	-	(60,485)	77,010
Development	25,000	22,000	-	-	(25,000)	22,000
Support costs	10,590	16,000	-	-	(26,194)	396
Total restricted funds	105,707	201,880	-	-	(156,810)	150,777
Total funds	918,222	1,838,601	-	(1,657)	(1,817,652)	937,514

16. Analysis of net assets by funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	53,997	35,077	-	89,074
Current assets	560,961	390,000	150,777	1,101,738
Current liabilities	(253,298)	-	-	(253,298)
Long-term liabilities	-	-	-	-
	361,660	425,077	150,777	937,514

17. Comparatives for the statement of financial activities

The Eikon Charity statement of financial activities for the year ended 31 March 2021 (incorporating income and expenditure account)

	General funds	Designated funds	Total unrestricted funds	Restricted funds	Total funds 2021	Total funds 2020
	£	£	£	£	£	£
Income and endowments						
Donations and legacies	443,003	390,000	833,003	317,382	1,150,385	545,865
Charitable activities	1,343,012	-	1,343,012	-	1,343,012	1,265,910
Investment income	2,395	-	2,395	-	2,395	2,678
Total income	1,788,410	390,000	2,178,410	317,382	2,495,792	1,814,453
Expenditure						
Raising funds	121,928	-	121,928	-	121,928	123,903
Charitable activities	1,526,311	17,539	1,543,850	336,113	1,879,963	1,771,438
Total expenditure	1,648,239	17,539	1,665,778	336,113	2,001,891	1,895,341
Net income/(expenditure) before investments gain/(loss)	140,171	372,461	512,632	(18,731)	493,901	(80,888)
Net (loss)/gain on investments	(753)	-	(753)	-	(753)	787
Net income/(expenditure) after investments gain/(loss)	139,418	372,461	511,879	(18,731)	493,148	(80,101)
Transfers between funds	-	-	-	-	-	-
Net movement in funds	139,418	372,461	511,879	(18,731)	493,148	(80,101)
Reconciliation of funds						
Total funds brought forward 1 April 2020	230,482	70,154	300,636	124,438	425,074	505,175
Total funds carried forward 31 March 2021	369,900	442,615	812,515	105,707	918,222	425,074

SPECIAL
THANKS

We would like to thank the following organisations which supported Eikon so generously during 2021/22:

- Borrows Charitable Trust
- Bupa UK Foundation
- Byfleet United Charity
- Cargill
- Community Foundation for Surrey
- ExPat Foundation
- Garfield Weston Foundation
- Give it Away Ltd
- Guildford Poyle Charities
- Heathervale Baptist Church
- Heathrow Community Trust
- High Sheriff Youth Awards
- ISPC
- Novacyt
- Office of the Police and Crime Commissioner
- Peter Harrison Foundation
- Pfizer
- Reed Specialist Recruitment
- Richard Davies Charitable Trust
- Spelthorne Borough Council
- St Paul's Church Addlestone
- Surrey County Council
- Surrey County Council Members' Allocation Fund
- The Big Give
- The Coleman Charitable Trust
- The Edward Gostling Foundation
- The Gerald Bentall Charitable Trust
- The Lake House Charitable Foundation
- The Loseley and Guildway Charitable Trust
- The Sterry Family Foundation
- Unum
- Walton Charity

We would also like to thank all our friends and supporters for their generosity to Eikon this year, helping us to be there for young people in Surrey. We are extremely grateful to our new supporters, our longer-term supporters who have shown commitment to the charity over many years, and our highly valued life-long supporters.

**The Eikon Charity is
helping young people in
Surrey to feel safe, heard
and supported, now
and in the future.**

**We listen, we talk, and we equip
young people with the skills
they need to thrive.**



YOU'RE NOT

alone



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