

ANNUAL REPORT

20 24



Believing in young people

Winner:
Removing Barriers
Champions 2024



KINGSTON
BOROUGH
BUSINESS
AWARDS



CHARITY NO. 1165522

CONTENTS + LINKS + AWARDS

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LEAVE A LEGACY GIVE MONTHLY OR A LUMP SUM

A regular gift ensures stability and helps us plan for the future. A legacy or lump sum can boost our capacity or create the opportunity to invest in something we otherwise couldn't afford.



VOLUNTEER MENTOR FUNDRAISER

Build a brighter future for young people and society. Get your business to sponsor us, volunteer in the shop or join our team of fundraisers!



ABOUT US

Oxygen's vision was conceived in 1999 by young people from Kingston's churches with the aim of reaching out to other young people in the community who are marginalised or disadvantaged. Their aim was to help young people who needed support and in doing so, demonstrate their faith, provide opportunities for them to explore their potential and discover their core values and beliefs.

The Oxygen Charitable Trust (1086608) was registered on 1 May 2001. In 2016, the Trustees established Oxygen as a Charitable Incorporated Organisation (CIO, 1165522). All of Oxygen's activities, including Kingston Street Pastors, the Oxygen Shop, and "What's the Point?" now operate under the governance of the CIO.

Oxygen is a Christian charity supported by local churches, individuals, trusts, foundations, and funding from local and national government. We work with young people of all faiths and none, aiming to alleviate suffering and reflect God's love, care, and compassion, offering hope for a brighter future.

Oxygen is affiliated with several regional and national organisations, including the Synergy Network (uniting churches and communities across London to tackle crime), London Youth, Kingston Voluntary Action, Richmond Voluntary Action, NCVO, the Kingston and Richmond Safeguarding Children Partnership, and Ofsted.

SIR ED DAVEY M.P.

leader of the Liberal Democrat Party

"These are challenging times for charities who are trying to respond to the huge need in front of them. Oxygen's work to support young people is vital for the local community!



I have been impressed by how they have managed to adapt the way they work so creatively with young people in crisis. The shop is a great way for young people to engage with Oxygen and make a contribution to the community through Social Action! I even did a stint on the till!

I want to thank John, the Trustees and all the staff and volunteers for all their hard work over the last year."

THE CHAIR OF TRUSTEES

RICHARD CALDWELL



Our young people currently face significant challenges. Young men remain disproportionately affected by underachievement, violence and knife crime, worsening mental health and few constructive outlets in the real world. Young women report significant mental health concerns, with self-harm rates rising. Gareth Southgate has helpfully highlighted young peoples' need for guidance, belonging, and purpose more than ever. Oxygen's varied programmes and mentoring offer vital lifelines, for the most vulnerable.

Referrals to Oxygen from constrained public services remain high. The Trustees are proud of the impact Oxygen has had in these circumstances, and you will read on about our programmes and some of their impacts inside this report. On behalf of the Trustees, I want to thank John, Charlie and the rest of the staff team for their hard work and dedication, sometimes in emotionally challenging circumstances. I also want to thank our volunteers and funders, who provide the time and financial resources to help Oxygen impact young lives for the better. Dear reader, I ask for your continued support and prayers, that Oxygen could continue serving young people in Kingston, Richmond and beyond to the glory of God.

CHIEF EXECUTIVE OFFICER

JOHN TREND



It is a real privilege to be leading a team who have a real heart for young people, can see their potential and want to encourage them to fulfil their potential. Young people need our support to cope with the pressures of this world, believe that a positive future exists for them and they can see a pathway towards it.

So many of the young people we meet are struggling with complex issues and challenges on a scale I have not seen before in the 35 years I have been involved in youth work. It has been said that it takes a village to raise a child

but that notion of the village assumes that we have a shared responsibility through a form of common connection with those raising our children and young people. However, due to social media, we no longer know who is influencing and shaping their minds, attitudes and aspirations.

It is vital then, that we have people in our community who have a heart and desire to be part of the village, able to meet young people where they are, walk alongside them, encouraging them, believing in them and being significant players in their lives. We need to help them up when they fall, help them understand the world they live in, build their resilience, celebrate their achievements and give them hope. That is what Oxygen does.

I want to thank the Oxygen team, its staff, volunteers and young people for the support they give and immense contribution they make in being part of the village!

STATEMENT OF BENEFIT TO THE COMMUNITY

As a registered charity, and in line with the requirements of Section 4 of the Charities Act 2006, the Staff and Trustees of Oxygen have determined that Oxygen's work does have clear and identifiable benefits to those we work with, which are related to our aims.

These benefits are not the cause of any detriment or harm, nor are Young People excluded from benefiting from our work on the basis of their faith, ethnicity, gender, sexuality, spirituality or nationality.

Whilst we are a Christian charity, we work with young people of all faiths, beliefs, values and identities and place great emphasis upon involving them in the design and implementation of our services.

We innovate to create new programmes and resources to tackle some of the most challenging issues affecting our culture such as knife and violent crime, mental illness, underachievement and isolation, amongst others.

Young people benefit through reducing their involvement in crime, achieving better in education and fulfilling their potential to contribute to the community in which they live.

Oxygen's work improves the mental, physical, spiritual health and wellbeing of both young people and adults. We provide opportunities for people to grow, develop, discover their purpose and contribute to the world around them.



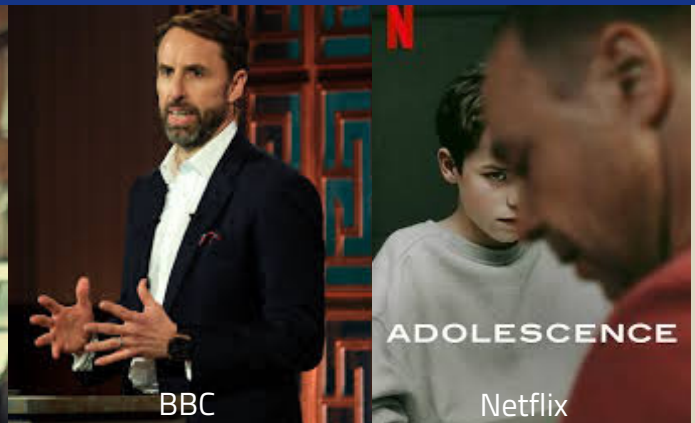
"Throughout two decades as a councillor in Kingston, including as Council Leader and as Mayor, I have always been a huge supporter of our wonderful voluntary sector.

I've known Oxygen from the start, and the way they support young people is second to none, but it's more than just that.

Oxygen work with our other voluntary sector organisations to promote active citizenship, innovate at times of need and are trusted partners to the Council, police, health and others. In short, Oxygen has a real impact on Kingston residents."

Cllr Liz Green
Mayor of Kingston upon Thames
2024-25

NEED



Oxygen receives 90-100 referrals a year for young people in crisis due to mental health struggles, disengagement from education, or risky behaviours. Issues like youth violence, unhealthy relationships, online misogyny, and toxic ideologies are having a lasting impact, as highlighted in popular media including Adolescence (Netflix), Gareth Southgate's Dimpleby Lecture, and Idris Elba's documentary on knife crime. Demand for our support has never been higher and it's still growing. Young people with a probable mental disorder were more likely to live in households that could not afford activities outside school or college and are at higher risk of exploitation. 69% of young people convicted of carrying a knife are white.

NATIONALLY



Girls' attendance at secondary school is deteriorating more rapidly than boys'. The pandemic impacted girls' mental health disproportionately.



20% of young people have a mental health disorder, a 16% increase since 2017

3/4

of children and young people cannot access the help they need

KINGSTON (+RICHMOND) BOROUGH

47% Increase in knife crime from October 2022.

3,534 Violent & sexual offences during 2023

59 Young people open to Youth Justice service in 2024 of whom 36 had concern for emotional wellbeing and 13 had an EHCP.

2 Wards in Kingston appear in the top 20% of areas of deprivation nationally.

OXYGEN

Receives 90-100 referrals each year of young people in crisis.

Of 365 referrals received in the last 4 years:

67% Have an educational need or disability

14 Looked after by the Local Authority

174 Subject to a referral to the Local Authority for safeguarding concerns

232 Considered by the referrer to be a risk to themselves or others

84 Of those presenting a risk thought to be high or very high.

70 Not in education

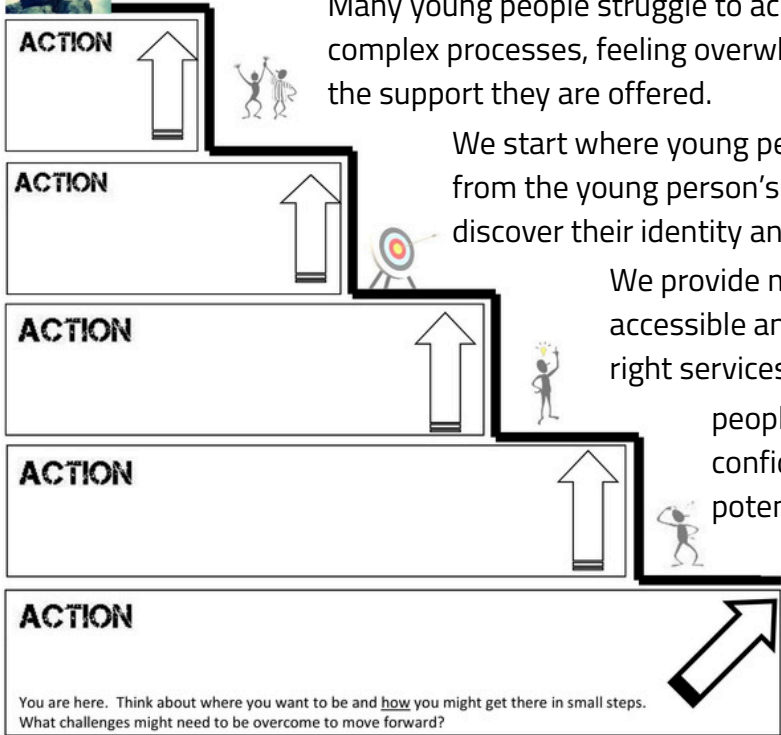
28% Black, Asian or Mixed heritage

Data from Rocket Science, Young minds and ONS

METHODOLOGY + IMPACT



“It takes a village to raise a child, but if the child does not feel that they are accepted by the village then they can burn the village down.” Young person talking about the issue of Knife and violent crime.



Many young people struggle to access the help they need, often facing complex processes, feeling overwhelmed and having little ownership over the support they are offered.

We start where young people are at, try to understand the world from the young person’s perspective, gain their trust and help them discover their identity and understand the challenges they face.

We provide multiple entry points to make support accessible and ensure young people are guided to the right services. Our innovative programmes put young people at the centre, helping them build their confidence and resilience, discover their full potential and develop aspirations for the future.

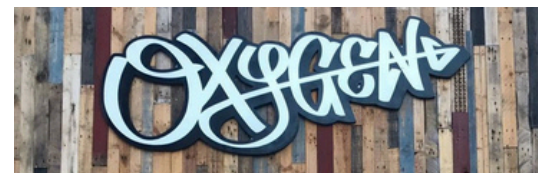
You can read our **Theory of Change** towards the end of this report on page 19

Young volunteers	217
Adult volunteers	131
Volunteer hours	5000+
Street Pastor shifts	162
Mentoring hours	825
Re-engaged in training / education	53
Annchi Bags made	3500+

Figures cover last 3 years
to Jan. 2025

OXYGEN SHOP

117 HIGH ST. NEW MALDEN



The **Oxygen shop** is an innovative, dynamic, and powerful project which has developed beyond just providing a sustainable source of income. It is now a hub in the heart of the community and a vital tool for engaging and supporting young people and adults. It provides a vehicle through which they can connect, develop skills, find a sense of purpose and contribute to the community through social action.

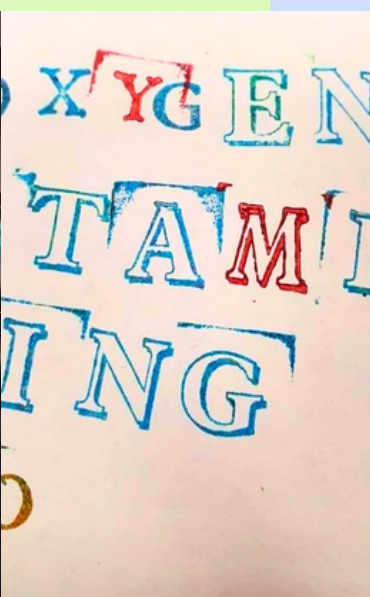
THIS YEAR

"As I look back over the past year I am very proud of the way we have been able to utilise the shop as another tool for our youth work activities. We have seen a high number of DofE participants develop and grow, gaining real and practical experience in a working environment equipping them with skills and knowledge to apply in their lives. It has also been great to provide mentoring sessions from the shop, creating an environment that young people feel comfortable and confident to attend. Being a constant presence in our local community means young people can just pop in to see Oxygen staff members and volunteers on their terms and this has helped to build firm relationships and provide support to those that are in need." Adam Kelly



"I have really enjoyed volunteering at Oxygen, everyone is really friendly and I find a wonderful sense of community here as well as working in a shop and talking with members of the public"

"It has been lovely to work amongst so many lovely people here at Oxygen! My time has helped me develop organisational and teamwork skills and I feel as though the atmosphere is warm and friendly." Rosa



OXYGEN ENTERPRISE

INTERNSHIPS + ALTERNATIVE EDUCATION



Young volunteers *	326
Adult volunteers*	158
Targeted youth	19
D of E (new signups)	77
Annchi Bags *	3576

*since opening in 2018

Oxygen Enterprise: a programme designed to identify young people's talents and help them develop business ideas utilising the opportunities provided by the shop. Young people come up with their idea and submit an outline business plan. We seek to identify the funds needed and a business mentor for them to work with to take their idea to the next stage.

Alternative Education: For some of the most vulnerable people we support, Oxygen has become either the lead provider of their education or a key intervention supporting their wellbeing and enabling them to access learning. Through tailored mentoring, enterprise activities at the Oxygen Shop or bringing young people into our team as interns, we have become a solution for young people who have struggled to access support elsewhere.

Young people with complex challenges, special educational needs, poor mental health and trauma have found an environment within Oxygen where they can achieve and thrive. This has often required our team going the extra mile as professionals and developing their practice in specialist areas and is a testament to Oxygen's ethos of believing in young people and putting them at the heart of what we do.



"This year, the needs we have encountered in young people we mentor have been more complex. A highlight for me has been working with a young person to apply for and produce an Education Health and Care Plan. This means that his additional needs are now finally recognised and understood after years of disengagement from education. As part of this we have been able to help him start a new course with Oxygen providing support for his emotional, social, behavioural and mental health needs."

Charles Bamford, Deputy CEO

STREET PASTORS

KINGSTON



Oxygen oversees the work of Kingston Street Pastors with Charles Bamford managing the project, supported by Rose Hickman with operational management delegated to a volunteer board called the SPITT Team which includes: Lesley Charlton (chair), John Trend, Teresa James, Alison Holt, Scott Fraser, Karl Rutledge and Sue Shaw.

This year we have continued to deliver Kingston Safe Zone, a place of safety in the night time, staffed by Street Pastors volunteers. Situated outside Kingston Station it has become a beacon for people seeking support from first aid to food and drink to phone charging, but it has particularly helped women and girls who might feel vulnerable to come to the Safe Zone for support and reassurance.

In September 2023 we said goodbye to our Deputy Coordinator of 6 years, Brenda Robertson, although she stayed on as a Street Pastor. We are grateful to Sue Shaw who stepped in to provide support as Interim Deputy until Rose joined the team, bringing with her a wealth of experience from her time working with volunteers at the Passage.



Stats 2023/24 (vs Previous Year)	
300	Vulnerable people supported (293)
1330	bottles / glass collected (1189)
62	Safe Zone deployed (55)
2288	Total contacts (1708)
2898	Volunteer hours (2358)
844	Food / Drinks given out



In June 2024 we began operating Friday afternoon patrols with funding support from Kingston Council. Our teams now go out twice per month alongside our regular night time patrols on Fridays and Saturdays. Working in the daytime has presented new opportunities for us to engage with younger people, shoppers in the town centre and provide pastoral support and a listening ear to those working in the retail sector in Kingston.

WHAT'S THE POINT?

TACKLING VIOLENT CRIME, MISOGYNY + EXPLORING IDENTITY



The *What's the point?* programme is a Social Action project developed in 2013 with young people to give them the opportunity, in a safe place, to discuss key issues. The project gives them a voice, helping them to understand a range of perspectives, determine their values and beliefs and build their identity and enabling them to take action. This demonstrates our desire to put young people's voice at the heart of what we do and the programmes we develop.



Cara speaking at a youth forum in Croydon on knife crime run by the BBC



Our Chief Executive, John Trend was invited to contribute to a BBC London programme focussed upon Knife Crime. You can hear Cara's contribution to the debate and the interview with John by going to our website. We have delivered knife crime education sessions at curriculum days in two local secondary schools and have also continued to provide community-focussed delivery for the most vulnerable young people who are disengaged from education.



SUCCESS FACTORS

Voluntary Participation: Recruited rather than selected.

Peer Led: Relevant to their context, experience and knowledge

Partnership: Promotes collaboration. No one agency can solve the issue.

Critical Decision or "WOW" moment: Prompts young people to consider where they are heading and provides an opportunity to change pathways.

Community: It has to be delivered by a community organisation able to engage parents, families and unlock community assets.



OXYGEN MENTORING



"Oxygen is a special charity. Not only do they help young people to succeed but also are committed to tackling any type of challenge you throw at them. My challenge was my autism and impulse behaviour problems which my schools didn't address. They worked hard and got my EHCP and now I am doing a course online related to my passion (Business)".

Oxygen has been delivering mentoring for over 20 years and currently engage over 20 young people per week in mentoring sessions. We are now receiving nearly 100 referrals per year of young people, many of whom are in crisis, in alternative provision or NEET.

Oxygen's mentors start from the young person's perspective and help them feel that they have a voice, some control and are working in a way that puts their needs first.

Oxygen is committed to ensuring the the mentoring we provide is of the highest standard and in line with the Mentoring Quality Framework (G.L.A.)

"The mentoring my son is receiving from Oxygen is the only thing that is working for him right now. I don't know where we would be without Oxygen!

Doing work experience with Oxygen has given me such a great insight into business and enterprise. It has really helped with my confidence and motivation!"

"My first full year at Oxygen has been both challenging and rewarding. Through my administrative work supporting Charlie and John, I gained valuable insight into the workings of a small charity and the day-to-day challenges it faces, particularly around funding and fundraising.

A highlight for me has been working directly with young people - whether at youth clubs, in the shop, or through mentoring. One of my main focuses has been encouraging young people to spend more time outdoors, mentoring them in natural green spaces and helping them to connect with nature and wildlife - something I'm truly passionate about.

I was especially pleased to contribute to writing funding bids for outdoor, nature-based projects, and I'm now enjoying the opportunity to deliver those alongside the rest of the team." Bill Steel



KINGSNYMPTON

YOUTH CLUB



BACKGROUND

Oxygen runs two clubs a week on a Tuesday and Thursday, during term time, and offers additional holiday provision including Trips, community activities and sports. Over the last year, attendance has increased and we have strengthened our partnership with Achieving for Children and are looking to continue our involvement in delivering youth work into the future.

Our sessions at Kingsnympton have been going really well, we have been running lots of sports activities and going on a few trips. When Kingsnympton Youth and Community Centre was being used as a polling centre for the Mayor of London elections, we were able to run a joint trip with the young people from Kingsnympton and Coombe Boys Room1 project on an adventure to Laser Quest for a couple rounds of laser tag. Great fun was had by all, memories were made, and bonds were made. Thanks to everyone who came along.



Danica Hall

RM1

COOMBE BOYS



DESCRIPTION

Rm1 is an after school club running at Coombe Boys School in New Malden. The project was initially conceived to assist young people in the transition from junior school to secondary, a process which can be challenging and disruptive for many and particularly for those with complex needs or vulnerable to bullying.

During the 23-24 school year Rm1 had high levels of engagement with the year 8 students at Coombe Boys School and sessions were well attended averaging between 10 and 12 young people each day. This enabled staff members to build strong relationships and also saw friendships grow within the group. One of the highlights at RM1 is being able to award Jack Petchey awards to our young people, recognizing the positive behaviour and attitudes shown during the year and rewarding the growth in self belief and confidence

"We have worked with Oxygen for over 15 years and have developed a relationship that is invaluable to our students and the school as a whole. We have always been keen that our students feel part of a community and that we can provide support and guidance in a variety of contexts, our work with Oxygen has facilitated this. Oxygen offers an after school club for our students, but provides much more than this. The support that they give to our students ranges from mentoring to work experience to involvement in a wide variety of projects. We hope that Oxygen will continue to work with our school community long into the future."



David Smith,
Headteacher,
Coombe Boys School

Christs School , Richmond

"In 2024 we signed up again for the Headstart programme. The students benefited in so many ways, starting with the social action part of the programme. It was wonderful to see our students genuinely becoming enthused and excited about the topics they were looking at. In year 1 the students gave an assembly on knife crime with the second group setting up a student survey on Youth Justice in 2024. Watching those students who maybe would never have thought about being involved in public speaking and seeing the pride they had in their accomplishment was fantastic (not to mention, informative to other students listening to their talk). One of those involved even went on to talk on radio about it, supported, again, by Oxygen mentors.

The employability element, was also hugely beneficial in providing them with insight and skills for looking for work and employability skills. The Insight Day at Barclays and then at NewDay gave students the opportunity to not only spend the day with professionals having fun and learning from them, but the chance to experience an interview with these business professionals. (I believe they had just as much fun and were impressed with our students too). Having been lucky to join on both of these trips, I saw the impact it had on our students, not just on the day but after, with a raised confidence and self-esteem, along with the newly acquired skills and a belief that they could achieve their goals. Also, the positive relationships our students had built with the Oxygen mentors was evident." Tina Napper, Deputy DSL, Christ's School

"the insight day at Brands to Life gave me the motivation and belief in myself to apply for jobs and I'm so grateful for the opportunity! I love working with vulnerable people and really enjoy giving them care and making them feel valued" Young Person



The programme also ran in Coombe Boys School and the Oxygen shop.

15 Practice interviews
42 participants
33 Attended insight days
50 Hours of employability support
350 Hours of Social Action



YOUTH PARTICIPATION

JACK PETCHEY AWARDS



The Jack Petchey Awards give young people an opportunity to make a difference in deciding what trips and activities we do and what resources we buy to facilitate the programmes we run at Oxygen.



In February half term we took a group of young people to Hindleap Warren Activity Centre. It was a great experience for all as the group participated in a campfire, Team building exercises, archery, and many a muddy adventure out in the woods. It was excellent to watch the group, which consisted of young people from all our projects, bond so closely over the course of three days. We received great feedback from the centre's instructors who were impressed with our team building and skills on the challenge courses! It was great to see young people come together for a retreat to get to know them more and see them bond with each other.

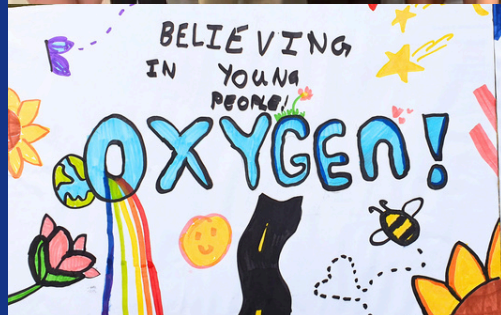
YOUNG LEADERS

Young people lead and collaborate through our youth board on where to go on our next trip, sitting on the interview panel for strategic and management roles, helping set up a Minecraft server for our digital youth work platform and deciding how the shop should be adapted and improved.



The Holy Cross School
Learn Joyfully. Live Fully.

The team were delighted to hear that Tutor Group 8 Faith at Holy Cross School had selected Oxygen as their First Give charity to focus upon for their First Give project. The students held an awareness raising walk, made business cards and visited the shop. Many thanks 8 Faith!



FUEL PROJECT

FEED UR EVERYDAY LIVES



We ran FUEL sessions during the Easter holidays with our youth work team and the young people had a great week full of activities like building the biggest paper giraffe, egg toss and a trip to Richmond Park among other fun things. Along with that they had delicious food prepared by Lizzy's Mobile Kitchen.

In the Summer, we ran a full FUEL Programme at Kingsnympton Youth Centre in partnership with Achieving for Children. Oxygen delivered 16 days of fun-filled activities and food for young people in the local area. We had an average of 15 young people per day and ran several trips and arts activities too. Many thanks to Dave Padgett for his legendary stamp carving workshop which ran at the shop and the youth centre!



DIGITAL YOUTH WORK

MINECRAFT



ABOUT THIS PROJECT

Our Digital Youth Work project was an innovation designed to engage young people during lockdown but has enabled us to support a new group of young people who would not attend a face-to-face youth group. In fact the project is particularly successful at supporting young people who are isolated and struggle in social situations or are just very into gaming.

We recognise that video games such as Minecraft are a way young people can express themselves, have fun and learn valuable skills. The project provides opportunities for young people to connect with Oxygen's Team so that they can receive valuable support and build social skills.

"Going onto the Minecraft youth club on Wednesdays is the highlight of my week. I can chat to Charlie and get help if I am not feeling great" Gamer

HOW WE WORK

THEORY OF CHANGE



A **Theory of Change** is designed to help us understand the processes we go through to achieve our desired outcomes. Much of our work is achieved through building relationships which seek to encourage young people and walk with them to help them over the challenges they encounter.

We work primarily with young people aged 10 to 18 who are experiencing (or are at risk of) educational or social exclusion. They may have been excluded from school, on reduced timetables, or at risk of offending. Our focus is on young people living in Kingston upon Thames and surrounding boroughs who face heightened challenges including increased risk of disengagement from education, mental health difficulties, special educational needs and disabilities (SEND), digital exclusion, social isolation, low self-esteem, poor self-identity and low aspirations.					NEED
Mentoring Solution-focused mentoring, Individual action plan, skills development,	Re-engagement activities Shop, upcycling, residential, sports, trips, social action, place based clubs and projects	Training Employability skills, work experience, internships, Enterprise Project	Online working Minecraft, Discord, gaming	Targeted work Tackling Knife and violent crime, misogyny and violence against girls and young women	ACTIVITIES
Environment and relationship Nurturing a culture of trust and respect. Developing positive affirmation and encouragement. Providing a positive and supportive relationship for young person.	Nature and delivery of activity Young people to realise a sense of achievement and progress towards aspirations and goals. Empowerment of young people towards control of their own lives.		Utilising Community Assets Working in partnership with others we empower young people to re-engage with their community and to positively influence their peers. Young people have support within the community to support their re-engagement		MECHANISMS
Improved sense of identity, values, self worth, self esteem, an understanding of their gifts, talents, beliefs and abilities.	Improved mental health & resilience, ability to manage challenging behaviour and emotions.	Increased social engagement, ability to manage healthy peer and inter-generational relationships.	Improved strategies which reduce risk of involvement in crime or becoming a victim and value positive impact on the community.	Reduced number of young people disengaged from education.	OUTCOMES
Young people overcoming barriers to progression and recognising their achievements.	Improved access to opportunities for training, education, employment & social action.	Improved attendance and re-engagement in mainstream education.	Young-person-centred action plan which raises aspirations and identifies pathways toward achievement	Young people are happier, have fun & feel fulfilled	
Progression of young people from being "at risk" to empowering them to control their own journey towards stability, self confidence and capacity to fulfil their aspirations. To give them a strong sense of spiritual, social, emotional, and physical identity affirmed by having people who believe in them, see their potential and can support them to overcome the challenges they encounter in life.					AIM

OXYGEN BOARD

TRUSTEES, C.E.O. AND ADVISORS

TRUSTEES

Richard Caldwell
(Chair of trustees)

Peter Wilkins
(Treasurer)

Brian Austen

Tracey O'Shea (11.09.23)

Rita Keeya (02.05.24)

Vice President:
Stephen Barnes

Chief Executive Officer
John Trend, M.A. Dip.
Theo., Dip. H.E.

Independent Examiner:
Collards Chartered
Accountants, Kingston
Upon Thames

Bankers: Co-operative
Bank + Lloyds TSB

"Oxygen is like a family. They are there when you need them! The shop gives me somewhere to go where I can contribute to the work they do with other young people. It gives me purpose in life"

"The Headstart programme delivered by Oxygen has had a real effect on the lads at Coombe Boys School. It has given them a real opportunity to think about their futures, prepare for the choices they need to make as well as increasing their confidence and self belief." Head of Year 10

"We love volunteering in the shop as it gives us a chance to help others, develops our social skills and job experience and it's fun."



RISK MANAGEMENT

Oxygen's Trustee Board and staff team assess the risks and threats encountered in delivering our work and take steps to minimise and manage risk, to ensure that beneficiaries, staff, volunteers and the general public are protected from avoidable harm. This includes putting in place controls over finances, the delivery of our services to young people, the management of the shop as well as theoretical risk where that can be foreseen.

The Oxygen Team is suitably qualified to undertake the work of the charity and undertakes training on fire safety, mental health first aid, youth work practice, trauma informed practice, food hygiene amongst other subjects to ensure that consideration, assessment and mitigation of risk is built into our daily routines. However, accidents do happen and, when they occur, they are evaluated to identify if steps can be taken to prevent harm in the future. All staff and volunteers working with young people undergo an enhanced DBS check.

Risk is a constant factor in all of our lives. We have a role in educating young people to be aware of the choices they make and the impact those decisions have on their lives. This is particularly evident in our work through the "What's the point?" programme tackling knife and violent crime. As the team engage young people who are in crisis, we are sometimes faced with levels of need beyond the scope, expertise and training of the staff.

OXYGEN TEAM

THE STAFF TEAM



We are an award winning Team! We were delighted to be recognised at the 2024 Kingston Borough Business Awards winning the "Removing Barriers Champion" and coming Runner Up in the "Best Charity" category. We are also proud when our staff achieve their goals and celebrated Danica qualifying as a Youth Support Worker.

All our team work hard to respond to the increasing need and go the extra mile to demonstrate that everyone is valued and believed in.

John Trend, CEO

Charles Bamford, Deputy CEO and Street Pastors Coordinator

Rose Hickman, Street Pastors Deputy Coordinator

Adam Kelly, Targeted Project Worker

Tomi Elegbede, Targeted Project Worker

Danica Hall, Youth Worker

Kat Field, Sessional Youth Worker

Lucy Savage, Sessional Youth Worker

James Kuhrt, Sessional Youth Worker

Michael Novotny, TFG GAP volunteer

Bill Steel, Administrator and mentor

TEAM CHANGES

Sadly, people leave the Oxygen team to pursue their dreams but others join to do the same! We were sad to lose Michael at the end of his GAP year in July '24 to return to America to run a summer camp. Every volunteer leaves a mark on the team and we certainly miss Michael's love of sport and the great outdoors!



We were pleased to be able to welcome Sameer, our new Time For God Volunteer who joins us from Pakistan! Sameer is a keen cricketer and enjoys travelling to discover new places.

Oxygen is partnering with **St. Matthews Church, Surbiton** where Sameer will spend some of his time volunteering in support of their work with children and young people. Sameer will also work on Oxygen Projects!

OXYGEN TEAM

VOLUNTEERS + CHAMPIONS

Oxygen is delighted to have a strong team of over 350 committed volunteers* and a network of people in churches, local businesses, and organisations who champion our work and ensure we continue to have the resources we need to improve young peoples lives and make the world a better place. *Adults and young people over the last 3 years

Many thanks to Gill and Morgan Knowles who Ran a table sale in aid of Oxygen in Lyndhurst, New Forest.



TO VOLUNTEER MENTOR FUNDRAISE



REV. PETER HOLMES AWARD

Rev. Peter Holmes was a Trustee of Oxygen who died during Covid. In his honour we created an award recognising young people working to benefit others in their community.

This space is left blank as the Awards will be announced at our Prize giving in June 2024

SERPENTINE Huge thanks and respect to Stuart Burrows for his efforts in completing the Serpentine Swim to complete the London Classics in aid of Oxygen. Well done Stuart!

MARATHON We also have to acknowledge Andy Little who, at the time of writing completed the 2025 London Marathon in 3 hours 41min! Fantastic effort Andy!



RIDE LONDON Thanks to Dan Trend, Simon Trend, Brian, Helen and Ross who helped John complete the arduous 100 mile route through beautiful Essex countryside raising over £5000 for Oxygen which was match funded to £10,000!



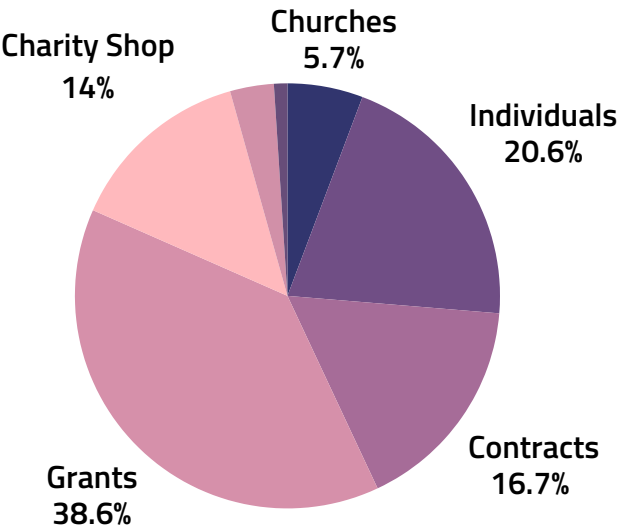
**Swim
Serpentine**

FINANCE OVERVIEW

Oxygen has managed to develop a range of varied funding streams including The Greater London Authority, The Royal Borough of Kingston Upon Thames, Achieving For Children, London Youth, Trusts and Foundations as well as strong support from several local churches, businesses and individual donors, many of whom are faith motivated. Of course we also have our charity shop in New Malden High Street which provides a vehicle for supporters to give by donating goods as well as a courageous team of Fundraising Champions who raise financial gifts through sponsorship.

The significant increase in demand in tackling young people’s mental health needs has been reflected in the competition for grant funding. It is likely to become harder to secure money through bids to grant givers in the future.

Income	£261,324
Expenditure	£294,417



Faith based giving accounts for at least 27.3% of Oxygen's income, although this is actually much higher given that a sizeable proportion of donors to the shop are also faith motivated. Contracts with Achieving for Children account for 16.7%. Grants is comprised of funds from the Local Authority, Greater London Authority (via London Youth) and various trusts and foundations.

In recent history, Oxygen has successfully secured multi-year funding of £50k per annum, enabling us to expand our mentoring capacity and hire more staff to meet the needs of young people. However, despite exceeding grant performance targets, securing ongoing funding has proven challenging. As a result, we’ve had to use reserves in both 2023/24 and 2025 to maintain current staffing levels. By mid-2025, we may face the difficult decision of reducing staff to align spending with income. We are exploring a range of funding strategies and remain hopeful that additional funds will be secured to avoid losing valued staff members in whom we've made significant investments.

We are immensely grateful to those amazing supporters in the local community who run events and fundraise for Oxygen! The quiz night at the Wych Elm Pub, wine tasting at ST. Marks church, the table sale in the New Forrest or a grateful family running “Who let the eggs out” all give the team a great boost! Thank you! Every bit helps!



PARTNERS

Oxygen can only function alongside other agencies with whom we have built lasting partnerships and collaborations.

The last couple of years have resulted in a seismic shift in the relationships between agencies and community partners and particularly between Government and the Voluntary, Faith and Community Sector.

New partnerships have been formed and the role of the community has been highlighted as people have responded directly to the need they have seen around them.

Oxygen has been at the heart of the development of these networks both strategically and on the front line. We work alongside our partners who each bring their own knowledge and expertise, to develop new ways of working to meet the needs of our community

"It was great to have Oxygen visit our Sunday morning services at St Paul's Kingston, so that more people can hear about the work that they do and see their passion for young people across the Borough. It helped inform the way we continue to partner with and pray for Oxygen throughout the rest of the year." Rev. Adam Rylett, St. Paul's Church.



THANK YOU

If you would like to play a part in helping vulnerable young people through Oxygen, then please do get in touch.

"To me, Oxygen are a group of people who see the growing image of God in young people and help them unlock that in themselves. They work in various ways with various partners and from experience, I know that Oxygen workers will go the extra mile for the young people in their care. In a sense, Oxygen can help inspire the wider church to be more truly what God wants it to be." Rev. Robert Stanier, St. Marks Church, Surbiton.



"For the 2.5 years I have been with you I cannot thank you all enough for the support you have given me especially from educational settings where things haven't worked out as expected. Even though my life has not been according to what I have planned you have tried your absolute hardest to give me a bright future. I praise you for this."



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MENTOR



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