



The Colour Works
Foundation

Building Self-Belief

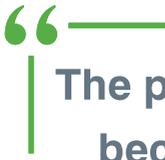
ANNUAL REPORT

2024 /
2025



Partnering with youth organisations,
helping young people develop self-belief

Visit Us: www.tcwfoundation.org.uk



The privilege of a lifetime is to become who you truly are.

CARL JUNG

With thanks to our supporters:



CMA Recruitment Group



COMMUNITY FUND



CABWI
AWARDING BODY



Dorset Council



Give as you Live®

The Valentine Charitable Trust

Introduction

What a year it's been for The Colour Works Foundation! We expanded our team and completed two Train the Trainer programmes, enabling us to increase our number of Course Deliverers as well as training staff from Dorset Council and East Norfolk Sixth Form College. We also delivered our first programme to young offenders in Guys Marsh Prison and extended the delivery of our Building Self-Belief programme into North Dorset.



It is of course only through the continued support of our funders, donors and partners that we are able to continue to develop emotional intelligence skills in our young people to better prepare them for the workplace, their relationships and the demands of the ever-changing world into which they are growing up. Thank you for your ongoing support.

LIZ DAVIES - CEO

Our Vision:

Every young person has the emotional intelligence to recognise and use their strengths in relationships and careers.

Our Mission:

We use our own colour profiling system with young people to raise their self-awareness and relationship management skills. We identify and celebrate their strengths, giving them tools to develop their emotional resilience and confidence.

Our Values

Belief:

We are founded on the belief that all the young people we serve are valuable and have inherent strengths waiting to be discovered.



Rigorous and Robust:

We are committed to providing the highest standard of systems, processes and procedures to support the work we deliver. We provide a safe place to work. We strive to be a reliable delivery partner.

Worth:

We seek to ensure that all our employees, volunteers, young people, contractors and delivery partners are encouraged to develop their unique skills and talents such that they believe in their worth.

Passionate:

We live and breathe our Colour Model. The heart of our organisation is our understanding of each other, accepting and valuing our differences whilst playing to our strengths. We strive to develop the same passion in all who encounter us.



“ I usually back away and isolate myself from situations and I now realise that it's usually conflict between people with an opposite colour energy to me that I get into these situations.

Through this course, I've realised that there are positive ways to communicate with people with opposite colour energies and come to a solution without falling out.

The Need

We work with a variety of young people who are socially or economically disadvantaged. This could be because they are not in employment, education or training (NEET), are young carers, are care-experienced or are socially isolated.



Approximately 1 in 25 young people in the wider Dorset and Bournemouth, Christchurch, Poole (BCP) area are NEET

Data shows that those who end up NEET have a higher chance of developing mental health issues, getting involved with drugs, depending on benefits, or ending up in prison. Young people who are care-experienced are much more likely to end up NEET.

Our engagement with young people has also identified that they often struggle with their relationships and how to manage conflict. Approximately 20% of young people aged 16-25 report experiencing high levels of family conflict, which includes frequent arguments and lack of support.

Dysfunctional family environments are linked to higher rates of mental health disorders among young people and those from high-conflict families are more likely to experience anxiety, depression and other emotional difficulties.

These issues highlight more and more the need for developing emotional intelligence in young people at an early stage when they are making significant choices around their life's trajectory.

Facts Office for National Statistics

946,000

The number of 16-24 year-olds not in employment, education or training (NEET) across the UK in the period July to September 2025



1 in 8
young people
across the UK
are NEET



What we do



We support young people aged 15-25 who are socially or economically disadvantaged with our programme of Building Self-Belief workshops. These workshops bring isolated young people together to help them build their emotional intelligence so that they are equipped to make the right choices for themselves whether that is regarding relationships, career choice or furthering their education.

Emotional intelligence plays an important role in young people's mental health, beyond academic ability or personality.

58%

of young people aged 14-18 in the UK say that listening or empathy are the most important traits in a good leader - indicating a strong value placed on emotional intelligence skills

Teenagers aged 15-16 in England have weaker socio-emotional skills compared to the average across comparable countries

Children with high emotional intelligence are about

54%

more likely to report good mental health

Results

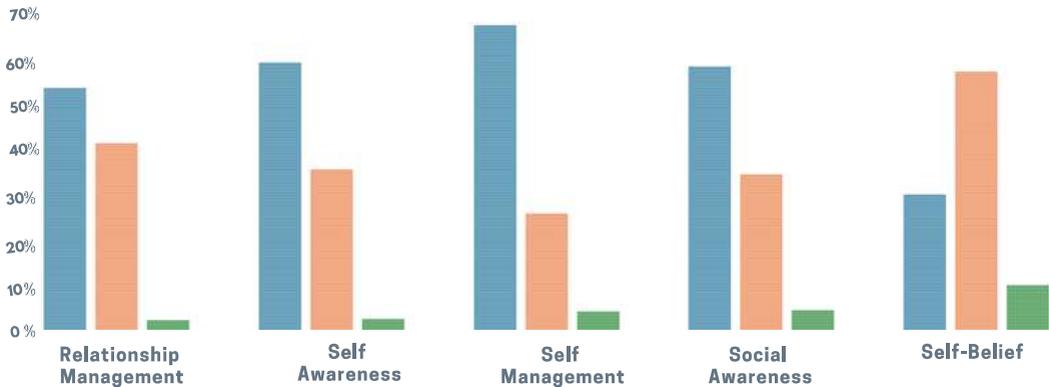
In conjunction with Bournemouth University, we developed a bespoke outcome tool designed to measure the impact of our Building Self-Belief programme against the core dimensions making up emotional intelligence.

Our tool uses a self-report questionnaire completed by the participants at the end of the course. The statements have been specifically designed and tested and show how much the participants' emotional intelligence has increased as a result of the programme.



We have been able to identify those areas where young people are gaining the most learning as well as where we need to adapt or change the course.

2024/2025 Building Self-Belief Programme Participant Impact Results:



90%

of all participants agreed that the course helped them gain more self-belief

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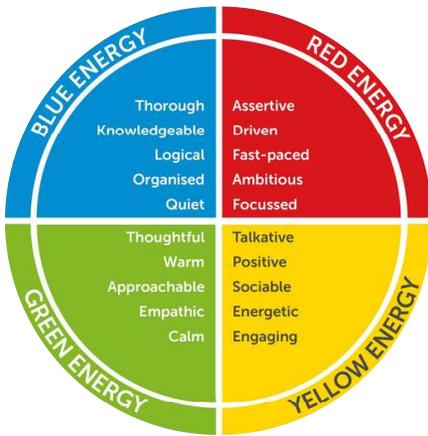
I got to know more about myself... and some strengths I never knew I had

”

97%

of all participants can describe their strengths and weaknesses

The Colour Model



By building self-belief through our colour profiling model, we equip young people with tools that build confidence and resilience. Participants develop strong interpersonal and communication skills so that they are able to make positive life choices for themselves.

By the end of the programme participants will:



- Recognise their own and others' behavioural style through the colour model
- Be able to articulate their strengths and areas for development
- Recognise those that are different to them and value their unique contribution
- Be able to adapt their style to build more productive relationships
- Be able to make more considered and robust decisions
- Have increased their employability skills
- Have greater self-belief

Our young people can explore their own behavioural preferences and learn to be better team players and citizens which is critical for their futures.

DR CATHERINE RICHARDS
EAST NORFOLK SIXTH FORM COLLEGE



Our Partners

We work in partnership with schools and youth organisations to offer courses to those at risk of becoming NEET, those whose mental health is preventing them from being the best they can be and the most vulnerable in society. We extend our heartfelt thanks to the following partners for allowing us to reach even more young people:

- **Bourne Academy**
- **East Norfolk Sixth Form College**
- **Gillingham School**
- **Glenmoor and Winton Academies**
- **Guys Marsh Prison**
- **Island Community Action**
- **King's Trust Bristol**
- **King's Trust Weymouth**
- **MYTIME Young Carers**
- **President Kennedy School**
- **SPEAR Bournemouth**
- **St Aldhelm's School**
- **Sturminster Newton High School**
- **SWRAC**
- **The Point Cafe**

“

I truly believe everyone should experience The Colour Works Foundation and feel it has been life changing in understanding the perception of others and how we work.

**APPRENTICESHIP & WBL
CONSULTANT - DORSET COUNCIL**

This year saw the first delivery of our programme for young offenders in partnership with Guys Marsh prison. The workshops were delivered in 2.5hr sessions over 8 weeks and gave us a real insight to how beneficial our programme could be for supporting those young people in the prison system.



Our Volunteers

Our volunteers play a crucial part in supporting us and bring a wide range of skills and expertise to the charity. Their efforts help us to change lives and we are so grateful for their time and commitment.

10

Active volunteers
onboard

22

Building Self-Belief
programmes
delivered

For more information about working or volunteering with us contact:

sabrina@tcwfoundation.org.uk

Financial Report



This year has seen a small, decrease in overall income of 10% compared to last year's bumper year, however it is still 68% higher than the income of 2 years ago, so the overall trend is still positive.

Fundraising/CSR and Grant income has increased by 12% compared with the historic high of the last financial year.

As ever, we are indebted to the generosity of all of the donors, both large and small who have supported The Colour Works Foundation throughout the year.

We are in the final **CABWI** funding which has been providing long term support for several years and we have secured funding from **Global Make Some Noise** that will allow us to make a difference to even more people's lives.

For the second year in a row, we were selected as the Charity of the Year for the recruitment group **CMA** and their commitment and generosity have made a significant contribution to our income. Again my thanks to CMA for their enthusiastic support.

With the recruitment of an extra staff member in January, we took the chance to review our reserves policy and adjusted the monies kept in reserves to reflect the current charity financial position.



Going forward, the financial position of the Charity remains healthy with a solid base for the future.

ALUN DAVIES
TREASURER AND TRUSTEE

Finances

Final accounts of **THE COLOUR WORKS FOUNDATION**
for the year ended 31st August 2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	7,215	-	-	7,215	18,235
Fundraising / CSR / Other Donations	13,784	-	-	13,784	9,822
Grants / Awards	-	37,108	-	37,108	35,572
Sub total(Gross income for AR)	20,999	37,108	-	58,107	63,629
A2 Asset and investment sales, (see table).					
Sub total	-	-	-	-	-
Total receipts	20,999	37,108	-	58,107	63,629
A3 Payments					
Salaries and Allied Costs	(5,262)	(32,633)	0	(37,896)	(25,121)
Contractor Fees	0	(2,600)	0	(2,600)	(6,295)
Direct Programme Expenses	(228)	(5,268)	0	(5,496)	(3,230)
Training	(100)	(546)	0	(645)	(498)
Office and Admin	(2,029)	(2,580)	0	(4,609)	(4,370)
Insurance	(96)	(846)	0	(942)	(96)
Grant Applications	0	0	0	0.00	-
Marketing	(300)	(106)	0	(406)	(117)
Governance / Trustee Costs	0	(134)	0	(134)	(274)
Sub total	(8,015)	(44,713)	0	(52,728)	(40,000)
A4 Asset and investment purchases, (see table)					
Asset Purchases	(379)	0	0	(379)	-300
					0
Sub total	(379)	0	0	(379)	-300
Total payments	(8,394)	(44,713)	-	(53,107)	40,300
Net of receipts (payments)	12,604	-7604.71	-	5,000	23,330
A5 Transfers between funds					
A6 Cash funds last year end	41,601	19,909	-	61,510	-
Cash funds this year end	54,206	12,304	-	66,510	61,510
B1 Cash funds					
Lloyds Current				27,146	
Lloyds Savings				14,092	
Charity Bank				25,272	
				66,510	

Signed by one or two trustees on behalf of all the trustees



ALUN DAVIES

15/Jan/2026

Our Supporters

Funding is crucial to the success and sustainability of our charity, allowing us to continue delivering on our mission and reaching those in need. Every donation, no matter the size, directly supports our programmes, services, and operational needs, helping us make a lasting impact.

We are deeply grateful for the ongoing financial support we receive. To all who have contributed this year, thank you – your support truly makes a difference.



With special thanks and gratitude to:

- **CMA Recruitment Group**
- **Dorset SUP**
- **Global's Make Some Noise**
- **CABWI**
- **Valentine Trust**
- **Comic Relief Community Fund**
- **Dorset Youth Fund**
- **The Rotary Club of Bournemouth**
- **Bransgore Rotary Club**
- **Local Alliance Group funding**

Making every mile matter

Appreciation goes to our wonderful supporters who have literally gone the extra mile. Supporter Lisa and our CEO Liz who ran the Bath Half Marathon, supporter Rose who took on the Richmond RUN-FEST half marathon and our Trustee Alun who recently completed an Ultra-Marathon.

All of them running in aid of our charity and raising valuable donations. Well done to you all and everyone who donated.



Our Trustees



Shenel McLawrence - Chair of Trustees

Shenel has spent over 10 years working in Higher Education, lecturing in Marketing, having previously worked at JP Morgan and Lloyds. Her current role involves teaching and mentoring students from first to final year, in both an academic and pastoral capacity.

Alun Davies - Trustee and Treasurer

Alun has spent over 25 years as an engineer within the heavy industry sector and has spent a fair amount of time flying to far-flung places around the globe that sound a lot more glamorous than they actually are! A committed runner, he has learnt to appreciate the necessary balance of skills and effort required to develop into a competent, if not especially fast, runner.



Dave Keep - Trustee and Secretary to the Board

Dave spent over 20 years as an engineer in the Royal Air Force working in the UK and overseas and then embarked on a second career in industry selling communications systems at home and abroad. He is now enjoying life in Dorset working locally as a part-time business consultant. Away from work he is a keen runner and walker.

Karen Powell - Trustee and Vice Chair

Karen has spent over 25 years working within further and higher education, mostly working on projects which promote widening participation for all students. Whenever she can, Karen enjoys spending time with her family and friends, often outdoors, walking in Dorset and further afield.



Peter Simpson - Trustee and Safeguarding Lead

Peter spent nearly 40 years in the financial services industry leading and coaching teams in a variety of product management, risk and governance roles. Having seen at first hand the value in helping teams and individuals to better understand their skills, strengths and development areas he is excited to be involved with The Colour Works Foundation supporting young people achieving their potential.

Grace Benham - Trustee

With a background in people leadership and engagement, Grace is passionate about building inclusive environments and cultures that cultivate talent and development opportunities. Alongside her full time job at the RNLI, she also leads the STEM programme for the RNLI, and co-founded and leads the Bournemouth, Poole and Christchurch area STEM Steering Group.



Our Team

Liz Davies - CEO



Liz has worked for several years as a leadership training and development consultant. She is an experienced coach and mentor with a proven record of developing individuals and teams to develop their decision-making skills and team-working, resulting in higher levels of performance in the workplace. She is a qualified youth worker and a co-founder of The Colour Works Foundation. Any spare time she has is spent on her paddle board somewhere on the beautiful Dorset coastline or riverways.

Giles Miskin - Founder

After 15 years helping senior teams in organisations across the UK improve their leadership and teamwork, Giles decided to focus on his passion for social justice. He now uses his skills to support those who need help the most but have the least access to it. Together with Liz, Giles helped establish the Foundation in 2017.



Course Deliverers:

We have a team of Course Deliverers who are based locally and further afield. They have extensive experience of working with young people, focusing on building self-belief and personal growth. Passionate and approachable, they offer tailored guidance, helping individuals unlock their full potential and develop key life skills.



“

What lies behind us and what lies before us are tiny matters compared to what lies within us.

RAPH WALDO EMEERSON



Sara Leonardo Taylor - Programme Manager

After 15 years of being a business owner Sara joined The Colour Works Foundation to help make a positive impact on the community. Having earned a Psychology Degree, she has previous experience as a University and Addiction Counsellor as well as a support worker for families impacted by domestic abuse and vulnerable adolescence. In her free time she enjoys playing pickleball with her husband and two boys as well as floristry, travelling and teaching indoor spin classes.

Jordy Vincent - Business Systems Manager

Jordy is passionate about finding ways to enhance and improve business efficiency through effective automation and data integration processes. Using tech solutions, she helps The Colour Works Foundation to save time, reduce errors, and work better whilst also ensuring adherence to compliance and regulatory requirements. Jordy has had a varied and diverse career ranging from financial services, to academia, to small business owner.



Sabrina Forsey - Office Manager

Sabrina has spent the last 25 years working in admin and marketing roles within local government and the charity sector. Throughout her career Sabrina's work has focused on supporting young people in need. Outside of work Sabrina enjoys spending time at the beach and hiking in the Purbecks.

Rachel Woodward-Carrick - Ambassador

Rachel has over 30 years' experience of education and training in the UK and overseas. In her current role as Director of Bournemouth University International College, she enjoys engaging with students from around the world, and supporting them as they prepare for university-level study in the UK.





I cannot recommend The Colour Works Foundation enough. Please reach out to them even if it's just to find out what it's about.

KINGS TRUST TEAM LEADER

Please visit our website and follow us on social media
A huge thank you for your support.



www.tcwfoundation.org.uk