TOGETHER ST PAUL'S TRUST

Impact Report 2024-25

Creating Brighter Futures Together

3,200+	12,000	98%	100%	98%	12
Individuals Supported	Farm Visitors	Service User Satisfaction	School Readiness Achievement	Wellbeing Improvement	Regular Volunteers Supported

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About St Paul's Trust

St Paul's Community Development Trust is a values-driven charity based in Balsall Heath, Birmingham, committed to creating opportunities, building community resilience, and improving life chances for local people.

We work across early years, education, youth, and community services, supporting individuals and families through inclusive, responsive, and person-centred approaches.

Guided by our core values of compassion, respect, inclusion, integrity, and accountability, we are dedicated to empowering children, young people and communities, amplifying their voices, and fostering a thriving, connected community where everyone has the chance to reach their full potential.

Our Founder Members: A Legacy of Vision and Compassion

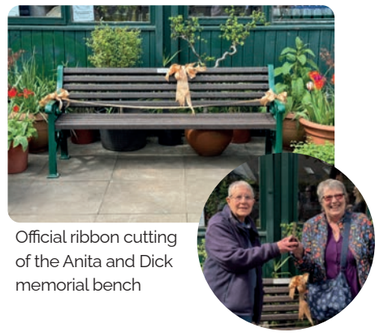
The roots of St Paul's Community Development Trust stretch back over 50 years to the pioneering vision of our founder members, Dr's Dick Atkinson and Anita Halliday. Their unwavering commitment to serving the Balsall Heath community laid the cornerstone for everything we achieve today.

Dick and Anita understood something profound: that every person has inherent worth and untapped potential. They believed that with the right support, encouragement, and opportunities, individuals and families could overcome barriers and build brighter futures. This fundamental belief became the DNA of our organisation - a legacy that continues to guide our work across early years, education, youth services, and community development.

Their immense contribution extends far beyond the services we provide. Dick and Anita established a culture of compassion, respect, and inclusion that remains at the heart of "Together St Paul's" today. They demonstrated that sustainable community change happens when we work alongside people, not for them - a principle that shapes every programme, every interaction, and every decision we make.

As we celebrate over five decades of community impact, we honour Dick Atkinson and Anita Halliday's extraordinary legacy. Their vision continues to inspire the 3,200+ individuals we supported this year, our 12,000 farm visitors, and every life we have the privilege to touch. They showed us that when we believe in people and invest in community, transformation becomes possible.

The future we're building together stands on the solid foundations they laid - a testament to their enduring impact and the timeless power of their founding vision.



Official ribbon cutting of the Anita and Dick memorial bench

Our Values

We believe in people. Every person has talent and the capacity to achieve his or her potential.

We focus on the need to ensure that every child receives the best start in life, to access education and to on-going support where it is needed.

We value equally our staff (paid and voluntary) and recognise the talent they have and their passion to deliver high quality responsive services.

We believe in partnership working and will seek to collaborate with organisations and stakeholders to ensure high quality services are delivered to those we support.

We believe in transparency, openness, delivering value for money, and are accountable to our Board of Trustees, partners and the communities we work with.

We aim to be inclusive, to promote and deliver fairness in access to services, use of buildings, and employment.

A Year of Transformation

I am delighted to present this year's report, which demonstrates once again the remarkable work of St Paul's Trust and the dedication of everyone who makes our mission possible.

TOGETHER ST PAUL'S TRUST

TOGETHER ST PAUL'S COMMUNITY

TOGETHER ST PAUL'S SCHOOL

TOGETHER ST PAUL'S NURSERY

TOGETHER ST PAUL'S FAMILIES

TOGETHER ST PAUL'S CITY FARM

First, I want to extend my heartfelt gratitude to all who contribute to St Paul's success: our exceptional staff, committed volunteers, Board of Trustees, Patrons, funders, partners, and the individuals and families who trust us with their support needs. Your collective efforts continue to make St Paul's the vibrant, responsive community anchor it is today.

This year has been marked by significant strategic progress. We successfully launched our new Strategic Plan 2024-27, setting a clear direction for the next three years with enhanced focus on our youth offer, progression toward Care Farm accreditation, and expanded health and wellbeing activities. This strategic framework positions us well to meet evolving community needs whilst building on our 50-year legacy of service.

A pivotal development this year has been our comprehensive rebranding to "Together St Paul's," which beautifully encapsulates our collaborative approach and community-centred mission. This rebrand represents more than a visual change - it reflects our commitment to working together with families, partners, and the wider community to create brighter futures. The redesigned logos showcase the breadth and diversity of our services, with distinctive color-coded identities for each area: Community (blue), School (orange), Nursery (purple), Families (pink), and City Farm (green). This visual identity system celebrates our different services and age groups while honouring our remarkable 50-year history of serving the people of Balsall Heath, Hall Green, and the wider Birmingham community.

Another major milestone was the launch of our new Birmingham Forward Steps (BFS) model, following extensive staff consultations and the signing of our contract with Birmingham Community Healthcare NHS Foundation Trust (BCHC). This remodelled approach strengthens our ability to support families with children aged 0-19, demonstrating our commitment to adapting services to better serve our communities.

Our Family Hubs initiative has progressed significantly, with capital funding secured and valuable early learning from our voluntary and community sector partnerships. This development represents an exciting evolution in how we deliver integrated support to families across our localities.

The Care Farm continues to flourish, delivering 316 environmental activities throughout the year and achieving outstanding wellbeing outcomes, with 98% of participants reporting improvements. This exemplifies our holistic approach to community support, where connection with nature and animals provides therapeutic benefits alongside practical learning.

St Paul's Trust is well-positioned to build on this year's achievements

Birmingham forward steps The best start for our children

FamilyHubs BIRMINGHAM

I am particularly pleased to report that our Nursery achieved 100% school readiness for children transitioning to reception, with every child either progressing well or having appropriate support plans in place. This outstanding outcome reflects our unwavering commitment to giving every child the best possible start to life.

Whilst we celebrate these successes, we acknowledge the occupancy challenges faced across some services, with our Nursery at 72% and the Nest at 87% capacity. We have robust action plans in place to address these challenges and continue to adapt our service delivery to meet community needs effectively.

Our SEMH school, which delivers both secondary and post 16 education, continues to develop with a new senior leadership team and renegotiated pupil fees, which puts the school in a much stronger longer-term and positive financial position.

Our governance continues to strengthen, with updated Terms of Reference and schemes of delegation now in place. We have actively recruited 2 new Trustees to bring fresh perspectives and skills to our Board, ensuring we maintain the highest standards of oversight and strategic direction.

The Trust's commitment to continuous improvement is evident in our facilities review, with condition surveys completed and improvement works planned. These investments in our infrastructure ensure we can continue providing safe, welcoming environments for all who use our services.

This year also brought a significant leadership transition. In February 2025, we said farewell to Lisa Martinali, our Chief Executive Officer, who led us through a period of substantial growth and strategic development. I want to extend our sincere gratitude to Lisa for her dedication, vision, and the strong foundations she established during her tenure. Her leadership was instrumental in developing our new Strategic Plan, launching the Birmingham Forward Steps model and importantly negotiating an increase in pupil fees for the school pupils.

In March 2025, we welcomed Manjit Dehal as our new Chief Executive Officer. Manjit brings extensive experience and fresh perspectives that will serve us well as we implement our strategic plan and continue to evolve our services. The smooth transition demonstrates the strength of our organisation and the commitment of our entire team.

As we look ahead, I am confident that St Paul's Trust is well-positioned to build on this year's achievements. Our strategic clarity, strengthened partnerships, and dedicated team provide a solid foundation for continued impact in our communities.

Thank you once again to "Team St Paul's" - your passion, dedication, and expertise make all the difference. Together, we continue working for the community, creating opportunities, and supporting individuals and families to lead healthy and fulfilled lives.

Patrick Wing MBE JP
Chair of Trustees

As I settle into this role, I am energised by the opportunities ahead

Message from our Chief Executive

I am honoured to join St Paul's Community Development Trust as Chief Executive Officer, taking up this role in March 2025 during what has been a remarkable year for the organisation.

Whilst I have only been in post for a short time, I have been impressed by the strength of the foundations laid by my predecessor, Lisa Martinali, and the exceptional work of the entire team throughout 2024-25. Thank you, Lisa, the Team and our dedicated Trustees.

What strikes me most about this year's achievements as outlined by the Chair is how they demonstrate our ability to evolve whilst staying true to our mission.

I recognise the challenges we face, particularly around occupancy levels in some services, and I am committed to working with the team to address these through innovative approaches that respond to current community needs.

As I settle into this role, I am energised by the opportunities ahead. Our Strategic Plan 2024-27 provides clear direction, our partnerships are strong, and our team is skilled and motivated. My commitment is to build on these excellent foundations whilst exploring new ways to enhance our impact as a responsive, inclusive community anchor organisation.

Thank you to everyone who has supported the Trust's journey this year. I look forward to working with you all as we continue to make a real difference in people's lives to create a 'A Fairer and Brighter Future for Communities'

Manjit Dehal
CEO

Key Achievements 2024-25

BIRMINGHAM FORWARD STEPS (BFS) MODEL

Launched our new BFS model following extensive consultations and signing our contract with Birmingham Community Healthcare NHS Foundation Trust

FAMILY HUBS INITIATIVE

Significant progress with capital funding secured and valuable early learning from voluntary and community sector partnerships

CARE FARM EXCELLENCE

Delivered 316 environmental activities with outstanding wellbeing outcomes - 98% of participants reported improvements

NURSERY SUCCESS

Achieved 100% school readiness for children transitioning to reception

SEMH SCHOOL PROGRESS

Continues developing with new senior leadership and renegotiated pupil fees

STAFF SATISFACTION

Remarkable improvements across all metrics, with overall workplace satisfaction rising to 82%

Key Highlights 2024/25

ST PAUL'S SCHOOL

"This is a school where everybody cares deeply for all pupils to be safe, happy and successful."
Ofsted 2024

- 100% GCSE Participation
- GOOD Personal Development

WELL-BEING SERVICES

"Being in an environment where creativity is supported is having a significantly positive impact on mental wellbeing."
Community Connector

- 98% Wellbeing Improvement
- 316 Activities Delivered

ST PAUL'S NURSERY

"St Paul's is home away from home for our children."
Parent

- 134 Children Supported
- 100% School Readiness

BALSALL HEATH CITY FARM

"Thank you for helping her learn to care for the animals. We'll always be regular visitors."
Parent

- 12,000 Visitors
- Level 5 RHS Award

FAMILY HUB

"The support offered is overwhelming - signposting, resources, everything you need."
Freedom Programme participant

- 2,061 Individuals Supported
- 315 New Families

THE NEST

"Without this scheme, I could not manage to work."
Parent

- 87% Occupancy Rate
- 5 Schools Supported

* Case studies have been summarised, omitting particulars to preserve anonymity and reproduced with consent obtained from the individuals

Our Services:
Where Lives are Transformed

St Paul's School:
Where Every Young Person Matters

THE HEART OF OUR SCHOOL
When Ofsted visited us, they didn't just see test scores - they saw a community. One pupil told them: "I'm wanted here." A parent shared: "St Pauls is the best place for my son... they have kept him on track."

REAL ACHIEVEMENT, REAL IMPACT
100% of Year 11 students sat their GCSE exams - a testament to resilience

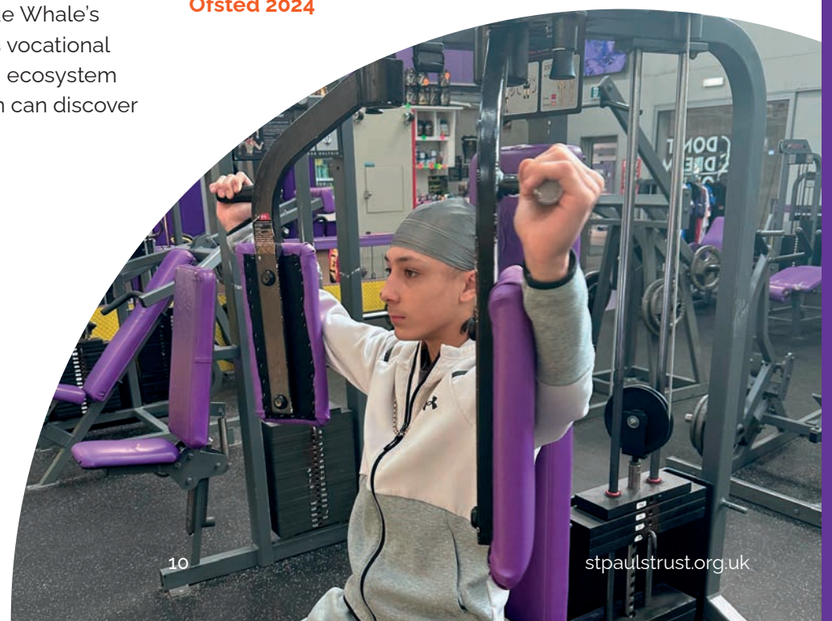
OFSTED RATING
- Requires Improvement overall, with GOOD for Personal Development
- New leadership team appointed, bringing fresh vision and stability

OUR COMMUNITY OF PARTNERS
We don't educate in isolation. From Balsall Heath City Farm to Pat Benson's Boxing Academy, from Blue Whale's digital skills to Envirohort's vocational training - we've created an ecosystem where every young person can discover their spark.

CASE STUDY*

M's Journey
From Vulnerable to Victorious
M arrived with severe anxiety, attachment issues, and a Child Protection Plan. Through wraparound support, trusted mentoring, and family engagement, M transformed from a struggling child to an engaged learner achieving Level 1 qualifications and progressing toward Level 2. "M's journey shows how nurturing care can unlock a pupil's full potential."

This is a school where everybody cares deeply for all pupils to be safe, happy and successful.
Ofsted 2024



TOGETHER ST PAUL'S SCHOOL

St Paul's Nursery:
The Best Start to Life's Journey

PREPARING TOMORROW'S LEADERS
134 children called our nursery home this year. But our proudest achievement? 100% school readiness for children transitioning to reception - every single child either progressing well or with support plans in place.

INNOVATION IN ACTION
- Weekly Forest School sessions connecting children with nature
- Brilliant Brushers Scheme promoting oral health
- Specialised SENCO support in every room

CASE STUDY*

D's Transformation
Four-year-old D arrived non-verbal and autistic, with previous nurseries failing to recognise his needs. His mother felt isolated and worried. Today? "Since starting at St Paul's, D has made real progress. He's more engaged, more settled... For the first time in a long time, I feel hopeful."

St Paul's is home away from home for our children.
Parent

TOGETHER ST PAUL'S NURSERY

Our Services:
Where Lives are Transformed

Family Hub: Where Families Flourish

NUMBERS THAT TELL STORIES

- 2,061 individuals supported (963 adults, 1,098 children)
- 492 referrals received from across the community
- 315 new families supported through early intervention
- 1,100 people celebrated our official launch

BREAKING CYCLES, BUILDING HOPE

- 71 women completed our Freedom Programme, with life-changing results:
- 8 women found the courage to flee domestic abuse with their children
- 12 received legal support for protection orders
- 8 accessed further employment and training
- 1 survivor published her own book

CASE STUDY

Voices of Change

"I came from Bangladesh... I was unaware that routine and boundaries ever existed. By attending the programme... I have changed the way I communicate with my children."

"I have better communication with my daughter, and she even gives me a hug before going into school."

The support offered is overwhelming - signposting, resources, everything you need.
Freedom Programme participant

TOGETHER ST PAUL'S FAMILIES

Balsall Heath City Farm: An Urban Oasis

WHERE CITY MEETS COUNTRYSIDE

In the heart of Birmingham, our farm welcomed over 12,000 visitors who found peace, purpose, and connection with nature.

GROWING MORE THAN PLANTS

- 120 sessions for St Paul's students discovering outdoor learning
- 40 Tiny Farmers Club sessions for preschool children
- Level 5 Outstanding RHS Heart of England in Bloom award
- 12 dedicated volunteers finding meaning through work

SUSTAINABILITY IN ACTION

Through our Compost Culture project, we've diverted all kitchen waste into rich soil, teaching the community that nothing is waste - everything has potential for new life.

Thank you for helping her learn to care for the animals. We'll always be regular visitors.
Tiny Farmers Club parent

TOGETHER ST PAUL'S CITY FARM

Well-being Services: Nobody Thrives Alone

SPACES OF CONNECTION

From our Creative Writing group where poems and stories bloom, to Amal Creative Women learning English through art, to Chai & Chat where isolated residents find friendship - we create spaces where belonging happens.

CASE STUDY

M's Refuge

"M enjoys coming to Chai & Chat because it gets her out of the house, and because she has arthritis, the craft activities help keep her fingers from seizing up. She can also have a break from caring for her grandchildren - it's time for herself."

Being in an environment where creativity is supported is having a significantly positive impact on mental wellbeing.
Community Connector

The Nest: Supporting Working Families

MORE THAN CHILDCARE

With 87% occupancy and collections from five local schools, The Nest doesn't just watch children - we nurture them. We support 5 children with additional needs, proving that every child deserves a place to belong

Without this scheme, I could not manage to work.
Parent

TOGETHER ST PAUL'S COMMUNITY

St. Paul's Playscheme: Play with Purpose

WHERE PLAY SPARKS GROWTH
Over 100 children found joy, friendship and freedom across three Bring it on Brum holiday playschemes. With freshly cooked meals, forest fun, skating, and cycling - every day was an adventure.

CHILDREN SAY IT BEST
"I get to do fun things here!"

"I can play and get food which is tasty!"

CONNECTIONS THAT MATTER
From British Cycling to Skate buddies and Forest School at the farm, partners enriched the experience - making sure every child could move, explore, and thrive.

EQUITY IN ACTION
As a Short Breaks provider, we offer 100 hours of accessible play a year to children with additional needs - supporting both children and their families.

LOOKING FORWARD
We're oversubscribed and underfunded but committed. Spring and Summer 2025 are secured. And as long as the need is there - and funding allows - we'll keep making magic happen.

SMALL MOMENTS, BIG IMPACT

- **20%** of children attending had Special Educational Needs or Disabilities
- **10** children were in foster care, enjoying safe spaces to belong
- **4** local volunteers brought energy and heart to the sessions

My child is able to participate in activities with other children which is important when you're an only child. She is in a safe environment playing and not watching TV.
Parent

Volunteering at St. Paul's: Giving Time, Gaining Purpose

MORE THAN JUST HELPING OUT
From nursery to youth clubs, gardens to goats - volunteers gave their time, energy, and heart across the Trust. This year, we welcomed a new Volunteer Coordinator, placing people where they're needed most and checking in with those already making a difference.

GROWING IN CONFIDENCE
"Volunteering is definitely helping to increase my confidence levels. I am learning and understanding what is involved in this role."

RESTARTING, REBUILDING
"After a long employment break, volunteering helped me restart my career. With the nursery team's support, I gained confidence and practical experience."

A REFLECTION OF OUR COMMUNITIES
Volunteers come from all walks of life - just like the people we serve. It's a powerful reminder that diversity makes our services stronger. We're committed to expanding these opportunities even further.

COLLABORATING FOR GOOD

- Active members of the Birmingham Volunteer Coordinators' Network
- Engaged in local health and social care access forums

CHALLENGES WE'RE TACKLING
Volunteers contribute over 100 hours a week - a vital resource. But not everyone who applies goes on to start, and processing each applicant takes time. We're working to identify needs across all services to make sure volunteers feel supported and valued.

LOOKING AHEAD
We'll keep recruiting, keep refining, and keep believing in the power of people. Volunteer support will continue to be a cornerstone of our services - aligned with our 2025+ Strategic Vision.

MOMENTS THAT MATTER

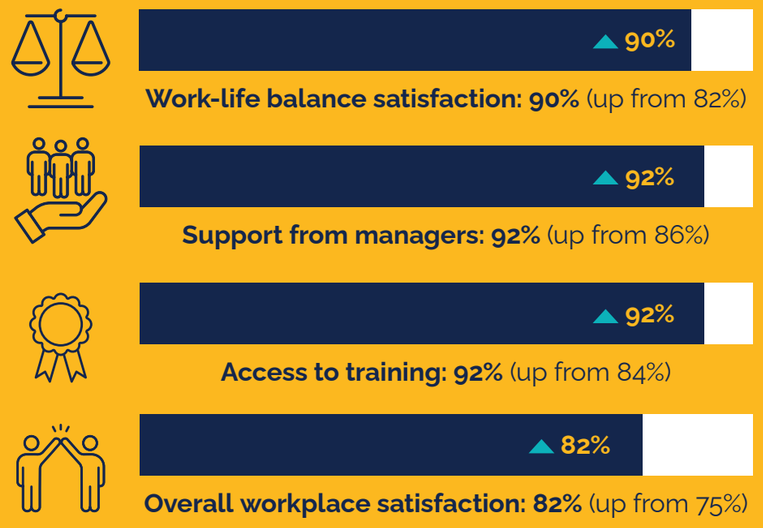
- **17** applications received through the website
- **14** potential volunteers interviewed or contacted
- **5** new placements across nursery, women's group, and afterschool clubs
- **1** volunteer ready to support the Youth Programme
- **2** induction days and regular lunches to build a sense of community
- Christmas lunch held to say a heartfelt **thank you**

Volunteering as an afterschool playworker has been incredibly rewarding for me. I've really enjoyed building positive relationships with children... I'm so grateful to the St Paul's Team.
Volunteer

Our People:
The Heart of Everything We Do

Staff Satisfaction Soars.

Our annual survey shows remarkable improvements:



These aren't just numbers - they represent a team that feels valued, supported, and empowered to make a difference.

Strategic Workforce Investment

To deliver our ambitious goals and build robust organisational capacity, we are investing in three critical strategic positions that will transform our operational foundation:

- **HR ADVISOR**
  Driving professional development excellence, implementing comprehensive wellbeing initiatives, and establishing inclusive recruitment practices that authentically reflect our diverse communities
- **MONITORING AND EVALUATION OFFICER**
  Embedding evidence-based practice through sophisticated data systems, rigorous impact measurement, and continuous improvement frameworks that demonstrate clear value to funders and stakeholders
- **BUSINESS DEVELOPMENT MANAGER**
  Securing diversified funding portfolios, forging strategic partnerships, and identifying breakthrough opportunities for sustainable growth and innovation

These roles represent our commitment to building organisational resilience and professional excellence as we expand our reach and deepen our transformative impact across Central Birmingham.

Infrastructure That Inspires

SITE IMPROVEMENTS:
in safety, security, and learning environments

FACILITIES ENHANCED:
From CCTV upgrades to Commonwealth Games-themed basketball courts

INFRASTRUCTURE STRENGTHENED:
New boilers, electronic access, remodelled spaces

The Future 2025/26
Five Bold Commitments

1

SECURING FAMILY HUB SUSTAINABILITY

Building on the success of Hall Green, we will ensure families have reliable support from pregnancy through young adulthood.

2

CO-CREATING A YOUTH REVOLUTION

Starting from a blank canvas with young people in Balsall Heath, we will build something extraordinary - incorporating arts, outdoor learning, sports, and social action.

3

EXPANDING OUR SEMH EXCELLENCE

Embedding trauma-informed practice and expanding therapeutic pathways so every young person has the tools to thrive.

4

DEEPENING OUR INCLUSION COMMITMENT

Reviewing and embedding equity, diversity, and inclusion across everything we do - from governance to service delivery.

5

STRENGTHENING COMMUNITY LEADERSHIP

As Central Birmingham's locality lead, we will convene, collaborate, and innovate to ensure resources reach where they are needed most.

Thank You

Every achievement in this report exists because of an extraordinary community:

- Our dedicated staff who see potential in every person
- Our committed volunteers who give their time and hearts
- Our Board of Trustees who guide us with wisdom
- Our funders and partners who believe in our mission
- The families and individuals who trust us with their journeys

Together, we're not just providing services - we're creating **"A Fairer and Brighter Future for Communities."**

The future is bright. The future is together. The future is now.

Together
St Paul's Community
Development Trust

Working for the community, creating opportunities, supporting lives.

TOGETHER
ST PAUL'S
TRUST

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