

Impact Report

1 April 2025 to 31 March 2026



About Us - Our Strategy

Barca-Leeds, was founded over 30 years ago with an unwavering vision for 'A Fair Society'. We have a proud history of delivering effective services across the city, retaining our key focus on locally based support for communities and people of all ages who have experienced a number of challenges. Our passionate, value-driven teams continue to help people make long-term sustainable change, removing barriers and achieving their aspirations to live independent and fulfilling lives.

Our new five year Strategic Plan launched in May 2026 will commit us to:

- Empowering people to realise their potential and shape their own futures with confidence and dignity.
- Investing in our staff and culture, so we continue to lead with compassion, integrity, and purpose, guided by trauma-informed principles.
- Using data and insight to understand what's working, share stories that matter, and shape services that have sustainable impact.
- Building partnerships that amplify our reach, deepen our impact, and strengthen collective action.
- Championing equity, ensuring our work reflects, respects, and responds to the diversity of the communities we serve.

This report reviews our annual activity and highlights our significant achievements framed by our four strategic objectives:

● **Engaging communities**

Engaging people in communities to connect them to services that will improve their physical, mental and economic health.

● **Unlocking barriers**

Unlock the barriers that prevent people from achieving their aspirations.

● **Positive futures**

Enable and empower people to make positive plans, achieve their goals and look after their wellbeing.

● **Sustainable organisation**

Ensure we are a financially sustainable organisation valued by stakeholders, staff and the people we work with.

CEO Annual Review



The year under review has underlined why our charity exists and why our work continues to matter so deeply. Despite ongoing national economic uncertainty and a highly competitive funding environment, Barca-Leeds has remained resilient, ambitious, and firmly focused on delivering high-quality, restorative services that support people to realise their potential.

Demand for our services continues to grow, driven by increasing social, economic, and mental health pressures across our communities. Behind every referral and outcome is a real person, a real family, and real need. Thanks to the skill, compassion, and commitment of our staff and volunteers, we have not only met that demand but continued to strengthen the quality and reach of our support.

The opening of the first UK Young Futures Hub on the final day of March 2026 was a proud moment. As part of a national programme, the hub brings together local support under one roof and powerfully reaffirms our long-standing mission to support young people and their families in safe, welcoming spaces rooted in the community.

We have continued to grow our role as a trusted community anchor. Through the Community Mental Health Alliance, we now administer grants to ten grassroots mental health projects across Leeds, complementing our long-term support of local organisations, foodbanks, and community assets including Broadleas Centre, Bramley Baths, and Bramley Elderly Action.

The year has also included moments of reflection and loss. We were deeply saddened by the passing of our colleague Rebecca Nahapiet, a compassionate and dedicated counsellor who served Barca-Leeds for nearly a decade.

I am immensely grateful to our staff team for their resilience, professionalism, and humanity, and to our trustees for their strong governance and stewardship during challenging times. We have refreshed our vision and values and prepared a new five-year strategy that will guide our development and deepen our impact in the years ahead.

As we look forward, the challenges facing our communities remain real, but so is our resolve. With strong partnerships, a clear purpose, and an unwavering belief in the people we serve, we will continue to challenge inequality, strengthen communities, and change futures.

Helen Hart, Chief Executive Officer

Our Year in Numbers – year ending 31 March 2026



70,678

people supported in the previous
5 years



14,317

people worked with



£7.3M

income

1,356

group work sessions delivered by Barca-Leeds teams, connecting communities together in social, fun and therapeutic settings

Feedback from people we work with:

97%

of people scored 7 or higher for the question: 'I trust and value Barca-Leeds'

91%

of people rated our services as excellent or good across 5 measures of satisfaction and involvement

203

staff members

16

volunteers

12

board trustees

7

senior management
team members

Committed to Community Development

We remain committed to our founding values and vision as a community focused organisation through collaboration and partnership.

Community Anchor for Bramley and Stanningley

As the designated Community Anchor organisation for the Bramley and Stanningley Ward we are part of a 30 strong citywide network coordinated by Voluntary Action Leeds. In this role we have channelled funding to where it is needed most and supported grassroots organisations in the area to develop a comprehensive range of services.



Developing Community Facilities

The Broadlea Community Centre is owned by Leeds City Council and managed and supported by Barca-Leeds. Last year the Centre hosted 326 group bookings:

- 96 Care Bears Tech Buddies groups
- 96 Care Bears food distribution sessions
- 48 Live Well Leeds social groups
- 48 VIP/Play Barca youth groups
- 38 Being You Leeds men's music and social activities



Barca community litter pick around Broadlea Community Centre

We distributed:

22 refurbished smart phones

40 sim cards with free data for 12 months

Sponsored Bramley Phoenix under 9's team that won the Garforth junior football league cup



Our work is informed by regular community listening exercises

Household Support Fund

The Household Support Fund supported

1,823

people across the area by providing:



funding for Bramley Care Bears for their twice-weekly food distribution, which includes both canned goods and fresh produce



additional resources for Bramley Elderly Action to help them respond to pension credit reductions



funds for Bramley Schools Cluster to assist local families



supermarket vouchers (food and household essentials) to Trinity Methodist Church, Bramley housing office, and the Barca-Leeds Children, Young People, and Families teams



fuel vouchers distributed via Bramley Housing office, Barca services, the Salvation Army and local Councillors



our partnership with Greendoctor offered fuel vouchers to Bramley and Stanningley residents

£90,000

of benefit has been directed to individuals across the ward through the Household Support Fund since 2022



Being You Leeds Snooker Group

Welcome Spaces

We supported 5 Welcome Spaces across Bramley and Stanningley with each one providing a safe warm place for anyone to enjoy for free over the winter months.

Between November 2025 and March 2026, the Spaces delivered:

91

sessions

1,684

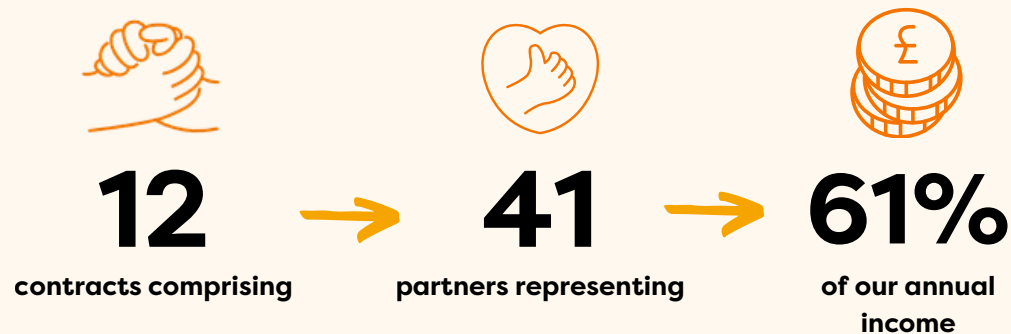
visits

Partnerships



Partnership working is central to what we do, helping us deliver the best service possible. The majority of our services are delivered in partnership with other organisations, both large and small, who share our values and have a similar ethos.

Contracted & Formal Partnerships Delivery



- Being You Leeds
- Better Together
- Bright Horizons
- Community Wellbeing Connectors
- CYP Community Connector
- Engage Leeds
- Family Drug & Alcohol Courts Team
- Forward Leeds
- Housing Support Fund
- Leeds Youth Alliance
- Linking Leeds
- Men's Health Unlocked

Collaborating Across All Sectors:



NHS



Police and Criminal Justice



Third Sector charitable organisations



Schools



Grass roots organisations



West Yorkshire Combined Authority



Community and faith-based organisations



Leeds City Council



Social Enterprises



Primary Care Networks and Local Care Partnerships

Integrated service delivery

The following service delivery teams are co-located with partners:

- Forward Leeds is a well-embedded integrated delivery model
- Leeds Community Mental Health Alliance
- BOST (Barca Outreach Support Team) integrated with NHS urgent and emergency health services
- Schools Counselling Service where Barca-Leeds Counsellors are located in schools
- My Gaff partnership - a seamless housing support service with 7 delivery partners
- Schools Family Support Service located in schools in Headingley and Kirkstall
- Mentoring in Schools team located at Leeds City Academy

Complex Health and Housing



Our services support people across the city who face multiple challenges that have a significant, negative impact on their physical and mental wellbeing.

We provide intensive and innovative support for people who are impacted by trauma and require focused interventions.

Our services include:

- Forward Leeds, offering a wide range of support and interventions for people affected by alcohol or drug use
- Housing Navigators team, Criminal Justice Housing Navigators and Engage Leeds, providing tailored housing support for people who are homeless or at risk of homelessness
- Barca Outreach Support Team (BOST) delivering focused support for high intensity users of emergency services



Strategic Focus



Implementing Leeds' Homelessness and Rough Sleeping Strategy.



Partnership working to develop and deliver the Leeds Drug and Alcohol Strategy 2025-2030.



Working with partners in health services to reduce health inequalities.

Our achievements include:

1st position nationally for positive discharges across comparable cities achieved and maintained by the Forward Leeds Young Person's team

3,300 people worked with across our Complex Health and Housing Services

96% of people supported by Engage Leeds sustained their tenancies



Complex Health
and Housing



My confidence has grown thanks to Dee (Barca worker). I now volunteer at 5 Ways and St Anne's. I give talks about addiction and recovery. I am confident that I am doing everything that I should be doing for my daughter. I'm three years sober and addiction free. My daughter is happy and we have good boundaries and routines.

Parent supported by the Forward Leeds Family Plus Service

Services reaching out to new areas to extend opportunities and tackle stigma

Our teams extended their delivery into different community settings, including:

- The Forward Leeds workforce development team partnered with Leeds Building Society to raise awareness of local support services and equip staff with the confidence and tools to support customers experiencing drug and alcohol challenges
- In response to localised incidents The Housing Navigator Team delivered a successful interactive session to students at Leeds City College which challenged perceptions around homelessness and built a deeper understanding of the complex issues people face

These activities demonstrated a clear and positive impact on knowledge, attitudes, and confidence to respond with empathy and support.

Jackie's story



Jackie* was referred to the Barca Outreach Support Team (BOST) following 49 A&E attendances between April 2023 and March 2024. She was living in a hostel, had a history of trauma and abuse, and Alcohol-related Liver Disease. Jackie found it hard to engage with services and would often self-discharge from hospital.

As Jackie's health condition deteriorated, BOST arranged an inpatient stay at St Gemma's Hospice who provided support to manage her addiction and health conditions. During her stay at the hospice, St Gemma's Social Worker organised a visit for Jackie's 11 year old son, who had been adopted at birth, to see his birth mother - a highly significant moment for them both.

In January 2025, BOST supported Jackie to move into her own flat and successfully detox from alcohol. She was abstinent for the final 6 months of her life.

Jackie's mum sent us a letter:

“



My late daughter was fortunate (very fortunate) to receive support from Barca, from what she told me and from what I witnessed first hand, she was supported with respect, dignity, patience, non-judgement, all things unfortunately that had been missing from her life.



As a mum watching her battle through life and addiction, I sometimes felt powerless to help her with what she needed. I was able to stay by her side and be her mum and support, knowing she had Barca to lean on. I cannot put into words how invaluable that was.



[Through Barca support] I feel my daughters voice was finally heard, my daughter died sober, Barca played a part in that ... it made a difference to my daughter and I will be eternally grateful.

Jackie's mum

”

Service Delivery Highlights

94%

of young people
supported by Forward
Leeds successfully
completed treatment

National average - 84%

191

children received a
present from the
Forward Leeds
Christmas Pantry

**Complex Health
and Housing**



For those worked with by BOST Barca delivered a:

57% reduction in A&E attendances

42% reduction in Ambulance call outs

32% reduction in hospital admissions

90%

of people supported
by the Housing
Navigators Team
maintained their
accommodation



I have been through some extremely hard times I was on the street. 'Engage' supported me into my own property. I struggled with engaging in support, but now I am attending healthcare appointments, buying shopping and my drug use is lower ... I am starting to get my life back on track.

Person supported by the Engage Leeds service

99.95%

of people supported
by the Forward Leeds
Family Plus team
achieved their
personal goals

Want to know more?

Visit our website to listen to
the voices and experiences
of the people we work with:
www.barca-leeds.org



Children, Young People and Families



We are a major provider of youth work in the city and have innovative services working with the whole family in a systemic way to build on their protective strengths and create sustainable outcomes with deep impact.

Our services include specialist mental health provision in Leeds schools and in the community.

Our services include:

- Youth Work, Mentoring and Targeted Support including Leeds Youth Alliance, Healthy Holidays, Safe Schools project and TFS Wellbeing Service
- Young Persons Violence Reduction Programme
- Counselling and Wellbeing services for children, young people and adults
- Family Support and Youth Work delivered in Headingley and Kirkstall Schools, Lawnswood Schools and Dixons Unity Academy
- Family Drug and Alcohol Court (FDAC)

This year, we started a number of new services including Connect Together - children and young person's social prescribing, Boys' Wellbeing Work, Leeds Young Change Makers, Strengthening Young Futures and Education Inclusion Mentors.



National Playday

Strategic Focus



Innovative services, with partners, that take a strength based approach to young people and their families as active community members, including Young Futures Hubs in the community.



Continue to address health equity by ensuring we build our innovative and successful system-connecting services such as our Social Prescribing service for children and young people.



Promote improved mental health and address the impact of trauma on families. Aiming to prevent future opportunities being defined by past experiences.

Our achievements include:

- 2,747** people worked with across our Children, Young People and Family Services
- 1,648** young people built confidence and made connections at our 449 youth groups, workshops and activities
- 100%** young people fed back that Barca Safe Schools groups had made a positive difference in their lives, including increased social skills and improved skills for life
- 90%** of the young people in the Bramley Violence Reduction Partnership programme improved their ability to make good choices



Family Drug and Alcohol Court 10 year celebration



Children, Young People and Families

Young people delivering care packages to St Anne's Resource Centre after a successful fundraiser for those experiencing homelessness.

Working with Barca to commission a full time family support worker for our school has been excellent, there has been clear impact for our families and students. The work has led to bespoke support for individuals not only in school and at home but through the wider Barca offer on evenings, weekends and in the holidays.

**Martin Truscott, Deputy Headteacher,
Lawnswood School**



TFS Wellbeing Service, achieving long term outcomes for young lives

This year has brought into focus the lasting impact of the TFS Wellbeing Service (targeted family support), demonstrating how tailored support fundamentally alters the long term outcomes of children and young people impacted by parental drug and alcohol use.

Former service users shared successful transitions into adulthood with improved mental health, stable housing and, in many cases, a desire to give back to the sector themselves. Tia's journey highlights these successes, from accessing support in 2013 Tia went on to achieve her goals and now works at Barca-Leeds as a Community Support Navigator, supporting people experiencing homelessness.

“



My school actually referred me over to Sophie and her team. It was a time when my mum was suffering an addiction with alcohol and my mum had recently just got diagnosed with Bipolar. So, my dad didn't really have a great understanding around mental health or substance misuse and he found it having a big impact on his marriage and the family home. So, we were finding it really hard to navigate life.



It was nice to speak to someone that just got it and then just didn't judge me for having the life that I had. And sometimes if I was acting like a bit of a teenager, it's all right because I'm still going to get to see Sophie. And, you know, it was just nice to have that person to rely on.

”

Listen to our podcast to
hear the rest of Tia's story



Of all the young people
supported between April
2025 and March 2026:

85%

reported progress in their
feelings and emotions

75%

reported feeling safer

66%

improved their
physical health

Service Delivery Highlights

100%

of families in the Headingley and Kirkstall Family Support service made a positive change in their goals

79%

of children and young person counselling interventions led to a positive change

Children, Young People and Families



Mentoring tools helped young people feel able to engage, connect and achieve. Young people told us:



Having my one-to-one sessions has meant I'm now also part of a group doing activities outside of school.

It's helped me think about things differently.



I've been able to finally talk about a number of issues I cannot talk about with family. Also pushed me to actually try new things for the first time.

Young person

Thank you for listening, for guidance, for inspiration, for encouragement, for being here. I really appreciate all you did for me and K – thank you!

Parent supported by Lawnswood Family Support

100%

of parents strongly agreed that:

- FDAC was honest and fair,
- they are more able to cope with their problems,
- better understood healthy relationships,
- get on better with their family, and
- feel more in control over their lives.

80%

of the people accessing adult counselling services saw reliable and positive changes to their mental and emotional health

Want to know more?

Visit our website to listen to the voices and experiences of the people we work with:
www.barca-leeds.org



Employability and Community Health

We work with individuals to provide personalised support, and with groups of people on an outreach basis to improve their physical and mental health and wellbeing.

Our services take an asset-based approach within local communities, targeting areas of highest need to bring people together to create social networks.

Our long history of social prescribing, training and employment programmes help individuals to identify and manage any barriers and achieve their aspirations.

Our services include:

- Rebuild, Step Forward and Bright Horizons, deliver tailored employment and training support
- Improving community health and wellbeing through Better Together, Being You Leeds, Community Wellbeing Connectors and Men's Health Unlocked
- Linking Leeds and Thrive at Work, deliver social prescribing for people 16+



Being You Leeds Men's Songwriting Group performing at Broadlea Community Centre for International Men's Day

Strategic Focus



Enabling the delivery of Stronger Communities and Inclusive Growth as part of the Leeds Ambitions.



Delivery of Work & Health and Economic Accelerator programmes enabling more people to access work.



Supporting NEET young people and adults who are economically inactive to gain education, training and employment.

Our achievements include:

6,447 people worked with across our Employability and Community Health Services

93% of our Better Together health and wellbeing group participants improved their wellbeing

84% of people supported by Linking Leeds improved their wellbeing including optimism for the future, feeling useful, relaxed, an ability to deal with problems, think clearly and more connected to others

Rebuild

A new service providing tailored support to engage and empower adults on probation from ethnic minority groups to overcome the barriers they face in finding employment.

Rebuild was commended for its collaborative and integrated approach to employment, rehabilitation and probation supervision by dignitaries from the Government of Gibraltar during a joint working visit.

Employability and
Community Health



Baton of Hope Launch Event at Manor House



Feel about to open up and trust (which is massive for me), Jon [Barca Worker] has been invaluable so far and I appreciate the flexibility of assistance he is providing. Supportive every meeting, understanding and compassionate. Unwavering commitment to helping me achieve a better quality of life.

Person supported by the Community Wellbeing Connectors



Masculinity and Wellbeing: A Six-Session Programme for Young Men

Men's Health Unlocked, alongside Barca's young people's team developed a six-session programme supporting young men to explore masculinity, emotional wellbeing, healthy relationships, and emotions. The programme focusses on challenging harmful gender norms, reducing stigma, and building confidence in help-seeking and supporting others.

Challenging perceptions and barriers to support

Despite growing awareness of men's mental health, young men continue to face barriers to emotional expression and support. Key challenges identified by the group were:

- Perception that asking for help is 'feminine' or a 'weakness' amongst men and boys
- Preference for 'waiting it out' rather than seeking support before they reach crisis
- Strong influence of social media and societal expectations
- Limited understanding of emotional (non-physical) support

Impact



Increased awareness of how societal norms influence their views



Stronger peer support skills



Confidence to challenge stigma around men's mental health



Improved emotional awareness



Greater awareness of unseen struggles in others



Improved awareness of available support



Early conversations with young boys matter. We're planting seeds that may not bloom until years down the line, but when they do, we hope they'll remind these boys that it's okay to talk and it's okay to lean on others. Hearing them say they now feel more comfortable supporting a friend shows the quiet, powerful shift that happens when stigma is challenged before it settles.

Tobie Fawcett, Men's Health Unlocked Link Worker

Service Delivery Highlights

95%

of learners strongly agreed that our Men's Health Awareness sessions made them feel more comfortable talking about mental health

67%

of the young people supported by Step Forward re-engaged with education, training, or progression pathways

Employability and Community Health



419

individuals engaged in community health and wellbeing activities delivered across West Leeds by the Better Together team, including Yoga, healthy eating and a SEND group for parents



This support has helped my child come out of their shell and think about their future again.

Parent feedback for the Step Forward service



The project is like magic and helps with all things, not just employment and training.

Person supported by the Bright Horizons project



78%

of people supported by Community Wellbeing Connectors showed measurable improvement in wellbeing

Want to know more?

Visit our website to listen to the voices and experiences of the people we work with:
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Core services

Our core services provide the solid and sustainable organisational foundations that enable our front-line teams to thrive. Almost all of our staff team live locally - contributing to the Leeds economy - and are representative of the population of the City.

They include efficient financial management and payroll services, effective human resources, quality assurance, communications, business development and effective risk management and governance.

Last year we made process improvements to our information governance framework and case file audits for domestic violence and abuse issues. We also introduced new governance to manage risks posed by artificial intelligence software.



Barca truly lives by its values, and this is reflected in every aspect of the organisation.



Staff Survey Feedback



**Celebrating 25 years of our Investors
In People (IIP) accreditation**



I receive a good level of support from my manager. The organisational ethos is one of compassion and empathy which I feel creates a positive workplace culture.

Staff Survey Feedback

Human Resources Team

We implemented the Virtual College learning platform to support continuous professional development. We reviewed and improved terms and conditions of employment contracts to ensure compliance with changing legislation including flexible working, family leave, probations and staff wellbeing.

Our staff team have a similar representation to Leeds in terms of ethnicity - 17% are Asian, Black or have multiple ethnicity, and 18% have declared a disability.

79%

of our staff team are local and live within Leeds which helps to keep the Leeds pound circulating and adds to the economy when we leverage external funding into Leeds

Staff survey

149

anonymous surveys completed
(75% response rate)

97%

scored 'strongly agree or agree' with the statement:
'I share the same values as my organisation'



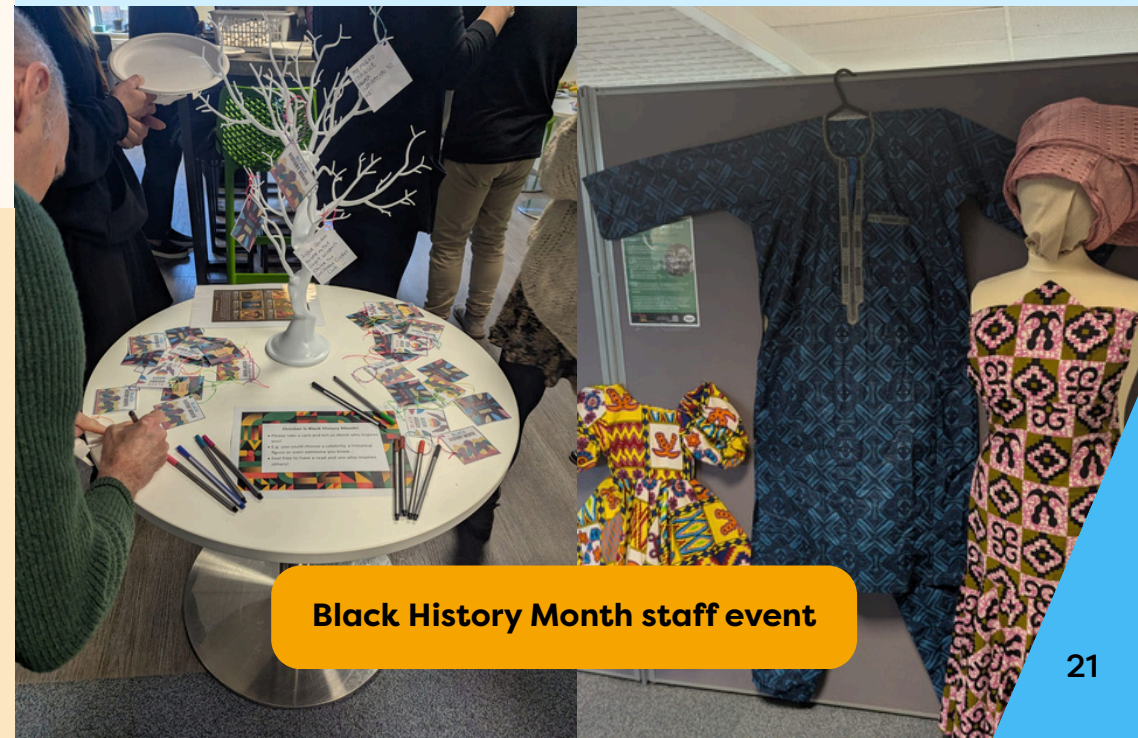
Finance and IT

Core services



The finance team have managed an additional 7% income, with 108 restricted and unrestricted funds. We are providing regular reporting to 48 of those funds which is a 7% increase on last year. Our processing of data has increased by 34% for cash and card transactions.

All staff at Barca-Leeds complete monthly cyber security training on using our ICT systems to ensure that we are up to date in managing external risks. We complete annual penetration testing on our server and domains. We have developed guidance on artificial intelligence (AI) and monitor usage across all staff teams.



Black History Month staff event

Communications

Development of our new website took place between October 2024 and May 2025, with a keen focus on improving the user experience and incorporating accessibility. New pages highlight the impact and innovation achieved by our services.

We continue to develop our resources and have implemented learning from our trauma-informed journey. This includes utilising the expertise of our staff to continually update the tone and use of language across our communications.



Quality Assurance

Core services



We reviewed and improved our Information Governance structure and appointed a new Senior Information Risk Owner (SIRO) from our Senior Management Team.

Our Artificial Intelligence (AI) governance is now a joint responsibility of the Finance and Quality Assurance committees and we completed our first quarterly AI governance meeting to assess our current position and plan.

The Domestic Violence and Abuse (DVA) staff group audited DVA cases to assess quality and identify learning and good practice and improved the process for future audits.

526

case file audits
completed

459

safeguarding concerns
raised/managed

82

incidents reported
and managed

11

policies reviewed
and improved

7

complaints
responded to

6

new risks identified and
added to the risk register

Staff Initiatives, Groups and Donations

Starting as informal meetings responding to key social issues, our staff groups have since become structured and representative bodies that empower staff to contribute to and lead on priorities themes.



The Green Leads Group reviewed Barca's Sustainability Plan which supports Leeds' carbon neutral ambitions.



Barca Minds delivered a successful 'Move This May' physical activity challenge and reviewed our wellbeing strategy / policy to include alternative therapy options up to £50 and making a broader range of alternatives accessible.

The Respect Group arranged PAFRAS training to improve staff understanding of the issues faced by people seeking asylum, and how to manage difficult conversations around this.



The Disability Focus Group helped develop and implement a Disability Passport now embedded in HR practice.

Corporate Support

Core services



Thank you to the local businesses who have supported our work:

- £15,000 raised at Overbury's Leeds Fit Out Charity Music Night, as well as donations of Christmas and Easter gifts for the families we work with
- Abzorb sponsored the Peter Richards Football Tournament and Credera's Christmas Tree recycling initiative which raised £1,080
- Malcolm Michaels Quality Butchers toy donations for Forward Leeds families



Peter's Fund

Peter's Fund delivers direct benefits for people who are at risk of losing their home, or who are homeless and trying to get back on their feet again. Individual staff initiatives, a generous donation from a former staff member and the Peter Richards Annual Football Tournament raised £2,198 to provide support for:

- Cost of living
- Making a house a home
- Removing barriers and creating access
- Reducing social isolation and improving mental health



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