

Annual Review  
2015-2016

**Bryson**  
Charitable Group  
*Building Better Futures*

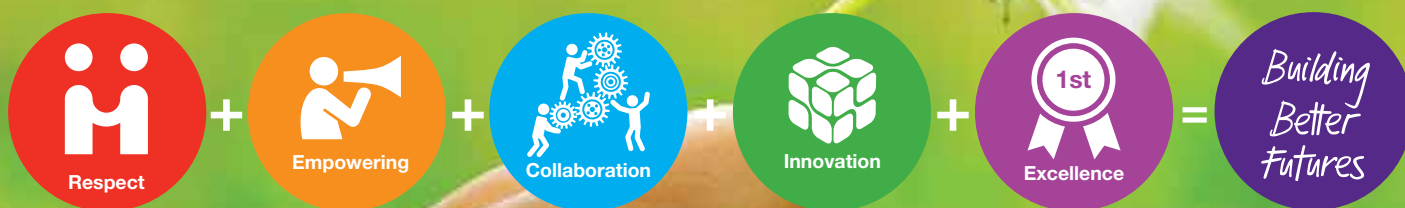


Northern Ireland's Leading Social Enterprise

**Vision:** Our vision is to be a leader in creating a just and sustainable society.

**Mission:** We are committed to identifying and developing sustainable responses to existing and emerging social needs.

**We believe in Building Better Futures through our values; they shape how we act as individuals, in teams and as a group.**



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## Chair's Report

**For over 100 years, The Bryson Charitable Group has been committed to tackling social inequalities, working with communities to find real long-term solutions for such issues.**

In this, my fourth year as Chair at Bryson Charitable Group, we have been preparing for upcoming changes in the political and economic environment. We welcome the proposed significant shift in the Programme for Government Framework 2016-21, which promises to move away from the traditional input/output model of planning towards an outcome-driven approach. This is more in-line with our own social value framework, which emphasises the need to focus on a more results-driven approach to effect real change.

Our manifesto outlines the key areas where better outcomes are required if we are to truly build better futures for communities across Northern Ireland. We continue to endorse our manifesto, particularly in the lead-up to elections as it is crucial that policy makers understand the need to change how we deliver services if we want to create sustainable change.

Over the past year, we have remained focused on our social business model, delivering our range of services with a clear emphasis on monitoring the social value of everything we do. Our annual review outlines how each company within the Group has contributed to the six pillars of our social value framework: **stakeholder involvement, social inclusion, wellbeing, sustainability, social innovation/entrepreneurship and reinvestment.** We continue to expand and roll out our innovative kerbside collection service with over 170,000 households now availing of this service in Northern Ireland. We have delivered 10,000 support and advice sessions to people seeking asylum and to Traveller

and Roma families and children, working to improve social inclusion. We have delivered over 162,000 hours of personal care and support to vulnerable adults in their own homes. We have advised 19,904 households across Northern Ireland about energy measures to reduce fuel poverty and improve wellbeing.

Other strong headline figures include:

- **90%** of income is derived from service contracts held by the Group
- **96 pence** in every pound was spent on the delivery of our social objectives

In the first year of our three-year corporate plan, we are operating in the most challenging circumstances but we remain committed to innovation, service excellence, cost effectiveness and providing value for money. I would like to acknowledge the voluntary commitment and hard work of all my fellow Directors and Trustees on our Group and Company Boards who contribute so much to our ongoing success. Our annual review provides an opportunity to highlight our work and our impact in **building better futures** for all.

A handwritten signature in black ink that reads "Hugh Crossey". The signature is fluid and cursive, written in a professional style.

**Hugh Crossey**  
Chair



## Chief Executive's Report

**Our Chair has commented on the context within which we have achieved some of our key highlights over the year and I wholeheartedly recommend that you read our new social impact focussed review, designed to give you a clear overview of our work and its impact.**

Despite the economic challenges we have faced, Bryson has continued to deliver award-winning services, supporting people and communities to lead a better quality of life, whether this is through reducing fuel poverty or supporting marginalised young people to get back into education or employment. Throughout this review, you will read commentary from service users, which outlines how Bryson has supported them to **build better futures**.

None of this would be possible without our committed staff and volunteers who continuously work hard to deliver a high quality of services, upholding our credible reputation as Northern Ireland's leading social enterprise.

I would like to take this opportunity to invite you to visit our new website **[www.brysongroup.org](http://www.brysongroup.org)** to find out more about the work we do and also, please do follow us on social media to keep up to date with our latest news.

A handwritten signature in black ink, appearing to read 'John McMullan'. The signature is fluid and cursive, written on a white background.

**John McMullan**  
**Chief Executive**

# Who we are

**Bryson Charitable Group** is Northern Ireland's leading social enterprise tackling major social and economic challenges. The Group operates through seven companies all with the aim of ***Building Better Futures***.

We employ **628** staff.

Last year, we delivered services that reached over **492,338** people. Our social value framework is at the centre of everything we do:

- Stakeholder Involvement
- Social Inclusion
- Wellbeing
- Sustainability
- Social Innovation/ Entrepreneurship
- Reinvestment



**Bryson**  
Charitable Group  
*Building Better Futures*

## **Bryson Care**

We are a leading provider of care services. We deliver a number of projects to enable individuals, families, young people and children to live full and independent lives.

## **Bryson CareWest**

We are a leading provider of quality-assured homecare and social work practice learning in the North West.

## **Bryson Energy**

As Northern Ireland's Energy Agency, we provide leadership, advice, support and installation of energy-saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders.

## **Bryson FutureSkills**

We are a leading provider of a range of employment and training initiatives, designed for school leavers, young adults and those living with long-term unemployment.

## **Bryson Intercultural**

Through leadership and collaboration, we make a positive impact on the lives of Travellers, and Black, Minority and Ethnic people and their families, helping them integrate into Northern Ireland life.

## **Bryson LaganSports**

We are an inclusive social enterprise promoting active living and personal development for all.

## **Bryson Recycling**

We are a leading provider of recycling services. We are Northern Ireland's largest provider of kerbside recycling services and we work with local authorities, schools and businesses.



Photo: Northern Ireland Tourist Board

## Looking back over the year



- 1 **Bryson Recycling:** Danielle Crockford, Health and Safety Manager of Bryson Recycling, receiving a WISHNI Ambassador Award from Enterprise Trade and Investment Minister Jonathan Bell and Professor Alan Woodside OBE, Chair of WISHNI for demonstrating health and safety best practise within the Northern Ireland Waste Management industry.
- 2 **Bryson FutureSkills:** As part of gaining practical work experience, young people spent a day at the BBC studios including a visit to the BBC Newsline set.
- 3 **Bryson Energy:** Bryson Energy won second place for Best Community Renewable Energy Project.
- 4 **Bryson CareWest:** Bryson care workers offer much-needed support and care to vulnerable people, and a friendly face.
- 5 **Bryson LaganSports:** Bryson LaganSports offers a range of water and land-based activities, including bespoke events such as birthday parties.
- 6 **Bryson Intercultural:** 500 members of the Roma community took part in our health programme.



# Bryson Care

*Building Better Futures*

We are a leading provider of care services. We deliver a number of projects to enable individuals, families, young people and children to live full and independent lives.



*"I can honestly say that Bryson One2One care has given me my life back."*



2



**100**  
older people

benefitted from the Laundry Service; this enabled vulnerable older people to live in dignity.



1

1. "It's really reassuring to know that everything is taken care of. It's been a really positive experience; we have built up good personal relationships and can highly recommend Bryson's flexible and caring approach," Gareth, partner of service user.
2. One2One has enabled over 40% of its service users to maintain an active life through shopping, attending appointments and attending activities.

## One2One Service

**Bryson One2One service supports vulnerable adults, offering them practical help with a range of daily tasks to support their independence. Sarah (aged 79), lives in sheltered housing but was confined to her room, unable to get out and socialise with anyone until she met Bryson care worker, Janet.**

Sarah said: "When I first met Janet I hadn't been out of my room for six months and had no social contact. Janet introduced herself to me with a beautiful smile and asked me: 'Sarah, what do you want One2One to do for you?' And I said to her that I wanted to go to the common room every Wednesday morning to play games with the other residents, and now I love joining them

every Wednesday...the help I have received from Janet, who is now my friend, has been priceless and I feel alive again.

"She brings me shopping down the town in my wheelchair and helps me with anything I ask. I can honestly say that Bryson One2One care has given me my life back."



## HIGHLIGHTS



Our Domiciliary Care Service delivered nearly **76,000** hours of personal care and support to vulnerable adults in their own homes.



We placed **12** Bachelor of Social Work students in placements.



Under the Department of the Economy's 'Pathway to Success' strategy, we delivered **330** regional engagements with young people (NEET) through our work with the NEET Strategy Forum.



Bryson Children and Young People Service delivered **9,500** hours of support to **4,800** children and **3,400** families.



The Volunteer Service provided **25** quality volunteer placements for **19** volunteers who delivered over **4,000** hours of support to vulnerable older people.



Our independent advocacy service delivered **11,800** hours of support to **373** adults with a learning disability, offering vital support during the transition from institutional care to community living.



Through the European Voluntary Service, we hosted **31** volunteers from **15** countries who contributed **24,360** volunteering hours to **8** organisations.



### Stakeholder Involvement

In a recent survey of our One2One service, **100%** of respondents confirmed that we were providing invaluable support to them and would recommend us.



### Sustainability

By providing quality support, we enabled over **200** service users to remain in their own homes. We created **31** jobs with further expansion planned.



### Social Inclusion

One2One has enabled **37%** of our customers to remain in their homes and lead an independent life and has supported **16%** of our customers in integrating into their communities.



### Social Innovation/ Entrepreneurship

The One2One service was established to **fill a gap in services** identified through Bryson market research.



### Wellbeing

**92%** of our One2One service users confirmed that their environment had improved as a direct result of our support workers.



### Reinvestment

We invested over **£81k** in research, marketing and training to ensure that markets were identified and maintain a high quality of staff.



# Bryson CareWest

*Building Better Futures*

We are a leading provider of quality-assured homecare and social work practice learning in the North West.



*“I am very appreciative of all my carers as without their help and assistance I know I could not remain at home, independent.”*



2



We delivered over

**86,526 hours**

of care to support vulnerable older people in their own homes.



1

1. Care workers support vulnerable people to be able to live independently.
2. Since falling ill, Marian has received home visits from a care worker.

## Domiciliary Care

**Bryson CareWest offers home care to vulnerable people and their families, whether they are ill, have a disability or are elderly. Our domiciliary service enables people to live independently for as long as possible knowing that they will receive much-needed quality care in the comfort of their homes.**

Marian (aged 63), has been in and out of hospital for a number of years following her diagnosis with hydrocephalus, a brain illness. Marian has endured a number of brain surgeries to control the fluid in her brain. Throughout this challenging time, she has always been determined to remain living in sheltered accommodation. For the past few years, Marian has received care workers to her home offering comfort and daily support with a range of tasks.

*“I am very appreciative of all my carers as without their help and assistance I know I could not remain at home, independent. I am reassured each morning I wake knowing that it won't be long until the first carer of the day is with me. Weekends are particularly difficult times for me but this is helped knowing that I will see four friendly faces each day.”*

## HIGHLIGHTS



We were **successfully inspected** by The Regulation and Quality Improvement Authority (RQIA).



We were accredited with **Customer Service Excellence** for our care services and our Practice Learning Centre, demonstrating our commitment to offering our students a positive learning environment.



We **successfully tendered** to carry out home care visits in four areas: Cityside, Waterside, Limavady and Strabane. Our expansion to Strabane enables us to reach more families in need and create more jobs.



A number of stakeholders from our Practice Learning Centre including staff, students and service users have been involved in **making a training video** on relationship-based practice.



Practice Learning Centre representatives presented a workshop at the Athens Institute for Education and Research, which provided a good opportunity to **make connections with colleagues, peers and academics at an international level**.



### Stakeholder Involvement

Our Practice Learning Centre hosts **12** social work students. Two evaluations of the service were carried out and highlighted 100% extremely positive feedback on this service.



### Social Inclusion

The first social work student to be placed with Associate Provider, Omagh Women's Aid, commented: "**The overall service was excellent:** the induction in Bryson Care, the training sessions, students and the support and shared experiences of work colleagues, as well as my on-site supervisor and practice teacher."



### Wellbeing

We delivered over **86,526** hours of care to support vulnerable older people in their own homes - a **6%** increase from last year.



### Sustainability

We employed **95** people in the North West area, an **11%** increase from last year. These jobs support local families and the wider local economy.



### Social Innovation/ Entrepreneurship

In collaboration with Ulster University and practitioners, **we have contributed to a book** entitled 'Doing Relationships-Based Social Work: A Practical Guide to Building Relationships and Enabling Change', which will be used in direct practice by our home care and social work practitioners.



### Reinvestment

We **invest in quality** and validate this through external assessments. Bryson CareWest was successfully accredited with Customer Service Excellence, endorsing the delivery of excellent service.



# Bryson Energy

*Building Better Futures*

As Northern Ireland's Regional Energy Agency, we support and motivate energy users to reduce their costs and greenhouse emissions. Our mission is to energy-proof Northern Ireland's homes.



1

1. Minister 'Lord' Morrow from the Department for Social Development; Noel Rice from Northern Ireland Housing Executive; Bryson Energy Director Nigel Brady; and staff from the Bryson Energy Advice Line in Enniskillen.
2. Draperstown Oil Buying Club celebrate the first fill with members of the Oil Club, Bryson Energy and Robert Clements from Northern Ireland Housing Executive (NIHE).



*"I have had my first warm winter at home in years."*



2



We delivered  
**160** energy  
lessons to

**1,924**  
school children.

**Bryson Energy was able to assist 70 households with old oil heating systems beyond repair by providing them with a free wood pellet boiler. One client was Mrs N, who was not eligible for any existing grants to replace her broken system.**

Mrs N lives alone in a detached solid wall property. Five years ago, her oil heating system broke down. Unable to afford the cost of a new heating system, and not eligible for any grants or support at the time, Mrs N was forced to spend all her time cooped up in her living room where a solid fuel open fire offered the only heat throughout the house.

Mrs N was overjoyed when we installed a free wood pellet boiler just before Christmas. "I have had my first warm winter at home in years." Mrs N is delighted to have heating throughout her home and is relieved to be able to budget more easily for this new heating system.

Mrs N takes pride in her home again and now looks forward to spending time at home.

She felt miserable living in a cold and damp house and isolated, being confined to one room.

## HIGHLIGHTS



Despite the welcome reduction in oil prices this year, we still experience particularly high levels of fuel poverty in Northern Ireland. As the only provider of impartial, independent energy advice for over 20 years, we have **assisted many thousands of Northern Ireland householders to make informed choices** about the energy measures suitable for both their homes and personal circumstances.



Bryson Energy, in partnership with the Northern Ireland Housing Executive (NIHE), picked up the **'More than Bricks & Mortar'** title at this year's Chartered Institute of Housing NI's Awards for the Oil Buying Club Scheme. The Scheme was also shortlisted for Community Energy England's Energy Innovation Award.



We managed the Cosy Homes Schemes for Power NI, which provided **485** heating grants and **583** insulation grants for Housing Association tenants.



We gave **160** energy lessons to **1,924** school children.  
We provided comprehensive benefit entitlement assistance to **100** clients.



We advised **19,904** households across Northern Ireland on saving energy.



We advised **6,300** NIHE tenants in their homes on budgeting and energy efficiency.



### Stakeholder Involvement

In partnership with the NIHE, we have signed up **35** different oil suppliers to provide oil to the **27** oil clubs set up as part of the Oil Buying Club Scheme.



### Social Inclusion

We have provided **672** home safety, security and minor repairs work to vulnerable households, of which **90%** reported feeling safe and secure and **83%** reported an increased quality of life.



### Wellbeing

**24%** of households involved with our Benefits Assessment Scheme were identified as being entitled to additional benefits, averaging **£44.87** extra per week.



### Sustainability

We installed 70 biomass boilers free of charge to fuel poor households. It is estimated the boilers will replace a total of 1,960,000kWh (1.96GW) fossil fuel generated heat per annum, saving **480** tonnes of carbon dioxide each year.



### Social Innovation/ Entrepreneurship

We facilitated the ordering of over **500,000** litres of oil, with an overall average of **12%** saving on oil price through the Oil Buying Club Scheme.



### Reinvestment

We reinvested **£500,000** in our Wood Boiler Scheme, which will return our investment via the Renewable Heat Incentive programme.



# Bryson FutureSkills

*Building Better Futures*

Bryson FutureSkills is a leading provider of a range of employment and training initiatives, designed for school leavers, young adults and those living with long-term unemployment.



1

1. Bryson FutureSkills offers a range of education and vocational skills training.  
2. Bryson FutureSkills supports young people and adults into employment.



*“The encouragement I’ve received has boosted my confidence and made me even more determined.”*

Christine.



2



**155**  
clients

on European Social Fund programmes in Belfast and Newtownabbey.

## Christine’s route to success

**Bryson FutureSkills supports young people who are not in education or employment, providing a range of education and vocational skills training to improve their future prospects.**

“After leaving school, I knew I wanted to work with children so I enrolled at Bryson FutureSkills in the hope of gaining a qualification and work experience. I was accepted on the Level 2 Children’s Care Learning and Development course. I secured a work placement with An Droichead, which not only gave me hands-on experience working with children but also helped me increase my fluency in the Irish language.

Droichead. Keen to continue developing my childcare qualifications, I undertook my Level 3. Although the work was difficult, the reassurance from my Childcare tutor really helped. The encouragement I’ve received has boosted my confidence and made me even more determined. I’ve now been promoted to supervisor and will soon start my Level 5 childcare qualification.

“Upon completing my NVQ Level 2, I was delighted to be offered the full-time position of Childcare Assistant with An

“I appreciate all the help and support I received from Bryson FutureSkills staff – they have opened so many opportunities for me.”

## HIGHLIGHTS



In the last year, we provided learning and employment opportunities to **1,000** clients including:



**10** clients gained employment in South Belfast through the Social Investment Fund 'Employability' programme.



**220** young people partook in Training for Success and Apprenticeships NI.



**625** adults participated in the Department for Employment and Learning's (DEL) adult training programme - Steps to Work.



**95 per cent** of our clients achieved NVQ Levels 1 to 3.



We received a **'Level of Confidence'** during a recent scrutiny inspection of our Training for Success and Apprenticeships-NI programmes. Both programmes are funded by the Department for the Economy and the European Social Fund.



### Stakeholder Involvement

Developing strong relationships with our stakeholders, including our clients, schools, community groups, funders, political representatives and employers, is an integral part of our work. We achieved a **100%** return rate from a stakeholder survey, with a **100%** satisfaction level in terms of stakeholder engagement.



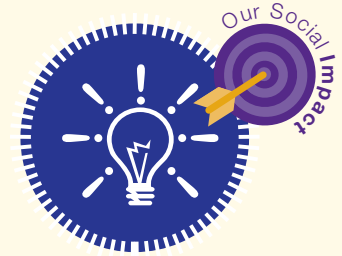
### Sustainability

In the last year, **36%** of our clients, who participated on the Young Person's Employment Initiative, secured and sustained employment.



### Social Inclusion

In the last year, **95%** of our young people achieved their targeted qualifications including Professional and Technical, Essential Skills, Life Skills and Employability



### Social Innovation/ Entrepreneurship

We developed a new work placement training programme for tenants of Helm Housing Association. The pilot was a success, with **six of the eight participants securing a job.**



### Wellbeing

We are flexible in our approach, always striving to meet the needs of our clients. As a result of redesigning and developing our offer, our retention rates have increased to **85%**.



### Reinvestment

We reinvested **£200,000** to improve and update the facilities in our training centre, Stockman House, Belfast.



# Bryson

## Intercultural

*Building Better Futures*

Through leadership and practical professional assistance, we aim to make a positive impact on the lives of individuals and families from marginalised groups.



1

1. Ecaterina Daroczi, a member of the Roma community visited Poland as part of the Culture Exchange Programme .  
2. Bryson Intercultural celebrates the end of the Cultural Exchange Programme.



*“It was very powerful how they got to learn about their own history.”*  
Sorina Toma.



2



Last year, we supported

# 255

members of the Travelling community with accommodation needs.

**We led a group of 25 Roma and Irish Traveller women to Auschwitz to learn about the World War II genocide; we were joined by the Office of the First Minister and Deputy First Minister. Encouraging integration and challenging discrimination, the women learnt about the atrocities of World War II, particularly for marginalised groups who were tortured because of their ethnic background.**

Project worker Sorina Toma commented: “It was heartbreaking seeing all the emotions that they went through. It was very powerful how they got to learn about their own history, and the way in which they reflected back and made a connection with the present and what they see in the news today.”

For Ecaterina Daroczi, a member of the Roma community, the visit evoked memories from her childhood.

“During the war we were afraid that we were going to get killed so my mother used to dig large holes in the woods as hiding places for us to escape. They said that those who go to the concentration camp will never escape. I remember all those stories Mum used to tell me when I was a child. I remember how it was like at that time and I am glad I got to see it all but I hope that God will see and protect us from war and what we saw there in Auschwitz. I hope it will never happen again to our children’s children.”



## HIGHLIGHTS



We secured funding from the Belfast Health and Social Care Trust enabling us to strengthen our programme to

### encourage and support healthy living

among the Traveller community through health checks, awareness raising and a number of fun activities including cycling and healthy eating.



Our Floating Support programme, run in partnership with the Northern Ireland Housing Executive (NIHE), supports Travellers with housing-related issues such as **accommodation needs, managing debt and budgeting**. Due to demand, we have extended our reach to meet the needs of Travellers outside Belfast.



We supported **140** young Travellers to **develop skills and experience** to gain employment through enrolling in training courses, education and placements.



Over **10,000** support and advice sessions were delivered to people seeking asylum and to Traveller and Roma families and children.



Bryson Intercultural has resettled **10 asylum-seeking families** from Syria who were forced to flee their homes due to torture and violence or severe need of medical care.



### Stakeholder Involvement

In partnership with Youth Work Ireland, we met with young Travellers to research and **develop a toolkit for youth work**, which is being implemented across Northern Ireland and the Republic of Ireland.



### Sustainability

Working with young Travellers is invaluable to our work with the Traveller community. Over **100** young Travellers attended our Christmas party, testament to the strong relationships we have built.



### Social Inclusion

We have supported **1,130** families and children who feel marginalised from our society, including the Roma community, Irish Travellers and those seeking asylum from across the world.



### Social Innovation/ Entrepreneurship

We received accreditation for our Creative Employability programme from Open College Network Northern Ireland. In partnership with our youth group, this programme aims to **support around eight young Travellers** to access employment opportunities.



### Wellbeing

**500** members of the Roma community took part in our health programme, which focuses on mental and physical health and is designed to enable programme participants to gain a better understanding of their own healthcare and to reverse health inequalities in their own communities.



### Reinvestment

We invested in a range of **training for staff** including First Aid, Equality and Diversity to support them in providing a high-quality service.



# Bryson LaganSports

*Building Better Futures*

Our vision is to be an inclusive social enterprise promoting active living and personal development for all.



*“The men were more active and many experienced improvements in their mobility.”*

Umberto Scap Scappaticci.



2



Almost **700**

school children participated in the **water safety talks** funded by the Department for Social Development.



1

1. Bryson LaganSports arranges bespoke events such as a haunted boathouse for Halloween.
2. Bryson LaganSports partnered with Colin Area Men's Shed to improve health and wellbeing of older men.

**Bryson LaganSports teamed up with The Colin Area Men's Shed to run a 12-week programme, offering a range of activities to support men aged 50 to 81 to enhance their health and wellbeing.**

Umberto Scap Scappaticci, Community Development Officer at Colin Neighbourhood Partnership describes the project: “From the moment the group arrived and got involved in the first activity, bellboating, they just laughed and smiled. They worked exceptionally well as a team, with the more able men supporting those who found it a bit more challenging.

“Having sampled canoeing, archery and orienteering, archery became a firm favourite and it is fair to say there was a little bit of healthy rivalry amongst the men. For most of the group it was the very first time they had ever done any of the activities and whilst some were initially apprehensive, once

on the programme, they fully embraced being in the outdoors and experiencing new things.

“From a mental health perspective, the benefits of the programme were great; not only did the men bring smiles to their own group's faces but to all the people working with them. The men were more active and many experienced improvements in their mobility.

“The success of the programme would not have been possible without the caring and professional support of the team at Bryson LaganSports. We look forward to working with them again in the future.”

# HIGHLIGHTS

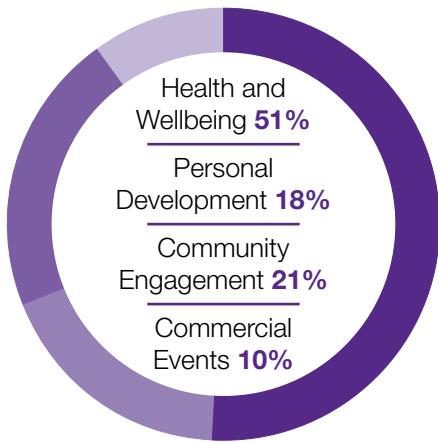


We delivered **223 water sport and land-based sessions** for almost

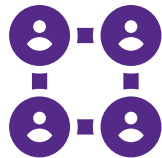


**6,000 people,** - a 4% increase from the previous year.

The sessions were spread across **four strategic theme areas:**



Almost **2,000 young people** took part in a range of activities through our Youth Engagement schemes.



We delivered **17 successful events** in partnership with major charities and corporate sector organisations in Belfast and Antrim.



## Stakeholder Involvement

Our charity business model is based on **creating partnerships and collaborations**. This is clearly demonstrated in our work with SportNI, Hydebank College, Orchardville, Now, Women's Aid and Colin Neighbourhood Partnership, which enables us to reach socially and economically marginalised individuals.



## Sustainability

In line with our drive to **promote active living** and personal development for all, we developed and delivered a range of innovative activity programmes.



## Social Inclusion

Over **54%** of the activities we delivered were to individuals and communities who are considered 'hard-to-reach'.



## Social Innovation/ Entrepreneurship

We rent out **100%** of our leasable office space and invest any profits into our facilities and activities.



## Wellbeing

**51%** of the activities we delivered were focused on improvements to health and wellbeing.



## Reinvestment

We **invest profits** from our commercial activities into facilities, programmes and activities to increase our reach. Bryson LaganSports continues to deliver high-quality activity sessions to youth and community groups, schools, charities, voluntary sector organisations and corporates.



# Bryson Recycling

*Building Better Futures*

We are an innovative provider of high-quality recycling services that deliver social and economic value.



1

1. Bryson Recycling hosted a meeting of the Environment Committee at their offices in Mallusk, Newtownabbey. After the meeting, members visited a kerbside recycling collection in Newtownabbey to view the Wheelie Box model in action.
2. Recycling Rewards aims to boost recycling rates while raising money for NI Children's Heartbeat Trust.



*"Recycling locally is better for the environment, creates local jobs and supports the local economy."*  
Eric Randall.



2



For each **tonne** recycled

**£1** goes to **charity**

## Recycling Rewards

**Recycling Rewards, an innovative scheme that aims to boost recycling rates while raising funds for charity, was launched this year.**

Eric Randall, Director, said: "We launched Recycling Rewards, a new campaign encouraging more homes to recycle while raising vital funds for local charity."

"Working in partnership with three local recycling companies and five councils, we are boosting recycling rates through encouraging more households to avail of our kerbside box service with the

added incentive that for every tonne of paper, plastics and glass recycled, one pound will be donated to a local charity - the NI Children's Heartbeat Trust."

Lynn Cowan, Fundraiser for NI Children's Heartbeat Trust said: "We are delighted to be part of this innovative scheme. These vital funds enable us to support many children affected by congenital heart disease, and their families."

Eric Randall added: "Recycling locally is better for the environment, creates local jobs and supports the local economy."

## HIGHLIGHTS



We process recyclables from **60% of Northern Ireland's homes**, including the kerbside box service, with over **170,000** households using our specially designed boxes to separate materials at home.

Materials from a further **278,000 households** are sorted for recycling at our Material Recovery Facility (MRF).



We have seen an **11% increase** in recycling levels in Donegal and an **18% increase** in Conwy.



We have piloted a food waste collection service to **1,000 homes** in Belfast.



We were awarded a contract for the **arc21 MRF** enabling us to process a wider range of materials collected for recycling from over **250,000 households**, securing **75 jobs**.



We provide a commercial collection service to **500 businesses and schools**. **100% of businesses** surveyed are satisfied with the service.



We have been awarded an **WISHNI Ambassador Award**, demonstrating health and safety best practise within the Northern Ireland Waste Management industry for the second year running.



### Stakeholder Involvement

We have established a **Collaborative Circular Economy Network** in partnership with a number of private and public sector organisations including Local Authorities, reprocessors and public sector bodies. Together, we will look at developing innovative solutions to grow the Northern Ireland waste reprocessing sector and supply chain to increase value within the local economy.



### Social Inclusion

Thanks to the services we provide, **558,000** households across Northern Ireland, Donegal and Wales have access to high-quality recycling.



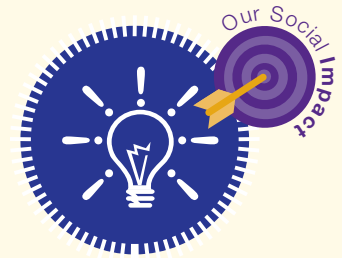
### Wellbeing

Through our commitment to providing a safe and healthy working environment, we have seen a **13%** decrease in accidents over the last year.



### Sustainability

Last year, we collected over **64,000** tonnes of materials for recycling across all of our services.



### Social Innovation/ Entrepreneurship

Materials separated for recycling at kerbside and collected in our specially designed vehicles are reprocessed into quality products, **adding value to local employment and the economy**.



### Reinvestment

As a result of our Recycling Rewards campaign, for every tonne of paper, plastic and glass recycled through our kerbside box service during the year, **£1** will be donated to a local charity, the NI Children's Heartbeat Trust.

# Making it work: Financial Review 2016

Bryson Charitable Group (herein referred to as Bryson), in line with much of the 3rd sector has experienced very challenging market conditions. The ending of contracts, as a result of Government policy shifts, within Bryson has reduced turnover to £23.45 million and total funds held at the year-end have now reduced to £10.1 million. It is, however, very encouraging to note Bryson Recycling increasing operational surpluses and being able to make a substantial gift-aid payment of £235k to Bryson. Essential investment in services was made in the year, with these investments made to achieve growth.

A high proportion of our revenue continues to come from contracts, reinforcing our independence while enabling us to continue to meet social need. It is therefore satisfying to report that **90 per cent of our income** was derived from contracts, with the remainder coming from grants, donations and legacies and all revenues received supporting our charitable activities. During the year, reflecting the value of our lean administration, **96p in every £1** spent was expended on the delivery of our social objectives.

## Results from the Charity

Turnover of the Parent Charity reduced due to the full incorporation of Bryson Energy as a charitable subsidiary and was recorded at £1.04 million; with expenditure of £1.29 million an operational deficit of £247k was reported. This deficit represents expenditure on governance and support and it remains the objective that this will be funded by increased returns from both charitable and trading activities. Bryson invested £1.43 million in order to meet current and future needs, most notably £500,000 social investment for Bryson Energy to invest in an innovative fuel poverty renewable heat programme.

## Results from the Trading Subsidiaries

**Bryson Recycling**, our largest subsidiary company, recorded trading turnover of £11.4 million. During the year, an operational surplus of £492k was reported and the Company was able to make a gift-aid payment of £235k to the Charity.

Bryson Group's second trading subsidiary, **Bryson Future Skills**, saw a reduction in turnover due to the ending of the Steps to Work programme. Turnover for the year was £2.98 million. This change in circumstances has required a significant restructuring and reorganisation of the company to accommodate reduced trainee numbers on the remaining Training for Success and European Social Fund (ESF) programmes.

## Charitable Subsidiaries

The charitable subsidiaries have had a very challenging financial year. We continue to reorganise and prepare for future growth and further tendering opportunities across the sector.

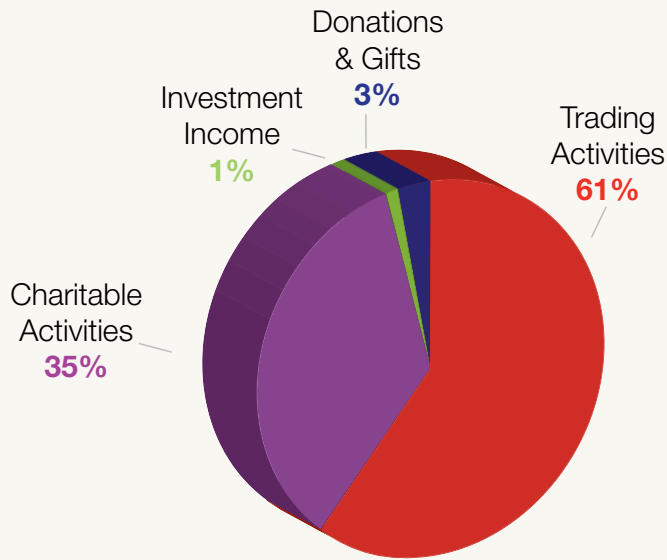
**Bryson Care**, the largest charitable subsidiary, increased turnover to £3.85 million and recorded a surplus of £6k. **Bryson CareWest** recorded steady turnover of £1.1 million with a deficit of £49k. Both our Care companies will now merge on the 1st April to form a larger Bryson Care covering all our care services. Turnover for **Bryson Intercultural** reduced to £132k, due to reductions in Government funding and resulting in a £45k deficit in the year. **Bryson An Munia Tober**, also reported a reduced turnover of £265k for the same reason, providing a £25k deficit in the year. **Bryson LaganSports** has received investment from the Group to support its growth plan and turnover for the year was £157k. Finally, **Bryson Energy**, in its first full year as a subsidiary, was affected by the closure of the Government's fuel poverty Warm Homes scheme that Bryson had operated very successfully for the previous five years. As a result, turnover has reduced to £2.5 million providing an operational surplus of £60k.

## Bryson Charitable Group

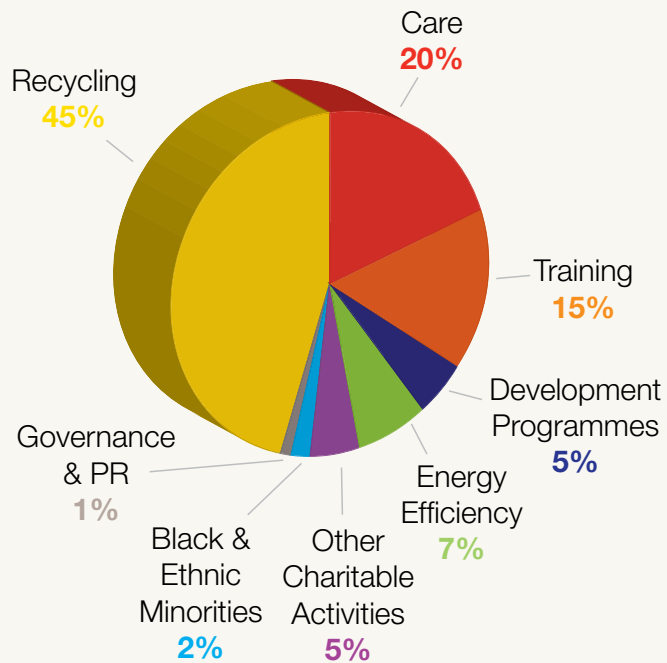
Unrestricted funds (including general unrestricted and designated funds) have now decreased to £7.1 million due to the Group's investment in services, programmes and losses, as detailed above; however, this equates to 3.4 months of total expenditure - achieving our strategic target of holding reserves equal to 3 months' turnover. It is important to note that the Group has invested significant funds to meet the challenging growth targets for the coming years, as we continue to strive to meet unmet social need, improve our social impact and expand the provision of our quality services.

**More detailed information is contained in our Annual Report and Financial Statement for the year ended 31st March 2016, which is available on request.**

## Funding sources



## Where our money goes



Please visit our website [www.brysongroup.org](http://www.brysongroup.org) for more information including up to date board members and contact information.

# Bryson

Charitable Group

*Building Better Futures*

Bryson Care   Bryson CareWest   Bryson Energy   Bryson FutureSkills   Bryson Intercultural   Bryson LaganSports   Bryson Recycling

## find us online @ [www.brysongroup.org](http://www.brysongroup.org)



### Facebook

Bryson Charitable Group @BrysonCharitableGroup  
Bryson Care @Brysonone2one  
Bryson Energy @Brysonenergy  
Bryson Futureskills @brysonfutureskills.org  
Bryson Recycling @Brysonrecycling @BrysonRecyclingCentresDonegal  
Bryson LaganSports @lagansports



### Twitter

Bryson Charitable Group @BrysonCEO  
Bryson Energy @BrysonEnergy  
Bryson Futureskills @BryFutureSkills  
Bryson Recycling @BrysonRecycling @BrysonDonegal  
Bryson LaganSports @LaganSports



### YouTube

[www.youtube.com/user/BRYSONGROUP](http://www.youtube.com/user/BRYSONGROUP)



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