



SOAR  
2004  
2024

"It just feels like one less thing we have to worry about and this has been an amazing service that I cannot believe is on our doorstep."

"You've taken time out of your day to visit us, talk to us and help us. Thank you so much for all of this, I don't feel so alone."

"I want to thank you from the bottom of my heart for the advice you gave me."

"I feel safe. Thank you for what you are doing!"

"It's difficult to put into words the thanks and gratitude for all you are doing."

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20 years of supporting people to make positive changes

# Hello



Claire Lane, SOAR Board Chair (left)  
Megan Ohri, Partnership Manager (right)



**As we celebrate our 20th anniversary, we are proud to reflect on two decades of service and dedication to the north of Sheffield.**

Since our inception, SOAR has been a vital community anchor, committed to improving lives and strengthening our local area. Over the years, we have expanded our reach, delivering a wide range of health and wellbeing services, employment support, and welfare advice, while fostering community groups and local volunteers and activists.

This year's social account document reflects our 20 year journey, our achievements, and our ongoing dedication to building a stronger, healthier, and more resilient communities.

As we look to the future, we are more committed than ever to making a lasting impact, continuously improving services and promoting inclusion and community cohesion.

We're excited to launch our strategic plan setting out our ambitious objectives and to influence the next 20 years!



**"In 1997, if we had been told that in 20 or so years there would be five neighbourhood hubs, a new enterprise centre and a new library in Parson Cross, we wouldn't have believed it!"**

If we were then told that Parson Cross Forum was a Centre of Excellence for Dementia services; local libraries were community-run; GPs across North Sheffield were referring into a social prescribing service; and the Enterprise Centre was fully occupied... well we'd have thought that was a joke too far!

What could the future bring? Don't ask me - you'd never believe me if I told you."

**Ian Drayton, SOAR Partnership Manager (2005-2021)**

# Timeline

Welcome to our 25-year timeline: a visual journey through the milestones of SOAR. These events and achievements have shaped our mission, taught us more than we could imagine, and impacted our staff and communities.

Dig a bit deeper into certain years by heading to our key highlights and find out more about our evolution!

**1999**

- Conception



**2004/05**

- SOAR and SOAR Enterprises incorporated
- First SOAR employees!



**2006**

- First three issues of 5Alive distributed free to 22,000 households
- SOAR received £1.85m single pot investment funding

**2008/09**

- First health contract! (Healthy Communities in Southey, through the Enhanced Public Health Programme)



**2009/10**

- First employment support contract! (Best Key Worker)
- The Future Jobs Fund funded five members of staff



**2011**

- The Learning Zone completed
- SOAR Works Enterprise Centre completed
- Social prescribing pilot with Shiregreen Medical Centre



**2012**

- Change of name from Southey & Owlerton Area Regeneration to SOAR Community
- Building Successful Families contract!

**2017**

- We secured three contracts to further develop our social prescribing service with 20 GP surgeries
- Developed a Patient Reported Outcome Measurements (PROM) tool in collaboration with SchARR



**2016**

- SOAR stepped in to support Longley 4 Greens Community Centre
- The introduction of a new Triage & Assessment function within our service

**2013**

- Adult Community Learning programme
- Training for the Community programme
- Springboard Social Cafés contract with Sheffield Mind
- Volunteering programme with Sheffield Cubed

**2018**

- PKW Dementia contract
- Age Better contract - our first citywide contract!
- Sheffield Community Investment Deal contract - bringing back Community Development Workers



**2015**

- Gained People Keeping Well (PKW) contract
- SOAR started supporting Burngreave Library
- Parson Cross Power generating solar energy



**2014**

- Introduced Real Living Wage for staff



**2019**

- Successful in receiving Additional Roles Reimbursement Scheme (ARRS) funding for Social Prescribing Link Workers for three Primary Care Networks (PCNs)

**2021**

- We received ARRS funding for Wellbeing Coaches in two PCNs

**2023**

- Co-development of integrated Personalised Care Team (PCT) with SAPA5 PCN
- We received funding for a citywide program supporting people who have had strokes
- Our Chronic Pain work took off! Foundry PCN provided funding for Wellbeing Coaches (see below)
- SOAR became a Menopause Friendly Accredited organisation
- Synergy & Sheffield Mental Health Alliance contract to support people with Serious Mental Illness (SMI)
- Two new community development projects funded by Shared Prosperity Fund and National Lottery

**2020**

- Covid-19 mobilisation and wellbeing calls
- Sheffield Healthy Holidays programme

- Community Champions contract
- We received funding to be an integral part of transforming mental health services



**2024**

- SOAR are working in partnership with Chilypep to develop a new youth hub through Youth Investment Fund (YIF) funding
- Building Successful Families contract
- Our Link Worker service for Foundry PCN ended
- Leading role in the North East Strengthening Communities programme



"The group has got me exercising and I have learnt new techniques to help my body. Tasha encourages us to come by getting others to help, like physiotherapists. Thank you very much for your support and for keeping the door always open."

**Mary Jacobs, attends SOAR's Chronic Pain groups**



1999



# Key highlights

## Conception

### Speak the truth to power

In 1999 the Council put a small bid to the SOAR Board for the demolition of some council houses. The board were surprised by the bid as it was felt that the Council would have demolished the houses anyway. It was stated that SRB monies should spent on creative, innovative projects that were not business as usual. The small scheme was approved but the Board said no future monies would be spent for this purpose.



**"I remember my time with SOAR as exciting, challenging (!), and an unforgettable learning experience.**

With the support of an incredible team of staff, board and partners we achieved truly ground-breaking work. We co-produced a radical governance structure, before co-production was even a thing, that included seven theme groups to oversee and allocate our funding, seven neighbourhood action groups (NAGs) to develop our Neighbourhood Strategies, democratic elections to the SOAR Board using the electoral roll, and co-evaluation of the funding programme facilitated by the New Economics Foundation, all of which was celebrated at an event in Longley Park attended by 4,000 local people.

We bid for and won £25m of Single Regeneration Budget and Objective 1 funding - and importantly we spent it by the deadline. Our Neighbourhood Strategies and Regeneration Framework won Sheffield City Council its first national award. And, with the support of CABE, we championed design quality in our capital projects - the legacy of which can be seen in SOAR Works today."

**Miranda Plowden,**  
SOAR Regeneration Manager (2000-2005)

2008



## First health contract!

### (it all started with an email)

**Healthy Communities Programme (HCP) in Southey, plus a Smoking Cessation Worker.**

This is where it all started for SOAR health services. We were approached by public health colleagues to host a Smoking Cessation Worker and head up Southey HCP.

**Why?** There wasn't a local provider who was able to take this on and we had built links with the Primary Care Trust through our health network, a throwback from the SRB5 theme groups.

Julie Bramall started as an Advocacy Worker and is now our Senior Welfare Coach!

**"My experience at SOAR was incredibly rewarding.**

The early days were both challenging and exciting. Starting up a community stop-smoking service just weeks after the smoking ban came into force was a real learning curve to say the least!

I learned that to start making an impact, you had to understand what made our community tick. I spent a lot of time listening to people and changing negatives into positives, giving people options and confidence, which in time became everything that SOAR is about.

For SOAR, I feel it was the first step into understanding community health and engagement. We got to the very heart of the community, seeking out people who really needed support, and doing so in a way which suited them, not putting them into boxes and giving a one-size-fits-all service.

By reaching out in this way, I feel we gave SOAR credibility and helped to create trust with the wider community.

Through tenacity, understanding, care, and belief that people can change, SOAR have changed the lives of so many people for the better and I am immensely proud to have been a part of that."

**Lisa Beever, SOAR Stop Smoking Worker (2007-2017)**

2009/10

## First employment contract

SOAR gained its first prime contact under the government-funded Best Start Programme to deliver employability services (Best Key Worker). We were able to TUPE staff from an existing organisation (Jobnet) who were struggling to retain its service offer post-SRB5/Objective 1 funding. This was the start of supporting local individuals to find employment, matching people's skills to good quality jobs.



### Case Study / Tanika Bennett-Kerr

Tanika began receiving employment support in June 2024 with the main goal of finding work to help support her husband amidst the rising cost of living.

Tanika has greatly benefited from the additional support provided by her Employment Coach. This support has helped her achieve important milestones, significantly boosting her self-confidence, enhancing her skills and knowledge, and most importantly increasing her belief in her abilities.

Within the past 3 months, she has completed the Level 1 Adult Care Sector Routeway course and attended an Interview Workshop which she thoroughly enjoyed, allowing her to share her experiences with other learners and try out a mock interview. Both of these have prepared her for placement in care, with a guaranteed interview at the end.

"I was nervous when I first signed up for help, but I've gradually become more confident thanks to the support I've received, especially in myself and my job search abilities."

Tanika, supported by a SOAR Employment Coach

2011

## The Learning Zone & SOAR Works Enterprise Centre completed



We developed the successful SOAR Works Enterprise Centre despite the many prophets of doom saying it could not possibly work in Parson Cross! We went on to win a RIBA Building of the Year award and the centre still operates at 95% capacity to this day, housing a range of artists, entrepreneurs, social businesses, charities and private companies - 37 as of 30/09/24!



### Case Study / Aspire

"Since 2011, our partnership with SOAR has flourished, transitioning from mere tenants to integral collaborators.

We've co-operated on initiatives, pooling our resources to amplify our community impact. SOAR's staff, akin to an extension of our own team, exhibit unparalleled professionalism and expertise, and act as a beacon of knowledge and empowerment in our community.

Teaming up with SOAR has not only amplified our charity's footprint but has also placed us squarely in the goldilocks zone of opportunity, where growth meets optimal impact. This strategic positioning has made us the go-to destination for those seeking responsible WEEE disposal, significantly enhancing our community engagement and visibility. SOAR is a true partner in our mission."

Aspire Community Enterprise Ltd, SOAR Works tenant since 2011

"It was a privilege to be part of SOAR's story. The Learning Zone and SOAR Works were exciting and ambitious projects for SOAR and the community.

Reflecting some 12+ years later, I think their success was down to a really positive partnership: with the community, funders, the design team, the City Council, the builders, the SOAR team and Board - we had a shared vision and values for the area. It took a lot of blood, sweat and tears from lots of people, but it shows what SOAR can deliver with the right commitment, trust and resources. I'm sure the next 20 years will be even better!"

Sarah Slowther, SOAR Project Development Manager (2007-2013)

2011



## Consortium working

Working in partnership with our sister anchor organisations across the city to establish a number of consortiums, Prosper – the employment consortium, the health and wellbeing consortium and the young people’s consortium.

In 2013, they merged to form Sheffield Cubed. These consortiums acted as a mechanism for us to secure larger citywide contracts.

**By this time SOAR was now the lead for four Health Community Programmes, including Burngreave, Firth Park, Southey and High Green.**

## First volunteering project

SOAR got its first volunteering contract with Sheffield Cubed to engage Community Health Champions. This enabled us to employ a dedicated Volunteer Coordinator and increase our volunteering services over the next five years, including Age Better in Sheffield, GP Practice Champions, Early Years Champions, and more.

We continue to support Community Health Champion volunteers to this day.

**Over 700 volunteers engaged since 2011**



“I’ve always been impressed by the values that SOAR holds: the belief that people and communities can make positive changes, can grow and achieve. I see often how the team strives to achieve this ambition.”

**Simon Rippon, SOAR Board  
(Independent Representative – Health)**



## Social Prescribing Pilot with Shiregreen Medical Centre

**Here it goes...** The first foray into developing a partnership with GP surgeries with funding from North East Community Assembly. This enabled SOAR to develop a simple referral pathway in conjunction with Shiregreen Medical Centre. It was an immediate success and we rolled it out to another 5 GP surgeries.

**Big thanks to Darnall Wellbeing who helped us think through the model based on their work at the time!**

**In numbers:**  
**232** referrals

## Gained A4E work programme

We realised quickly that part of delivering a Government Employment Programme meant we had to cherry-pick people in order to be able to hit the required targets. We surrendered the contract, acknowledging it was not a good fit with our values and ethos.

Similarly, the following year we took on the Adult Community Learning programme for North Sheffield. It was a loss-making contract, as the Council would not pay full cost recovery, therefore we took the decision to hand it back to the Council, sticking to our principles and values.

**In numbers:**  
(Started recording 2012):  
**2,393** individuals supported towards employment

2012

## Building Successful Families contract



SOAR was awarded a Building Successful Families (BSF) contract to deliver intensive support to families. Despite having a track record in this area of work, it was a STEEP learning curve in working with statutory services and different working practices.

This was a catalyst for change in terms of SOAR's delivery governance & quality improvement, and what needed to be put in place for the rapidly increasing social prescribing service, i.e. external supervision, case management... leading the way for how our model looks today!



## Case Study / Springboard Social Café



"I started volunteering after my Dad died, he would go to Parson Cross Social Café where he would talk to people and get involved in some of the activities. The care that was given to him was second to none. This gave me time to do the shopping and a few other things, and Mum could have some time to herself.

He very much enjoyed going to the group and you knew he was in a safe place. When my Dad died I asked Helen if she would want me to volunteer for the group as it helped my Dad, Mum and me.

I thought I would just be helping other people but it has helped me much more than I would ever think making new friends and learning new skills. It is such an uplifting environment and I can see why my Dad loved coming to the group.

I have seen some people come to the group not in a good place and leave totally different. Helen and team go above and beyond to help you and that is why it is so important to have a group like this."

**Denise Hibbard, Parson Cross  
Springboard Social Café Volunteer**

2015

## Gained People Keeping Well (PKW) contract



The People Keeping Well programme was a game changer for SOAR, it saw the merging of multiple funding pots within the Council and the creation of a commissioning framework.

SOAR formed four community partnerships with local partner organisations. We stuck to our principles of investing locally via Let's Build Health Grants, and contracting out delivery to local organisations who knew their community. Investment via the framework grew to fund community Dementia-based provision from 2019 onwards!



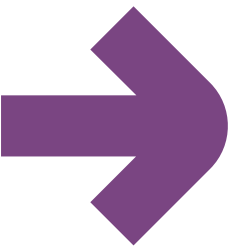
**In numbers:**  
(Started recording 2012):

**£5,875,195**

total income  
maximised for clients

2015

## SOAR started supporting Burngreave Library



When Sheffield City Council declared significant cuts to library funding, we supported local people to continue to run Burngreave Library by employing a Library Coordinator to support the volunteers and oversee the library. We also took on a community meeting room and office at Sorby House in order to broaden the offer at the library and enable the co-location of staff in the heart of Burngreave.

**Burngreave Library has now been open for over 150 years, and since 2015 there have been 56 volunteers!**



"I sometimes question why I have been at SOAR for so long and what keeps the 'fire burning'. I feel so proud of what SOAR has achieved over the past 20 years - my highlights are seeing the long-term impact of the SRB5 and Objective 1 investment to the amazing Learning Zone and SOAR Works capital builds.

But for me, it's all about my colleagues both at SOAR and beyond. It is having a sense of belonging, shared values, trust and always finding a way to do the right thing."

**Guy Weston, SOAR Health Services Manager**

2016

## A new Triage & Assessment function

£60,475

Total income earned from Parson Cross Power  
(started generating solar power 02/03/16)



Our social prescribing offer was now at a stage where it was covering nearly all 22 GP surgeries across North Locality. The delivery model had to change to cope with the increasing referrals and referrer/client expectations alike.

We piloted a new Triage & Assessment role that would undertake single point of access for all referrals. This enabled previous social prescribing roles such as Health Trainers (now Wellbeing Coaches) to focus purely on case work, and got the SOAR team to think more holistically about their work.

"I joined the team, serving as a centralised point for managing incoming referrals. Being involved in the development of this role from the beginning and witnessing its evolution into a successful Link Worker team across three Primary Care Networks, has been very rewarding. I am now honoured to be a member of the SOAR Board of Trustees, continuing my commitment to SOAR's offerings to locals like me! We take pride in maintaining high-quality care amidst the evolving demands of health and social care."

Joanne Hayles, SOAR Social Prescribing Link Worker (2017-2022) and now Trustee

2017

## Our first steps into Management Information Systems



We worked with Sheffield Futures to embed and test a Management Information System (MiClive) within SOAR. This was invaluable experience that led us to adopt a new MI system (Penelope) that we now use for case recording, management and reporting, so we can really highlight and demonstrate the impact of our work on our local communities.



"SOAR kindly hosted University of Sheffield Masters and PhD students over a two-year period in 2017/18. During that time the students were immersed in SOAR - getting a great experience of community wellbeing and working with SOAR staff to co-design and test a new outcome measure. We utilised SOAR's experience to inform learning on implementing outcome measures, including publishing the work with Guy Weston\*. Students credited their time at SOAR as inspiring them to move into related fields after completing their studies."

Alexis Foster, University of Sheffield Research Fellow in 2017/18



2018

## Our first contact with Primary Care Networks

SOAR worked with North 2 (now Foundry Primary Care Network) to pilot an Emotional Wellbeing project based on our Advocacy model. We also hosted a Network Coordinator on behalf of North 2 to provide project support as they grew into a Primary Care Network. These roles were mainstreamed within Foundry the following year and still stand to this day.



2019

## Social Prescribing review and ARRS funding for Link Workers

We worked with SchARR to undertake a service review of SOAR's social prescribing model in light of ever-increasing demand and change in community needs. Out of this came a series of new functions, such as Wellbeing Coaches, Welfare Coaches and Link Workers (previously Health Trainers, Advocacy Workers, and T&A Workers).

This positioned SOAR to gain Additional Roles Reimbursement Scheme (ARRS) with the new Primary Care Networks, namely the creation of the Social Prescribing Link Worker team. This was a step change in increasing the capacity and reach of the social prescribing offer!

\*Using co-production to implement patient reported outcome measures in third sector organisations: a mixed methods study



## 2020 Covid-19 mobilisation and wellbeing calls

At the point of the first Covid lockdown, we mobilised quickly to be part of the community response work. Staff were provided with lists of vulnerable patients from GP surgeries and set about undertaking welfare check-in phone calls, providing advice, support and a listening ear in a time of need and fear.



In numbers:

2,662  
clients supported

3,654  
interventions

1,180  
people received food parcels from L4G foodbank



**Surplus food (fresh and frozen) supplied to Longley 4G Food Pantry from Fareshare UK**

9.6 tonnes of food from 241 different food sites, the equivalent of roughly 23,000 meals

(2023-24 only)

## 2020 HUGE Sheffield Healthy Holidays summer programme

Research has shown that the school holidays can be pressure points for some families, and the HAF programme responds to this issue.

Due to Covid-19 restrictions, we delivered the 2020-21 programme differently in its first year by distributing food hampers and activity packs across North Sheffield to eligible families. We created a whole new partnership and food distribution hub within a few months (while we were all working from home!). The 2020-21 programme was a HUGE project, and it was up there with our capital builds in terms of capacity.

From this, our HAF coordination has developed even further, and we've since subcontracted 47 HAF partners to deliver activities and food in subsequent school holidays.

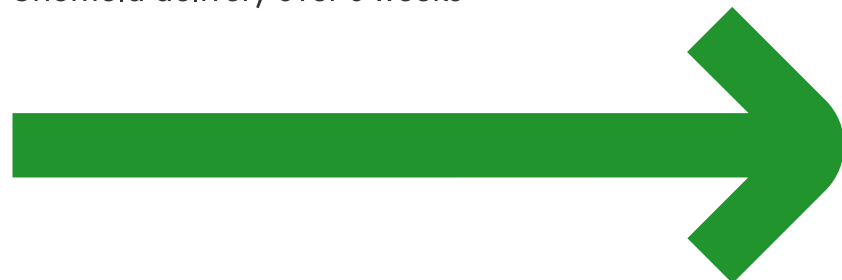


In numbers:  
(North Sheffield only, Summer 2020):

5,787  
hampers distributed to families

353  
sessions delivered

£192,541  
available for North East Sheffield delivery over 6 weeks



## 2021 Community Champions contract

We're incredibly proud of the role we played in mobilising and coordinating the Community Champions, which trained and supported 120+ members of the community to address misinformation around the Covid-19 virus and vaccines. The project continued to grow and reach more underserved communities and was later passed on to VAS as it expanded across the city.

In numbers:

16,216 people supported      13,912 from ethnic minorities      In the first 9 months

In response to the huge boost in vaccine uptake in December 2021, Greg Fell (Director of Public Health) posted on Twitter, quoting

**"This didn't happen by magic, it happened on account of an enormous effort and the champions will have had a big role. Lives will have definitely been saved on account of this."**

2022

## New Families & Community Services Team

We introduced this new team in 2022, to focus on coordinating the HAF programme and to bring community development back to the heart of what we do (going back to our roots!). Working alongside local leaders, volunteers and stakeholders, we work to ensure that our projects are inclusive and reflective of the community's voice. The team are dedicated to building partnerships that amplify our impact and work towards meaningful change.



In numbers (to date):

46

community groups receiving dedicated support to build capacity

£150,000

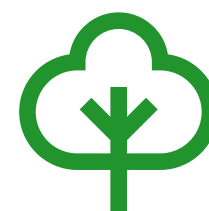
in funding accessed by grassroots groups supported by SOAR (since January 2024)

31,811

children participating in HAF activities (since 2020)

2023

## Lottery Funding (Polaris Project)



The Polaris Project empowers grassroots organisations by providing tailored support, resources and training with the aim of enhancing operational capacities to create sustainable, community-driven change and outcomes, increased organisational effectiveness, improved community services and stronger partnerships and networks. This new project not only addresses immediate needs but also builds a foundation for long-term resilient growth.

We're so pleased to be able to offer this kind of support to our local grassroots organisations, and we're thankful to National Lottery for funding the project.



We secured £290,970.91 from the Department for Education and SCC funding to deliver 2023/24 Healthy Activities and Food (HAF) provision.

**We sub-contracted 94.76% of this provision to local delivery partners.**



Total £ distributed through Let's Build Health Grants

£174,714

Total community groups receiving Let's Build Health Grants

163 (since 2018)

2022

## Personalised Care Teams & SOAR

SOAR was at this stage working closely with wider personalised care roles within the PCNs. This involved developing joined up working practices with Occupational Therapists, Dieticians and Care Coordinators and providing joint management support.



## Case Study / GhupShap

Penny, one of SOAR's Community Development Workers, has supported GhupShap in Burngreave to become a formalised group, building their capacity and ensuring they have all the correct policies and training in place. Azra (GhupShap Secretary) says:

"I want to start by expressing our gratitude for everything you've done for our group. Your help and support have been invaluable to us, and we truly appreciate your hard work, which has led to our access to funding.

Thanks to this funding, we can now rent a space for the group for a full year, including the aerobics class, which means so much to us. Our group has made a positive impact on the community, as many ladies were feeling lonely during the week when their kids went off to work. This group provides them with the opportunity to engage with one another and get out of the house more."

**GhupShap Community Group, supported through SOAR's Polaris Project**

# Celebrating our 20th year

To round off this year's report, we're highlighting some key numbers that have made up our 2024 so far.

We couldn't have done it without our amazing team of staff, partners and communities.

January

- 171 referrals
- 56 Wellbeing Wednesday attendees
- 32 benefits gained

February

- 257 referrals
- 61 chronic pain group attendees
- 529 places available at holiday activities

March

- 158 referrals
- 46 volunteers celebrated at our celebration event
- 1 visit from Prince William to talk about the Homewards project

April

- 151 referrals
- 1 new social café launched in Burngreave
- 22 attendees at our Ecclesfield Menopause Café

"You've done more for me in one phone call than anyone else has in a year."

May

- 154 referrals
- 15 holiday activity sessions delivered by partners
- 1 new chronic pain group launched in Parson Cross

June

- 125 referrals
- 106 attendees across our four chronic pain groups
- 1 new fund launched in collaboration with NHS South Yorkshire ICB, Firvale Community Hub, ACT and Reach Up Youth

July

- 153 referrals
- 60+ attendees at our Women's Health Event in Burngreave
- 200+ summer holiday activities started

August

- 109 referrals
- 4,594 Healthy Holidays places commissioned in North Sheffield
- 1 death café held in collaboration with Compassionate Sheffield

Sept

- 119 referrals
- 591 phone calls to local people needing support
- 26 groups held across North Sheffield

"Your help has been invaluable."

"I woke up with a dark cloud over my head this morning, but since you called it has lifted."



"With your help the jigsaw pieces are coming together and hopefully soon, I'll see the finished picture."

## Clients and Community

**The community we serve are at the heart of what we do. This is reflected in our recently developed SOAR Values.**

Our work is built on strong partnerships with local people, organisations, and stakeholders, ensuring we remain responsive to the evolving needs of the community. From providing essential services that promote physical and mental health to offering employment support that empowers individuals to take control of their futures, we have remained steadfast in our mission to make the north of Sheffield a thriving place where people love to live and work.

## Staff

**We're proud to be a Real Living Wage employer, and for the last 8 years via our social accounting we've monitored and closed our BAME and gender pay gaps (see page 20 for details).**

Our commitment to quality has been demonstrated in our maintenance of Matrix (since 2012), Investors in People (since 2009), and the Sheffield Volunteering Standard (since 2022) quality marks. We have more recently become a Menopause-Friendly accredited organisation (since 2023).

## Board

**SOAR has always had a large board of trustees, with between 16-20 people sitting on the Board at any one time.**

This has consistently been an effective way of managing the organisation, with Trustees representing 3 core groups: local residents, local councillors and independent members brought in for their specific areas of expertise. Over the last 20 years 88 different people have sat on SOAR Board - with our longest-serving serving Board member Ellie Houlston having been there since the beginning!

"I've been a trustee of SOAR for over 20 years, and it has been a privilege to see the organisation grow, from a room above a boxing gym to SOAR Works, a building we built!

Many, many people in North Sheffield have benefited from SOAR's work, whether directly through help to get a job or improve their wellbeing, or through the partnerships it has built with other local organisations. An amazing organisation, full of amazing people, doing amazing work for the benefit of local communities, I'm proud to be part of it."

**Ellie Houlston, SOAR Board (Independent Representative - Health)**

"Chilypep is a SOAR offspring. Funded by SOAR in 2002 to support young people's engagement in the Southey and Owlerton SRB and Objective 1 regeneration programmes, we have grown and developed into a nationally recognised organisation, thanks to that initial investment in our work.

Over the years our relationship has grown and developed, and we are now partners in the regeneration of the SOAR-owned building on Southey Hill, our Charity's base since 1st February 2012. Our continued shared commitment to the community and young people of North Sheffield has led to us working together to develop a much-needed new Youth Space for young people, funded by the Youth Investment Fund."

**Lesley Pollard, Chief Executive Officer at Chilypep**



## Our ambitions for the next 20 years

**The work doesn't stop here, as we look to the future we know we have a lot to do to ensure our assets and facilities remain fit for purpose and able to continue to benefit the community.**

We're also working towards achieving net zero by 2040 – we know that's ambitious but we're prioritising greening all of our estates.

We're developing more opportunities for the community to influence our work, and we're embedding community voice in our service plans, reviews and delivery. We want people in the local areas we work in to thrive; we intend to further engage with the business sector to support local businesses and enterprises to develop and grow. We are also reviewing our management information system, monitoring and evaluation to ensure we can really demonstrate the impact of our work.

As the organisation has organically grown and developed over the years, we need to take stock and ensure our structures are still fit for purpose and continue to support staff to develop and grow within their roles.





**Total turnover over 20 years**  
**£20,372,606**

**Total staff salaries**  
**£11,316,331**  
 (including pension contributions)



**Total pension contributions**  
**£905,306**  
 (8% of total wages)

**Individuals supported**  
**Over 14,000**  
 (health, welfare, employment, social groups)



## SOAR at a glance



### Staff from the Local Area

S5	34%	S6	23%
S35	7%	S36	5%

**Total 68%**



### Pay Gap

BAME average hourly rate **£14.35**

Non BAME average hourly rate **£13.31**

**BAME Pay Gap +£1.03**



Male average hourly rate **£13.61**

Female average hourly rate **£13.51**

**Gender Pay Gap -£0.10**



### BAME percentage

SOAR Team **20%**

SOAR Board **42%**

**"I have seen many changes since I began working at SOAR 17 years ago! The Health Team in particular has grown from 2 members of staff to 21!"**

The main reason I started working for SOAR was to be able to make a difference to people's lives; to solve problems early on to prevent them from escalating, and give them the skills to problem-solve. Over the years I've worked with various other organisations to gain added knowledge of their processes and to forge excellent links, many of which still stand today.

There have been some challenging times but hopefully we can see these as learning opportunities to be able to sustain services for the local residents for a long time to come."

**Julie Bramall, SOAR Senior Welfare Coach**

**A special thank-you to everyone who has been a part of SOAR's journey and mission over the last 20 years, and to those staff serving in the period April 2023 to date:**

Hiba Amin Uddin  
Jane Archer  
Sofeena Aslam  
Nicola Banks  
Margaret Barker  
Julie Bramall  
Emily Cordon  
Lyndsey Crossland  
Andrew Devine  
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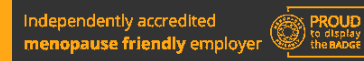
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