

Charity  
Registration No.  
1207105

infocusedu.co.uk  
@infocuscio

IN FOCUS EDUCATION & DEVELOPMENT CIO

# BUSINESS PLAN

2026-2028

**IN FOCUS**  
education & development  
registered charity 1207105

## Executive Summary

**In Focus Education and Development is a Southampton-based charity that enables young people facing challenges to connect, grow and thrive through creativity. We:**

- Create safe spaces where everyone is welcome and feels they belong
- Encourage, teach and empower young people and communities through our shared passion for and experience in photography and visual arts
- Bring change through creative personal development, learning and skill-building across Hampshire and the Isle of Wight

**Our vision is of a world where...**

- All young people feel confident and safe to express themselves creatively without fear, judgement or discrimination
- They have the transferable skills and abilities to contribute positively to society, communities and the workplace
- They can support their wellbeing and resilience
- Everyone's differences are seen as assets to society and everyone is given opportunities to shine
- We raise each other up, together

## Our Values Are:

### INCLUSIVITY

To be inclusive, fair and equitable in everything we do. In Focus is a safe space for everyone. We are committed to removing barriers to access, being adaptable and making any adjustments needed.

### GROWTH

To offer high-quality creative learning that supports the development of the people and communities we work with, building confidence and pro-social connectivity. Provide opportunities and pathways for young people to collaborate and progress, including into work.

### RESILIENCE

To support the development of creative wellbeing skills, helping young people to develop confidence and agency. This also means supporting communities to connect and become stronger, and working as an organisation to grow our own resilience and sustainability.

## Over the next three years, In Focus aims to:

- Raise its profile and extend its reach, impacting more young people in need
- Become increasingly youth-led as an organisation, and advocate for youth leadership locally and within the creative sector
- Increase its reach by exploring online delivery and growing the organisation
- Increase its annual income and start to build financial reserves
- Expand income by offering consultancy, professional services, and some form of shop or sales platform for work produced by participants
- Grow support through patrons, corporate partners, and individual giving
- Measure and showcase the long-term impact In Focus' programmes have on young people, through long-term relationships with participants (ambassadors)
- Articulate the elements that make In Focus so effective - e.g. creating safe spaces and adding in connectivity and creative activities
- Develop meaningful and workable ways to recognise participants' achievements

**How:** by diversifying fundraising and income generation, activating local networks, sharing impact stories, innovating in accreditation, and expanding both staff and delivery methods.

[To find out more about our plans, including how you can get involved to partner with us or support us, please contact \[info@infocusedu.co.uk\]\(mailto:info@infocusedu.co.uk\)](#)

**Key facts:** In Focus Education and Development (CIO) is a charitable incorporated organisation registered with the Charity Commission in England and Wales under charity number 1207105.

It was set up to take forward the activities of In Focus Education and Development CIC, a community interest company incorporated in 2020. The assets and activities of In Focus Education and Development CIC (company number 13044034) were transferred to In Focus Education and Development (CIO) upon its conversion to a CIO on 20 February 2024. Its governing document from then on has been the constitution adopted upon conversion. It is based at Network Eagle Lab, Portland Terrace, Southampton SO14 7JS, [www.infocusedu.co.uk](http://www.infocusedu.co.uk).

## Mission and Objectives:

In Focus Education and Development addresses the challenges of social exclusion, lack of opportunity, and wellbeing among young people, by fostering creativity, inclusion, and personal growth through photography and the visual arts. Its work is rooted in the belief that every young person deserves the chance to thrive and be recognised for their unique strengths and can make a positive contribution to society.

In particular, we address these social issues:

- Wellbeing and resilience: the charity supports young people in building wellbeing and resilience, recognising that these are essential for overcoming life's challenges
- Social inclusion: by encouraging self-expression, connectivity and celebrating diversity, the organisation tackles issues of exclusion, discrimination, and lack of belonging among young people
- Skills for life and work: In Focus Education And Development helps young people develop transferable skills and abilities, enabling them to lead and to contribute positively to society, their communities, and the workplace
- Creating and holding open safe spaces where all are welcome to connect, learn about each other with respect, and find ways to collaborate for positive change



Exhibition launch of our office's gallery space, curated by a young person during work experience with In Focus.



Student participants, family, and teachers: 'Navigating Creativity' exhibition, Southampton City Art Gallery

## Activities

The objectives of the charity are stated in the In Focus constitution as “To advance the education of the public by providing workshops and training focused on photography and the visual arts”.

## Beneficiaries

In Focus beneficiaries are primarily young people and vulnerable adults. Beneficiaries are often referred to the charity by local services and community partners, though they are also able to self-refer. Open events are also promoted via social media and printed material.



In Focus aims to deliver public benefit from its activities in the following ways:

- Development of pro-social identities
- Improved mental health and wellbeing
- Development of transferable workplace skills through creative activity
- Training in use of professional equipment which may otherwise be inaccessible to beneficiaries
- Work experience/placement opportunities
- Exhibitions of the work produced in local galleries and museums

Studies have shown that investment in working with young people such as that provided by In Focus delivers significant benefits to participants (improved mental health and employment prospects) as well as to wider society (decrease in crime, improved public health, greater participation in education and employment).

We know from experience that our workshops and creative empowerment can really help young people and vulnerable adults with confidence, skill-building and the development of pro-social behaviours, and can help them to live happier, healthier and more socially connected lives.

We deliver our public benefit aims through a range of activities, covered in the next section.



## Activities and Delivery

In Focus provides a range of services designed to support its beneficiaries and meet its objects. These include:

- Weekly sessions centred around photography and related creative activities for young people and vulnerable adults
- Public exhibitions of participants' work
- Professional development as part of Youth Leadership Pathways and Progression group convened by trustees and beneficiaries
- Public activities at various open days and festivals locally
- Training sessions to teachers across Hampshire and the Isle of Wight aimed at helping pupils to make better decisions



Services are generally delivered in-person at the In Focus office in Network Eagle Labs, though for open days and festivals In Focus have conducted activities off-site.

In Focus works closely with local authorities, schools, healthcare providers, and other voluntary organisations across Hampshire and the Isle of Wight to enhance service delivery and reach. These partnerships enable resource sharing, joint initiatives, and coordinated support for beneficiaries.

The impact of these activities is measured through feedback surveys, attendance records, case studies, and outcome tracking. Key outcomes include increased confidence, reduced isolation, increased employability, and improved access to services.

### Future Plans

Over the next three years, In Focus will look to expand its reach, both geographically and in terms of beneficiaries. In Focus aims to build relationships with new funders, local businesses, trusts, foundations, and corporate partners. This will drive organisational growth and enable In Focus to increase its offering to a greater number of beneficiaries across the region.

## Market Analysis and Needs Assessment

Southampton, the city where In Focus is based, has a need for support for its residents around mental health, SEND, deprivation and inclusivity. These needs can be demonstrated by the following statistics:

- An estimated 11.7% of 11-19 year olds in Southampton have a mental health condition.
- 20% of children in the city are SEND, 4.1% higher than the national average.
- 25% of Southampton children under 16 were from relative low-income families (23.8% national average).
- 34% of pupils in state-funded Southampton schools were eligible for free school meals. This is 10.2% higher than the national average.
- 4.91% of respondents to the 2021 census in Southampton answered as LGB+, making the city the third-highest LGB+ population south of London.

In Focus has begun operations on the Isle of Wight recently and intends to expand its work further on the island. The Isle of Wight also has a need for support which In Focus can help to fulfil:

- In 2024 the Isle of Wight had a larger proportion of children living in relative low-income households than the national average.
- The Isle of Wight has significantly higher rates of first-time entrants to the youth justice system than England. Children in contact with the criminal justice system have high mental health needs and a higher risk of suicide than other young people.

In Focus is the only charity in the wider region that uses photography as its core art form. It ensures programmes are financially accessible for young people from all income backgrounds by keeping sessions free of charge and providing all the equipment needed to take part, including professional-level cameras. Further work to address the issues above include:

- A Skills2Achieve programme, supporting young people to enhance their employability
- Workshops in a Southampton school for SEND young people

- Workshops specifically for LGBTQ+ young people
- Weekly sessions for young people who have experienced, or are experiencing displacement

In Focus is also unique in that its leadership group is incredibly diverse, being LGBTQIA+, Disabled, neurodivergent, female and young person-led. This helps the charity be truly inclusive of its primary users, who are predominantly young people under 30 who are LGBTQIA+, Disabled and neurodivergent.

In Focus prides itself on being a safe, accessible space for all young people and the positive impacts on their mental health are shown through feedback:

**“I feel really safe here, comfortable being myself and just existing... talking about whatever comes to mind. It has the vibes of a chosen family, which is really wonderful.”**

**(DSLR Participant) LGBTQIA+ Group**

**“Nothing is too weird or wild. We can be ourselves here.”**

**(DSLR Participant)**

**“I feel more confident talking to people I don’t know. I like that I get to meet new people in this relaxed way. I feel like I’m being myself.”**

**(DSLR Participant)**

