

Rent Reduction Review – Summary January 2024

Organisation Name	Salisbury Rugby Football Club
Contact Name	Richard Bathurst
Subsidy details	£3750 pa
Organisational Aims / goals recorded	
Community Priority aims / goals recorded	
Whole award spent on the purpose for which it was given	Yes
Brief description of organisational outputs	
Brief Description of Community Priority Aims and Outputs	
Number of beneficiaries	
Unexpected changes/benefits	
Lessons learned	
Any other funds needed	
Any other comments	
Officer comments	The person responsible for Rent Reductions reporting at Salisbury Rugby Cub has experienced significant health issues during the reporting period and has been unable to submit a return. The club has engaged positively in the last few weeks and will submit a return as soon as the information is gathered. Item 5 report recommendations
Organisational Goals/aims for 2024/25	
Financial position	
Documents attached	

Organisation Name	23rd Salisbury Scout Group
Contact Name	Dr Tracy Farnon
Subsidy details	£2500
Organisational Aims / goals recorded	<ul style="list-style-type: none"> • Continue to maintain good membership and volunteering numbers • Maintain standards as outlined by the Scout Association
Community Priority Aims and Outputs Recorded	<ul style="list-style-type: none"> • Supporting People on Low incomes - Supporting individuals and families financially to ensure all activities are inclusive • A Greener City - Look at environmentally friendly options for any work required at the hut • Improve Access to Active Lifestyles - Complete work on outdoor classroom •

Whole award spent on the purpose for which it was given	Yes
Brief description of organisational outputs	<ul style="list-style-type: none"> • Volunteer numbers remain strong • Membership capacity is now increased due to outdoor classroom • Scout Association Standards met
Brief Description of Community Priority outputs	<ul style="list-style-type: none"> • Supporting People on Low Incomes - weekend Family Camp was successfully run in June 2023 and subsidised from Group Funds to reduce overall cost per person and facilitate as large an attendance as possible. 12 leaders and 75 children and their parents attended the camp in Dorset. Activities included tunnelling, backwoods cooking, tomahawk throwing, wide games, crafts and water based activities. We also funded two Scouts to attend summer camp in Wales, which would otherwise not have been accessible to them due to financial constraints. • A Greener City - Standard taps in the washrooms have been replaced with self closing taps. This is to conserve water by preventing taps being left on inadvertently, in line with environmental objectives. • Improving Access to Active Lifestyles - Work is now complete on the outdoor classroom with an 'opening event' planned for Feb 3rd 2024. This increases our capacity and options for our weekly meetings with our young people.
Number of beneficiaries	33 young people 36 Adult Volunteers (similar to previous year)
Unexpected changes/benefits	Work on the outdoor classroom took longer than expected to complete. However, we were very grateful that the builder completed the project at a reduced rate due to our charitable status, thus saving the group money in the long run, hence waiting for them to be available to complete the project was in the Group's best financial interests.
Lessons learned	<p>With the cost of living crisis continuing to impact on many families, we have continued to advertise the option of financial support to families so that our young people do not miss out on opportunities to join activities offered by the Group. This is mentioned at our well attended AGM and Leaders and parents are aware they can approach myself to consider reduction in cost or a full subsidy if required to allow young people to access the additional events that we offer that require payments above the monthly subscription rates. As a result of feedback, we continue to hold our monthly subscriptions at a rate not changed for the last 10 years in order to try and support families</p> <p>We are excited to see what benefits our outdoor classroom brings for our young people and Leaders - throughout all seasons! We will continue to consider sustainable solutions to any hut infrastructure repairs/developments and lookout for any members who may benefit from provision of financial subsidy to ensure our activities remain accessible to all.</p>
Any other funds needed	May apply for youth bursary funding if available

Any other comments	
Officer comments	Quote from leadership of 23 rd Salisbury Scouts “23rd Salisbury Scouts was founded in 1945 with 10 Scouts and no accommodation, meeting outside unless it was very heavy rain, when they were allowed inside St Francis Church. Their only asset was a hand pulled cart to ferry equipment and boys to their first camp at Fonthill. 79 years from then in 2024, in our second purpose-built Scout Hut, we have grown to a membership of over 130 young people (and no longer just boys!) - ranging from the age of 6 to 18 years. This expansion has resulted in us requiring additional space, and we have been able to extend our premises by building an outdoor lodge. We are very grateful to Salisbury City Council for giving us ongoing access to their Rent Reduction Scheme, which has enabled us to fund this development for the benefit of the young people in our local community.”
Organisational Goals/aims for 2020/21	<ul style="list-style-type: none"> • Leaders and volunteers to attend courses for the benefit of delivering Scouts activities e.g. MIDAS minibus training, Mountain Leader training etc
Community Priority Goals /Aims for 2024/25	<ul style="list-style-type: none"> • Supporting People on low incomes - Supporting individuals and families financially to ensure all activities are inclusive • Improving Access to Active Lifestyles - By ensuring our Leaders have the relevant skills and qualifications, we can enhance our members' exposure to new and exciting opportunities to experience activities that are not available on their doorstep through weekly meetings and residential camp • A Greener City - Look at environmentally friendly options for any work required at the hut
Financial position	Cash Funds end of 2022/23 - £36,157 Expenditure 2022/23 - - 19.291 Scouting Policy requires them to hold 1 year's basic running costs = £5000 Other funds are unrestricted and contribute to equipment, tris and bursary assistance for members on low incomes.

Organisation Name	Salisbury Sea Cadets
Contact Name	Philip Lawes
Subsidy details	£2000
Organisational Aims / goals recorded	<ul style="list-style-type: none"> • Maintenance of the HQ Building • To pass all yearly inspections by the Royal Navy & Sea Cadet safety advisors to ensure sustained running of the unit
Community Priority Aims / goals	<ul style="list-style-type: none"> • Opportunities for Young People – To acquire new Cadet Training equipment including computer software

recorded	<ul style="list-style-type: none"> • Bringing Communities Together – Offering a safe environment for any and all within and outside of cadets • Bringing Communities Together/Opportunities for Young People – Training of cadets from other units across the Southern area and District 	
Whole award spent on the purpose for which it was given	yes	
Brief description of organisational outputs	<ul style="list-style-type: none"> • Maintenance of Building – this year this has meant mainly ongoing upkeep including 6 monthly servicing and upkeep of fire, CCTV, Intruder alarm etc • To pass all yearly inspections by the Royal Navy & Sea Cadet safety advisors – all inspections passed - All relevant pass certificates checked for building , equipment , & insurance posted at the entrance for all to see so building is fit for purpose to for usage by the general public , as we offer the building for hire to the public and other organisations 	
Brief Description of Community Priority Outputs	<ul style="list-style-type: none"> • Opportunities for Young People – Training equipment has been acquired as planned including team building and navigation sets, first aid resuscitation dummies and visual training software. • Bringing Communities Together – By maintaining relationships across the community and the building itself the unit has been able to offer an increased number of community hires and free 'hires' in support of actions of community benefit, including in support of the Exeter Street Underpass Project with Splash Wiltshire in 2023. • Bringing Communities Together/Opportunities for Young People – Salisbury is now a centre of excellence for the southern area and district offering first aid courses, boatwork and sailing instruction. The facilities are also used by the Ambulance service for training and the NHS Cardiac Rehabilitation service twice a week and storage of their equipment. • Supporting People on Low Incomes – The Cadets have supported a number of unit members to participate financially this year and always plan to be in the financial position to do so ensuring that everyone can access their facilities and community. 	
Number of beneficiaries	2022/23 Total Cadets 80 Sea Cadets 41 Royal Marine Cadets 18 , Junior Sea Cadets 21 . Adult Volunteer Staff 22	2023/24 Total Cadets 102 , Sea Cadets 61 Royal Marine Cadets 11, Junior Sea Cadets 30 with Waiting List to Join the Unit 6. Adult Volunteer Staff 25
Unexpected changes/benefits		
Lessons learned	“The backlash from the COVID 19 fallout , we are slowly getting back to our old self with improvements we have learned from the last two / three years a very trying time for all .”	

	The training element of our work ensures the future of the unit for Salisbury.
Any other funds needed	
Any other comments	<p>In addition to planned benefits for young people the unit have also enables one long standing cadet to progress to paid work and leadership through mentoring and training provided.</p> <p>The work of the unit has been recognised for the third year with one cadet petty officer at the unit chosen to represent Wiltshire as The Lord Lieutenants Cadet.</p>
Officer comments	<p>The HQ Building has excelled this year at maximising their community benefit through widening community use.</p> <p>The improved training offer for young people is significant.</p> <p>Increased participation numbers represent an uplift in excess of pre-pandemic numbers.</p>
Organisational Aims for 2024/25	<ul style="list-style-type: none"> Continued maintenance of the buildings including some repairs and upkeep related to flooding Maintaining and slightly increasing participation numbers
Community Priority Aims for 2024/25	<ul style="list-style-type: none"> Bringing Communities Together – involving the cadets in project for the benefit of the wider community Supporting People on Low Incomes – through increased hires and ‘free hires’ to ‘needy causes’ an in particular activities for those who cannot afford to contribute.
Financial position	<p>2022/23 audited accounts Income 22,176.12 Expenditure - £24,962.58 Variance - £-2786.46 Reserves - £23,055.46</p> <p>2023/24 – the unit has recovered to not be in deficit due to increased member numbers though final accounts have not yet been prepared</p> <p>Income is diverse including Hires, grants, membership fees, fundraising, training income</p>

Organisation Name	Stratford Road Social Club
Contact Name	Caroline Burnett
Subsidy details	£15000 – however prior to Asse Transfer to City Council – Wiltshire Council were charging circa £2000
Organisational Aims / goals recorded	
Community Priority Aims/Goals recorded	
Whole award spent on the purpose for which it was given	Yes
Brief description of outputs	

Number of beneficiaries	
Unexpected changes/benefits	
Lessons learned	
Any other funds needed	
Any other comments	The Stratford Road Social Club are operating under a separate improvement plan which is being reported to the Subcommittee for grant via separate means. However, the club have set goals for next year via the regular rent reductions reporting process as outlined below.
Officer comments	Due to the recent positive engagement of the Club's core committee members in generating a new plan for the club it is the officer's opinion that a further 6-month improvement period should be implemented rather than a full renewal of the rent reduction agreement for another financial year.
Organisational Goals/aims for 2024/25	The overriding aim will be the improved financial stability of the club <ul style="list-style-type: none"> • Membership consultation • Expansion of the darts provision and income • Hire costs review and increase • Implement the improvement plan as agreed with the Grants Subcommittee • Increase club membership numbers to 200 via Membership Campaign
Community Priority Goals/Aims for 2024/25	<ul style="list-style-type: none"> • Improving Opportunities for Young People - Creation of a youth darts academy on Saturdays with Vault Darts • Working to celebrate or better understand marginalised groups/Improving People's Wellbeing – Continuing relationship with Mencap and the onward club plus a wider call out to the Voluntary Sector to act as a well-known accessible venue for groups with disabilities etc. • Supporting People on low-incomes – adding Thursday night bingo to the Wiltshire Council List of warm and safe spaces
Financial position	The club's financial situation is now critical with just £745 left in the club's account. This will be increased when membership renews in January 2024. The committee acknowledges that a bad quarter could lead to the closure of the club.

Organisation Name	Harnham Community Sports and Social Club
Contact Name	Sarah Safe
Subsidy details	£2426.50
Organisational Aims / goals recorded	<ul style="list-style-type: none"> • Improved signage at the club • New Point of Sale System installation • To open one day extra per week • To increase membership
Community Priority Aims/Goals recorded	<ul style="list-style-type: none"> • Bringing Communities Together – Jubilee and Coronation Events and a new events programme • Improving Peoples Wellbeing – through community hires for health and wellbeing

	<ul style="list-style-type: none"> Improving Opportunities for Young People - as a space for music rehearsals
Whole award spent on the purpose for which it was given	yes
Brief description of organisational outputs	<ul style="list-style-type: none"> Improved Signage - Our plans for new signage for our club did not go quite to plan. One of our sub-committee who was a councillor sadly left us and so we were not able to follow through with our plans. The committee agreed that we would look at this again in the New Year of 2024 as we still the club would benefit from clear signage possibly on the Netherhampton road area. New Point of Sale System – installed and successful. Now enables better communication with memes, bar tabs, accurate book keeping, newsletter generation. Open one day extra pe week – Achieved during peak season To increase membership – 20 new members this year
Brief description of Community Priority Outputs	<ul style="list-style-type: none"> Bringing Communities Together – Coronation weekend celebrations were a huge success with the Deloreons Playing plus a new local band. Made a success via door to door flyer campaign. The event sold out and led to new memberships. Positive feedback is that the costs of food etc were kept low so that everyone could attend and enjoy. The club also conducted research with members leading to a small scale fireworks event and a number of other family/intergenerational events. Improving Peoples Wellbeing – working as a venue with 5 Rivers Childcare as a therapeutic space and with Salisbury Museum to Deliver Under 5's Fridays for parents and young children. Improving Opportunities for Young People – the club is now a weekly rehearsal space for young local bands.
Number of beneficiaries	2022 - 150 members 2023 – 180 members
Unexpected changes/benefits	<p>The club has not had any functioning football teams based there for some time. This year they developed a relationship with Wheatsheaf Cabin Crew Rugby Club after they lost their original home.</p> <p>We met up with the captain and have now got our selves a rugby team. We are normally used to football teams but I have to say the rugby team have really settled into the club. They use the function room to have a sit down mean with is made by a local caterer. We are very happy to be housing the team as our club is a social club after all. It does run deeper though as the team bring their partners and children.”</p> <p>This increases the club’s contribution to the community priority o Improving Access to Active Lifestyles.</p> <p>“One very unexpected change we have had to deal with is the stepping down of our very able Bar Manager. She has been a breath of fresh air to our club since she came on board. She helped massively facilitate the Deloreon Event, set up our POS system, manages our calendar and our staff. Although our manager is stepping down she is staying on to do some shifts</p>

	<p>and keep the diary going for events.</p> <p>Going forward we will be training all of our staff so that they are all able to carry out the same duties as the manager would. It never makes sense to have one person privy to all processes with the running of a club!"</p>
Lessons learned	<p>"Our Tuesday night darts team are still playing so we have stuck with our promise to open one day extra a week when we have home games. We understand that importance of people getting together, talking and getting out of house. All is importance for our mental health state."</p> <p>The club have come to see themselves as operating a warm and safe space.</p> <p>"The committee have definitely learned a lot over the past year. Our membership and our room hire customers all have different needs which we have taken on board.</p> <p>It is important that we keep listening to everyone's views.</p> <p>In the past we have had committee's who were not open to different things and who disagreed with certain ideas/issues. We all know back in the day things were black and white, these days not so!</p> <p>We have been open-minded and gone with our gut instinct to hold different things for our membership and community (whether they are members or not)."</p> <p>The club learned from the coronation that large keynote events like this lead to additional party hires, membership and awareness of the club.</p> <p>The club are increasingly aware that the title 'social club' can act as a barrier to some and are looking at ways to off set this.</p>
Any other funds needed	Additional funds may be needed for a new carpet this year.
Any other comments	"We are not a profit-making club. We like to give back to our members by offering cheap and cheerful events so having this extra money our whole membership benefit"
Officer comments	<p>The club's work in developing their committee has been a huge factor in their success over this year. They are overseeing a shift in the way social clubs need to be seen and used by their community in order to sustain the clubs and have increased understanding of their role in the wellbeing and cultural life of the local community.</p> <p>Their range of intergenerational events is to be applauded and the new POS system will, I believe, have a significant impact on their footfall and community engagement in the future.</p>
Organisational Goals/aims for 2024/25	<ul style="list-style-type: none"> • New Front Doors – to reduce draft and improve energy efficiency • To continue to consult with members on the programme and improvements

	<ul style="list-style-type: none"> • New Carpet for the club
Community Priority Goals/Aims for 2024/25	<ul style="list-style-type: none"> • Bringing Communities Together – Running another keynote event in 2024 (June) • A Greener City - Donate to the Harnham Green Corridor Charity through fundraising • Improving People’s Wellbeing – to increase opening hours as a safe, warm social space for local residents • Improve Access to Active Lifestyles - To become the established home of the Wheatsheaf Cabin Crew Rugby Club
Financial position	Reserve pot currently stands at £36,853.74

Organisation Name	Bemerton Heath Harlequins Sports and Social Club
Contact Name	Ricky Rogers
Subsidy details	£8,000
Organisational Aims / goals recorded	<ul style="list-style-type: none"> • Keeping the doors open by maintaining financial stability • Recovery from Covid Pandemic • Extend opening hours and community events • Expand on-site catering offer to the community
Community Priority Aims/Goals recorded	<ul style="list-style-type: none"> • Bringing Communities Together – Family events including fundays. • Improving Access to Active Lifestyles – Increasing football participation and expanding women’s team offer • Opportunities for young people – as a live music venue and part of Salisbury Live
Whole award spent on the purpose for which it was given	yes
Brief description Organisational of outputs	<ul style="list-style-type: none"> • Financial stability – Increase in sales has been achieved and a break even position reached for the first time in 10 years • Recovery from Covid Pandemic – Football activities have now exceeded pre-pandemic levels and community events have returned • Extend opening hours and community events – Friday afternoon and bank holiday opening has returned and continue to be a success. Fireworks display returned for first time since pre-covid • Expand on-site catering offer to the community – subsidy in place to provide free food for community events such as bonfire night and the Santa’s grotto event to ensure all members of the community can participate
Brief Description of Community Priority Outputs	<ul style="list-style-type: none"> • Bringing Communities Together – Family events including fundays, new Years Eve family party, fireworks displays, Santa’s Grotto have taken place this year reaching hundreds of local residents. New partnership with the Bemerton Heath residents Association have “brought the

	<p>buzz back”</p> <ul style="list-style-type: none"> Improving Access to Active Lifestyles – Football participation has increased with 60 adults and 100 boys/youth members. The club also opened a women’s football offer with 30 girls/women now participating. Opportunities for young people – The club continues its participation in Salisbury live and as a rehearsal space for young bands from the Bemerton Heath Estate. The club now offers open mic nights
Number of beneficiaries	Members 2022 – 450 Members 2023 - 500
Unexpected changes/benefits	<p>The club will experience a massive increase in their energy bills in February 2024 which will impact them in the next financial year.</p> <p>Prices for all supplies have risen significantly but membership fees have not to enable the club to remain a genuine social resource for the local residents.</p> <p>Reverent Kevin has brought a “real cheer to the club” with his charity skittles league” and with the community carol singing and mulled wine event.</p>
Lessons learned	<p>The community events having free food were “fantastic” creating a “Community buzz” and leading to increased membership. The feedback will be taken forward into a programme of events for 2024/25</p> <p>The club will also be planning community events in collaboration with other groups and organisations, “with joint funding” – St Micheals, Residents Association, Football Club and local businesses. This is a successful model.</p>
Any other funds needed	The Rent Reduction “has enabled the club to continue to work with partners to provide free community events and to keep membership fees static.
Any other comments	
Officer comments	The clubs community events have been well received across the Bemerton Heath Community and the collaborative approach to these events has been key to meeting the financial challenges this year. The committee, staff and volunteers at the club continue to put a huge amount of effort into the sustainment of the club with a clear objective of serving their local community.
Organisational Goals/aims for 2024/25	<ul style="list-style-type: none"> Keep our doors open again and meet the challenge of massive energy costs from Feb 2024 Start a programme of refurbishment and redecoration as a priority and as asked for by members Continue programme of community events
Community Priority Goals/Aims for 2024/25	<ul style="list-style-type: none"> Improving Opportunities for Young People – increase numbers of youth participation in football (boys & girls) Bringing People together – increase family membership to increase intergenerational cohesion at the club Bringing People together - Continue programme of community events and widen participation through partnership
Financial position	No information received – Accounts being signed off 22/01/24

Club/Organisation	Rent	Terms
Victoria Park Bowls Club – Morning Star	Peppercorn	Lease Tern 5 Years Rent Reduction Agreed in Principle
59 Catherine Street Safer and Supportive Salisbury	Peppercorn	Lease Term 3 years – Rent Reduction agreed in principle.
Harnham Sports and Social Club	£2,426.50	Lease term = 7 years ; termination date 12.09.25 ;
Salisbury Sea Cadets	£1,552.50	Lease term = 60 years, termination date 20.11.27 or 31.09.27;
Bemerton Heath Harlequins Sports and Social Club	£8,000.00	Rent review next due 25.03.20; Termination date: 24.03.31; Rent listed as peppercorn
Salisbury Rugby Club	£3,750.00	Rent review next due 09.06.24; Termination date: 08.02.2134; Rent listed as peppercorn
Stratford Road Scout Hut	£2,500.00	Rent review next due 07.08.20; Termination date: 06.08.35; Rent listed as peppercorn
Stratford Road Social Club	£15,000.00	Rent review next due 07.08.20; Termination date: 06.08.35; Rent would be £500 per qtr if charged