



# ANNUAL REPORT

---



# Contents

Chairman's Report	1
CEO's Report	2
Millwall FC's Chairman's Report	3
Trustees/Financial Highlights	4
Mission Statement/Vision	5
Values	6
Trust Activity in Numbers	7-8
Player Appearances	9
Schools Provision	10
Premier League Primary Stars	11
Holiday Football and Multisport Camps	12
Player Performance Pathway	13
Joy of Moving Programme	14
EFL Girls and Kids Cup	15
Millwall Post 16 Football and Education Programme	16
Millwall Alternative Provision (AP) Academy Programme	17
Training Ground Employability Programme Employment Support	18
Employment Support - Case Study	19
Military Veterans Football Programme	20
Millwall Prison Programme	21
Premier League Kicks	22
Crime Reduction Projects	23
Inclusive Lions	24
Older People programmes (Walking Sports/Football)	25
Millwall Mentoring/New Deals for Young People	26
Millwall Lionesses Academy	27
Millwall Lionesses Football Club	28
Equality and Diversity	29
Millwall Romans	30
Impact Numbers	31
Serving the Community	32
Theory of Change	33
Lions Food Hub	34
Kent	35
	36
The Future	37
Key Partners	38

# Chairman's Report

Keith Soper

I am pleased to report that in 2024 we have achieved all the objectives set out in our 4-year Business Plan leading to another year of growth.

Our activities remain focused on the London Boroughs of Lewisham and Southwark and at a time when there are ongoing and challenging issues caused by the cost-of-living crisis and gang related violence our work has never been so vital. I have nothing but admiration for our staff on the front line of our service provision.

We have seen a marked increase in the use of our food banks, and we remain grateful to the football club's fanbase and supermarket chains for the donations they make which are essential to the well-being of so many families.

With support from the Department for Work and Pensions we have established a Job Centre at The Lions Centre adjacent to The Den and our various job fairs have proved a real success with hundreds of people of all ages and with the help of employers we are proud to have placed some people into employment, which is the key to unlocking so many personal challenges individuals face.

The number of free meals we provide to children to during the 13 weeks of the school holidays has grown in 2024 to 9,500. We are grateful to the football club for producing the meals and it is heartening to see so many children benefitting from this programme. The simple truth is that low-income families would go hungry through a combination of a lack of money and energy poverty. We have seen an increase in the number of parents we feed also.

We continue to grow our programmes in a varied number of areas which are aligned with the strategic objectives of the councils in Lewisham, Southwark and Sevenoaks, where we have instigated programmes in line with the community development plan we have agreed with Sevenoaks District Council. These programmes cover the following areas: -

- Community Engagement
- Education and Life Skills
- Employment and Training
- Health and Well Being including mental health and obesity
- Sport and Physical Activity
- Youth Interventions including anti-social behaviour, street violence and knife crime

There has been a marked increase in mental health issues and there is much more we can do in this and so many other areas but funding both at a local and at a national level is still very restricted. We continue to put our case forward for funding to tackle these issues as our trust and other football related community trusts have the structure and the ability to effect the real change that wider society wants.

The implementation of our equality and diversity strategy in partnership with the football club is heralding real progress in this area. This important work is overseen by an EDI committee including club and trust officials, as well as fans. Going forward we are seeking to introduce a Millwall Race Equality Partnership including representatives from local councils, colleges, universities, trade unions and many more organisations so as to extend the influence of our work in this area. 75% of the participants in our programmes and 82% of our staff come from BAME backgrounds, which underlines the importance of this work.

I must specifically mention the success achieved by the Millwall Romans, who now run two teams, and the Millwall Lionesses who are enjoying a very successful season following the trust taking on responsibility for it.

I never ceased to be amazed by the hard work and dedication of our trustees who receive no financial reward whatsoever for their valued contribution to the work of the board of trustees and its sub-committees on finance and governance. Their passion for the work we do, and their good counsel is so impressive and makes my role a lot easier than it otherwise might be.

I must also thank our senior leadership team led by our hard-working and dedicated chief executive officer Sean Daly backed by Joubin Sarami, John Scarborough and Tim Sells as well as all the full time and part time staff under them who are the life blood of our organisation.

Finally, thank you to everyone who supports our work. We are all very proud to be working to support communities, families and individuals under the badge of Millwall.

Keith Soper

Chairman



# CEO's Report

Sean Daly

I am very pleased to report that our 2024 financial statements show that the trust is in a very healthy financial position. This is without doubt a reflection of the hard work and commitment of everyone connected with the trust that I have the privilege of leading. The objectives set in our business plan to 2027 have to date been achieved in full.

When I reflect on my six years in charge of the trust, I cannot help but look back to when I became CEO. In 2020 the trust faced closure. Debts had escalated, there were no financial reserves, facilities were closed due to Covid and there were no funds to pay staff. The football club agreed to fund the trust up to a maximum of £100k on the basis a rescue plan could be effected. A new business plan was agreed and in 2024 turnover reached a record level. The trust now has no debt, there are 6 months reserves and community reach is at an all-time high level covering programmes on community engagement, education and life skills, employment and training, health and well-being, sport and physical activity and youth intervention work. The trust now works with 14,500 individuals annually.

In 2024 we were successful in securing a 5-year contract to manage St Paul's Sports Ground which is a massive endorsement by Southwark Council for the work we have done in developing the site. Our progressive relationship with Fisher FC on the site is something I value highly. St Paul's serves as the hub for so many of our programmes and we are also delighted to have become the principal partner on the new £1.2m Riverside Youth Centre project.

The year also saw the trust develop its relationship with Sevenoaks District Council based on the club's success in securing a planning consent for a new training ground on a green belt site in Kent. This was possible on such a site because of the trust devising a wide-ranging community development plan across Sevenoaks. The trust is also supporting the football club in the agreement of a new 999-year lease for The Den and a 250-year lease for the trust. We are also in discussion with the London Golf Club regarding our future involvement in the operation of a sports hub as part of a £240m development on their site to secure the 2034 Ryder Cup.

There are so many innovative projects that we have continued to introduce as we continue to try to mitigate the impact of the ongoing cost of living crisis and youth related issues. The establishment of a Job Centre in the Lions Centre at The Den is an initiative that has attracted a lot of attention from young people and over 400 people attended our latest job fair with local employers, and some have secured employment which will be life changing for the individuals involved. The Centre provides a structured, inclusive environment where young people can develop key skills, gain qualifications, and secure employment opportunities. It offers one-on-one support, where each participant receives an individualised action plan, career coaching, and sector-specific pathways into sport, construction, logistics, digital, health and social care, retail, and hospitality industries. In collaboration with industry partners such as Millwall FC, Lewisham College, Greenwich University and the Constructions Skill Centre, the programme provides work tasters, apprenticeships, and formal qualifications.

Established in 2024, the Millwall Military Veterans Football Programme currently provides support for 50 ex service personnel as they transition back into civilian life. The programme was set up to create a sustainable inclusive community that supports veterans to maintain physical fitness, mental resilience and to provide a social network which echoes the spirit and camaraderie of their service. Through weekly football sessions and social activities, the programme creates a supportive environment that helps veterans re-build their mental and physical well-being while addressing the isolation so often faced after military service added to the terrible personal effect that wars have on individuals through the unimaginable sights they have witnessed. Veterans are connected with organisations like the Royal British Legion who provide guidance and support on all aspects of civilian life. Participants are also helped to access education and employment opportunities. The programme has achieved remarkable success in its first year transforming the lives of the local men and women who participate. The objectives of the project are to help the military veterans to regain fitness levels and to build their mental resilience to help them to cope with the mental scars of war that they carry with them every day of their life. The objective of the social events is to build camaraderie and mutual support for one another.

In 2024 the trust ran 85 free football and multisport courses during the 13 weeks of 'out of school term time' in the London Boroughs of Lewisham and Southwark and in Sevenoaks in Kent. The courses varied from three to seven days. Every player who attended was rewarded with a certificate of attendance and a football club gift. Special awards were handed out by our football coaches at the end of the week, including to the Players of the Week. These courses build confidence, skill sets and social skills. At lunch time, the trust provided 9,500 hot meals for all those attending the courses through funding from the Government's Holiday Activity Fund (HAF). All the meals were prepared by the football club's catering staff, and they focused on them being healthy and nutritious. Where it became apparent that parents were struggling to afford a hot meal they were also supplied with food. All families were also supplied with a breakfast bag containing milk, cereal and fruit. Many parents highlighted the fact that due to the cost-of-living challenges including the cost of energy and food itself that they were only able to cook one meal a day in the evening and that providing breakfast and lunch was challenging and without the trust meals they and their children would not eat.

Our work in the field of equality, diversity and inclusion continues to develop under the supervision of an EDI Committee led by Jason Vincent and we plan to build on our work in this area going forward with the introduction of a new Millwall Race Equality Partnership comprising key partners and stakeholders.

Finally, I would like to take this opportunity to thank my board of trustees for both the work related and personal support they give me. I thank also my senior leadership team of Joubin Sarrami, John Scarborough and Tim Sells and all our passionate full time and part time staff who deliver all our groundbreaking programmes. The support I receive from Mark Fairbrother, Emma Parker, Luke Wilson and Max McLellan and their staff at the football club is something I really appreciate also and thank you to all the fans and volunteers which continue to support our work. We should all be rightly proud of the benefit to local communities that we provide.

Sean Daly  
Chief Executive Officer

# Millwall FC's Chairman

*James Berylson*

At the heart of any football club is its local community. Millwall Community Trust, the charitable arm of Millwall Football Club, plays such a key role within Lewisham and Southwark to support people to the best of its ability through various programmes and initiatives.

2024 was another year to be proud of the way the trust has gone above and beyond to support the local community, working with 14,500 people, completing 800 health checks hosted in The Lions Centre and 9,500 meals provided for participants.

Our new long-term lease agreement ensures Millwall Football Club remains at the heart of its local community, and for that we are so excited. We're looking forward to many years of making a difference by doing more and continuing to support those who need us.



# Trustees

Nerisa Ahmed

Councillor Will Cooper

Mark Fairbrother

Peter Garston

Philip O' Halloran - Secretary to the Trustees

Clive Efford MP

Emma Parker

Carly Rawlinson-Simmons

Sarah Revell

Keith Soper - Chair of Trustees

Jason Vincent - Board Adviser

Luke Wilson



# 1 CLUB COMMUNITY

## Financial Highlights

	£000s 2024	£000s 2023	£000s 2022	£000s 2021	£000s 2020	£000s 2019
Total Income	1.253	1.390	1.347	1.447	1.258	1.141
Total Expenditure	{1196}	{1173}	(1.173)	(930)	(1.129)	(1.262)
Surplus/ (Deficit)	57	217	194	547	129	(121)

# Mission Statement

The trust is committed to developing a range of diverse community initiatives and partnership working groups, to give the best opportunities to individuals and the wider local community, whilst using the profile and brand of Millwall Football Club to the maximum effect.

The trust's innovative programmes are delivered through a regular presence in schools and working with disadvantaged or socially excluded groups in society, through crime reduction initiatives and community-based sport coaching sessions.

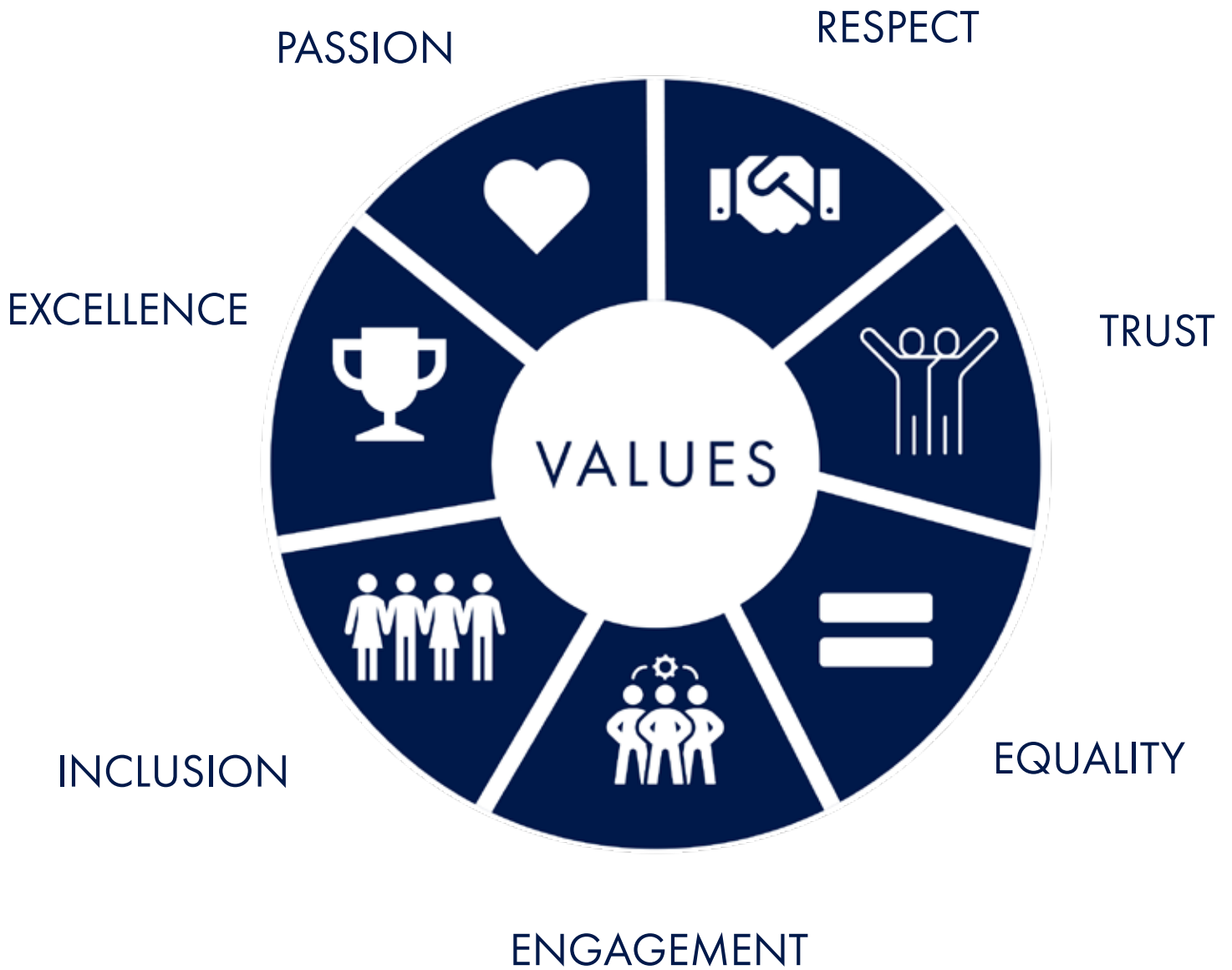
The type of programmes delivered by the trust fit under five main objectives: raising educational achievement, creating pathways to employment, building healthier lifestyles, bringing communities together and reducing crime.



# Vision

To offer the highest quality programmes to all members of the local community to improve their quality of life through Physical Activity, Education and Employability, Health and Wellbeing while empowering and inspiring the local communities to changing people's lives for the better.









**3,000+**  
hours of provision  
delivering in local schools



**1,443**  
participants on  
KICKS sessions

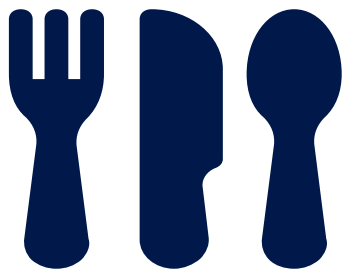


**280**  
hours of delivering in  
locals prison engaging  
with 75 inmates



**14,500**

people worked with in 2024



**9,500**  
meals provided for  
our participants



Education and Employment

**50**  
students registered for L1  
and L2 qualifications



65

Employment support programmes



2,100

children took part in healthy lifestyle programmes



800

free health checks provided



1,980

children engaged in schools provision programme



9,500

free of charge holiday camps places

# Player Appearances



One of our biggest assets as a Community Trust is having the players coming in and supporting our programmes. Through this work players have provided vital support to education, social inclusion, health, disability and other interventions, supporting and engaging people who may otherwise lack key sources of support.

Sean Daly  
CEO

Millwall Community Trust (MCT) work with Millwall Football Club alongside the Professional Footballers Association (PFA) to engage players in our programmes and initiatives.

First-team players from across both Millwall FC and Millwall Lionesses inspire both the next generation and older generation by visiting sessions across our local community.

MCT have player ambassadors with titles:

- Community Engagement Ambassador
- Crime Reduction Ambassador
- Disability Ambassador
- Education and Employment Ambassador
- Equality and Diversity Ambassador
- Lions Food Hub Ambassador
- Lions Living (Sustainability) Ambassador
- Mental Health Ambassador
- Women's and Girl's Football/Sport Ambassador



# Football Development

The trust provides an extensive Football and Sports Development programme across Lewisham, Southwark, and Kent, benefiting numerous young individuals each year. Catering to a diverse range of players in terms of age, gender, and skill levels, the programme encompasses activities ranging from toddler soccer to a professional pathway.

## Schools Provision

**1,980**  
Children engaged

**30**  
Schools

**2,508**  
Hours delivered

The trust collaborates with multiple partner schools in Lewisham and Southwark, offering a range of sessions, such as:

Sport sessions covering Football, Basketball, Cricket, and Tennis.

Flexible scheduling during PPA time, Lunchtime, and After-School Clubs, providing opportunities for participation in a variety of sports.

Exclusive Girls Only Coaching Sessions featuring players from the Millwall Lionesses, promoting gender inclusivity and female participation.

Premier League Primary Stars and the EFL's Joy of Moving programme, engaging and educating children on the importance of reading and healthy eating.

Helping improve behaviour and using the power of football to act as mentors to children.



Working with Millwall has been great. They're an amazing organization that has continued to **give structure to the PE delivery within the school**. The pupils have been positively affected by the work the trust is doing with them. **The project is also supporting development of our teaching staff.**

*- Claire Eames, PE lead  
at Riverside School Southwark*



# Football Development

## Premier League Primary Stars

2,196

Children engaged

18

Schools

269

Sessions delivered

Millwall Community Trust's PL Primary Stars is a dynamic initiative leveraging the allure of professional football clubs to ignite children's passion for learning, encourage physical activity, and cultivate essential life skills. Over the upcoming three years, MCT is committed to engaging with every primary school across Lewisham and Southwark through immersive six-week interventions. This comprehensive approach seeks to aid children in enhancing their proficiency in reading, literacy, PSHE, maths, and physical education. Simultaneously, it aims to empower primary school teachers by providing them with the skills and knowledge needed to deliver improved PE lessons.

Key objectives of Millwall Community Trust's PL Primary Stars include:

**Enhancing Teacher Skills:** Elevate the knowledge, skills, and confidence of teachers, ensuring an improved delivery of PE and school sport. By upskilling educators, the programme seeks to create a lasting impact on the quality of physical education provided to children.

**Boosting Children's Engagement and Skills:** Increase children's enjoyment, participation, and skills in both competitive and non-competitive sports and physical activities. The goal is to foster a love for physical activity while enhancing their overall sports proficiency.

**Instilling Personal Skills and Values:** Heighten children's understanding of the personal skills and values essential for achieving their goals. The programme is designed not only to improve physical well-being but also to instil character-building attributes crucial for personal development.

**Strengthening Academic Interest and Confidence:** Enhance children's interest, understanding, and confidence in English and maths. By intertwining educational components with physical activities, PL Primary Stars aims to create a holistic learning environment that resonates with the academic development of participating children.

**Supporting Sport Participation Pathways:** Actively support young people in exploring and pursuing further participation pathways in sport. The programme aspires to create a seamless transition for children interested in delving deeper into sports and physical activities beyond the initial engagement.

## Case Study - Phoenix Primary School

We have been partners with Millwall for the last two years. During this time, they provided vital help with the delivery of PE across different year groups.

This has enabled teachers to continue their professional development in this area of the curriculum.

We also focused on girls' football and we noticed a large amount of interest and enthusiasm for this.

Millwall also offered workshops on healthy habits and anti-racism and inclusion which were delivered in class as well as in assemblies.

# Football Development

Holiday football and multisport camps

4,000+  
Children engaged

9,500  
Hot meals provided

6,500+  
Hours delivered

In a span of thirteen weeks each year, Millwall Community Trust organises over 100 football and multisport courses in the London Boroughs of Lewisham, Southwark, Bromley, and Kent. As a registered charity, all proceeds from these endeavours directly contribute to the trust's community-centric initiatives.

Thanks to funding from Lewisham, Kent and Southwark Councils, coupled with support from the club and the board of trustees, a significant number of these holiday camps have been offered free of charge to participants this year. Moreover, every child attending these camps has been ensured a free hot meal, emphasising our commitment to holistic well-being.

These camps play a crucial role in providing not only childcare support for families but also catering to children who rely on free school meals during term-time, ensuring they don't go without during school holidays. The activities presented at the camps focus on enhancing multi-skills, promoting increased physical activity levels, and contributing positively to the mental and physical health of all participants. Beyond the sporting activities, Millwall Community Trust's skilled community coaches organise enrichment workshops that delve into health and well-being topics. These workshops address essential subjects like healthy eating, heart health, and overall body care, further underscoring our commitment to fostering a community where every individual can thrive both physically and mentally.



"I would like to extend my heartfelt gratitude to your entire team for orchestrating an absolutely fantastic football camp over the past few weeks. It has been an immensely positive experience for my children, Gil and Keir, who not only had an enjoyable time but also benefited greatly from the enriching activities provided.

It's not just about the football skills they've acquired; it's about the holistic development that your team has fostered. The supportive environment, engaging activities, and skilled coaching have made a significant difference in their lives. As a parent, seeing this transformation is truly gratifying, and I couldn't be more appreciative of the effort and dedication your team has put into making the camp an enriching experience for every child."

Parent of holiday camp participants

# Football Development

## Player Performance Pathway

120  
Sessions delivered

15  
Academy trials

2  
Players signed

The Player Performance Pathway which runs sessions for both boys and girls has been designed to create a clear route into the Millwall Academy for players with the required ability. Lewisham and Southwark are famous for producing some of the most talented young players throughout the football pyramid and the pathway ensures we give these youngsters the platform they need to showcase themselves.

Millwall Academy Manager, Scott Fitzgerald said: "Millwall FC Academy is committed to developing young footballers and providing them with a pathway into professional football. Teams run from ages U8's through to U23's within a safe and professional environment which allows young footballers to flourish."

"The Millwall Community Trust's Player Performance Pathway centres aim to help identify and nurture local talented players. It has been specifically designed to help players improve and progress, whilst providing a clear pathway for any player who excels to the Academy level."

The Player Performance Pathway is a weekly programme, following a structured technical coaching syllabus aiming at creating a genuine development pathway into academy football for young people within our communities.



"South London has a rich history of producing exceptionally talented footballers, many of whom have gone on to achieve professional success at the highest echelons of the sport.

"Understanding the potential within our local youth, Millwall has embarked on a journey to ensure that talent is not only identified but nurtured from a young age. Our mission is to offer the children of our communities the best chance of progressing and realizing their dreams within the world of football".

Tim Sells  
Football Development Manager

# Football Development

Joy of Moving

2100      15      5      300

Children engaged      Schools      Festivals      Hours delivered

Millwall Community Trust, in collaboration with the EFL Trust, spearheads the Joy of Moving programme, a corporate social responsibility initiative by Ferrero UK. With a rich history spanning over seven years, this programme is underpinned by a methodology crafted by independent experts, including Foro Italico (Rome University) and the Italian Olympic Committee (CONI). Its primary objective is to inspire children to embrace movement through play, emphasizing the critical aspect of enjoyment.

This methodology strategically hones in on cultivating essential skills across four major areas:

- Physical fitness
- Motor coordination
- Cognitive functions & creativity
- Life skills

Operational within schools, the comprehensive Joy of Moving programme encompasses two pivotal elements: The Move & Learn project and Joy of Moving Festivals.

**Move & Learn:** Tailored for children aged 9 and 10, a crucial developmental stage, Move & Learn adopts a dynamic and engaging approach, spanning 9 hours of education over six weeks. Additionally, a series of family challenges extend the impact beyond the classroom, educating children on the significance of physical activity, a balanced diet, and an active lifestyle. Millwall Community Trust actively promotes the integration of these concepts within schools for sustained, long-term impact.

Results from this approach are overwhelmingly positive, with children expressing an enhanced understanding of the importance of staying active and maintaining a balanced diet. The latest programme evaluation reveals that 94% of children felt the six-week duration provided them with new ideas to engage in physical activity.

**Joy of Moving Festivals:** Running parallel to Move & Learn, the Joy of Moving Festivals are vibrant celebrations of physical activity organized by Millwall Community Trust. These events, conducted during the summer term, involve the entire school in half or full-day festivities that serve as a collective ode to being active. Children actively participate in a diverse range of enjoyable challenges and games throughout the day, fostering a sense of community and celebration around physical well-being.

## Case Study - St Francis Primary School

The workshops you delivered for our Year 1 through Year 6 classes were truly outstanding.

Your professional, friendly approach engaged our children completely as they learned crucial lessons about healthy living and physical fitness. The activities were perfectly tailored to different age groups, ensuring that every child could participate fully and benefit from your expertise.

What particularly impressed me was how seamlessly you incorporated well-being concepts alongside physical activity.

In today's challenging world, teaching children to care for both their physical and mental health is essential. The joy I witnessed on our children's faces throughout the day was testament to your skill and dedication.

You have made a meaningful difference in the lives of children from our community, and for that, we are profoundly thankful. We are truly grateful for our partnership between our school and Millwall Football Club.





# Football Development

EFL Girls and Kids Cup

29

Schools

261

Participants Engaged

The EFL Kids and Girl's Cup stand as massive undertakings, engaging over 16,000 children nationwide in what has become one of the country's most prominent football competitions. This remarkable journey culminates in exhilarating finals at an iconic stadium, offering schoolchildren the chance to live out their dreams before a captivated audience of thousands.

Millwall Community Trust orchestrates a mini-tournament at the Lions Centre for schools that it works with, with the victorious team earning the opportunity to represent Millwall at a regional competition. The ultimate prize is a shot at progressing to the national finals, where the thrill of competing on a grand stage awaits and the kudos of being national champions.



# Education and Employment

Millwall Post 16 Football and Education programme

75 Participants engaged      40+ Football Fixtures      250 Training sessions delivered

The programme provides a distinctive chance for 16-18-year-old football enthusiasts, regardless of gender, to embark on a 2-year Football & Education Scholarship in collaboration with Lewisham College, Bacon's College, and the EFL Trust. Participants can elevate their technical and tactical expertise through a comprehensive football development and education curriculum that incorporates A Levels and BTEC qualifications.

Under the guidance of seasoned and certified academy UEFA licensed coaches, participants engage in up to 6 hours of weekly training. The focus of these sessions is on refining individual technical, tactical, and physical skills, complemented by a weekly schedule of competitive games against other pro club's teams. Additionally, students have the opportunity to pursue various qualifications, including a BTECs and A Levels which can lead to US Scholarships, University or paid roles with Millwall Community Trust.



"I had a really positive experience from start to finish. Playing football four times a week allowed me to develop my technical skills while still focusing on my studies. I was able to play alongside some fantastic players, many of whom I knew from previous Sunday league teams, which made fitting in really easy. You can't beat going straight from school to train for a couple of hours, especially on sunny days! My favorite part was definitely the away matches – even though the minivan rides could be long, they were always a laugh, especially when we won."

ED HUTCHINGS  
Post 16 graduate

# Education and Employment

## Millwall Alternative Provision (AP) Academy Programme



The Millwall AP Academy Programme is a part-time alternative education provision delivered by the trust and acts as a precursor to our post-16 football academy programme. The AP Academy provides Key stage 4 and also Year 9 students opportunities to study towards YMCA Fitness Activity qualification, Employability and industry specific qualifications at Level 1 and 2, whilst partaking in practical, sport-related activities and learning within a professional football industry setting. The curriculum offers both non-formal theory and practical activities and work experience taster.

The key aim is to help re-engage targeted students in learning and develop the skills, knowledge and understanding necessary for employment in the sports industry sector as well as provide cover supervision support for students with their school core curriculum e.g. English, Maths and ICT.

The trust has experienced coaches, tutors and mentors who provide students with real life experiences of working within the sports sector, and offers clear and direct routes into further Education programmes, coaching and employment. The programme delivers a distinct pathway and accreditation programme qualifications outlined below:

AP Aspire pathway – For those with aspirations to learn and work within the wider football and sport industry

AP Elite pathway – Precursor to Millwall's Post 16 Academy programme for those identified with ambition to develop as football players

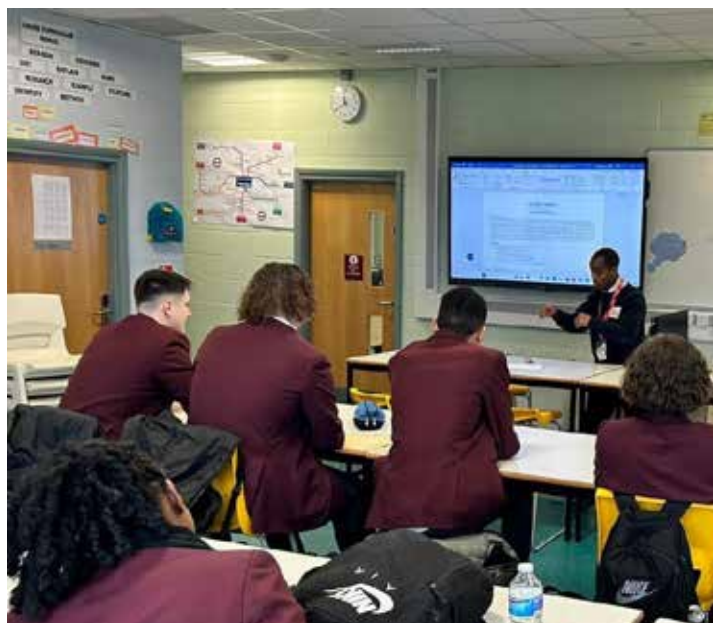
AP Girls pathway – During and after school programme supporting girls football and sport industry aspirations and development

AP Engage - Bespoke life skill, career, and employability workshops delivered onsite at schools by Millwall tutors, coaches and mentors

Millwall Progress Coach secondment – Trust staff supporting in school settings enhancing delivery via either covering supervision, TA and coaching roles.

Core Qualification offer:

- YMCA L1 Fitness & Physical Activity Award (Precursor to Gym instructor professional L2 qualification)
- Employability L2 Award or Certificate
- Money Management L1-2 Award
- First Aid Award L2
- Food Safety and Hygiene L2



Millwall AP programme has really helped me identify a career path I want to follow. It's given me the skills to feel confident in my transition from leaving school to going into the world of employment. The staff have been excellent and have really supported in my journey and I will always be grateful for that.

Taan, 16

# Education and Employment

65

10 Week Programme  
Cohorts Delivered

65

Participants Between  
16-24 Years Old  
Supported

10

Work Taster Placements  
Opportunities Provided

## Training Ground Employability Mentoring programme

Millwall Community Trust Training Ground Employability Mentoring programme is an exciting new programme in partnership with London football clubs which provides 16-24 year olds that are struggling to find work, with the key skills and experience to find meaningful employment.

The Millwall Community Trust Training Ground programme is aimed at young people who are struggling to get that critical first step on the employment ladder. The initiative is aimed at young people that are trapped in the vicious circle of not being able to find meaningful employment because they do not have the skills or experience that they can only gain by being in work.

The course looks after the body and mind, combining both developing employability skills and improving health and wellbeing. Employability is developed by teaching key skills such as team building, interpersonal skills and CV writing. The health and wellbeing element of the programme combines physical health activity with mental health support.

Millwall Community Trust's Education and Employability Manager, John Scarborough said: "The Training Ground programme offers local young people the chance to receive one to one mentoring; participate in small group workshops on topics such as life skills and money management; undertake work experience or volunteering in a range of contexts to develop employability skills, and to improve their physical and mental wellbeing."

Debbie Cook, EFL in the community Director said "This is a unique opportunity for young people to overcome barriers and unlock their potential. They will be supported through our Training Ground programme which provides practical support and training, alongside mentoring and wellbeing activities that will increase the confidence of participants."

This project is funded by the UK Government through the UK Shared Prosperity Fund. The Fund aims to improve and increase life chances across the UK investing in communities, supporting local business, and people and skills.

The Millwall EFL in the Community Training Ground programme is currently available to those aged 16-24 living within the Greater London Authority area and is an employability programme designed to support those seeking employment or further training.

## Training Ground Achievements

- 32 mentee support EFL club annual target achieved in 6 months
- 45 mentees currently supported
- 5 into community volunteering roles
- 5 secured employment or on apprenticeship
- 8 were sign-posted to further training
- 17 were sign-posted to partner providers/employers for specialist help
- 3 secured a role with MCT
- 8 went on to FE college

# Education and Employment

Millwall Employability & IAG and Job Fair employment support programmes

2

Lewisham and Southwark  
Community JCP Job Fairs  
delivered at Millwall's Lions Centre

7

16-24 Targeted Job fair  
delivered at Millwall's Lion Centre

1,000+

Unemployed  
attendees

75+

Employment and  
training partners  
worked with

400+

Positive job outcomes  
including employment,  
work trial and training

The trust offers Employability and IAG support programmes for unemployed people of all ages and backgrounds free of charge. This support includes delivery of targeted pre-employability weekly skills programmes, as well as hosting and delivery of targeted employability events including most recently twice hosting one of Lewisham and Southwark's largest ever Employment Job Fair events at the Lions Centre in partnership with Department for Work and Pensions (DWP) local JCPs, Construction Skills Centre and Groundswell project.

Millwall in partnership with the DWP launched its groundbreaking 16-24 Youth Employability & IAG Hub facility and programme within Millwall Lions centre providing employability IAG and employment and training industry pathways for unemployed local young people in Southwark and Lewisham, as well as having JCP Job coaches based there across week.

The trust also works closely with partners such as GoodPeople, Homewood Group, Big Local Works, St Giles Trust, Southwark Works, Lewisham Baseline, and Youth Offending Services.

All Employability and IAG HUB programmes incorporate vital employability skills, whilst offering targeting sector specific industry pathways in areas such as: Football & Sports, Construction, Security & Stewarding, Education, Health and Social Care, Retail and Administration, Hospitality and Catering.

An integral element of all of our Employability support and IAG HUB programmes offered is the bespoke 1:1 and small group sessions provided both for clients but also set up via partner employers in partnership with the trust ensuring participants gain the key IAG support and vital experience necessary in their chosen sector.



# Case Study

**"Reece Endicott's journey from school to media Apprentice."**

Reece was referred to Millwall Community Trust in Year 10. He was attending Spa Bermondsey School which is a SEN school for young people with autism. It was felt at the time that Reece needed to be challenged both in the classroom and socially to have the best chance of becoming more independent in adult life.

It was felt that his love for football - being a Millwall season ticket holder - could be a way of enabling that so Millwall Community Trust working with Spa Bermondsey agreed a one-day package where he would come onto our AP Programme which is a part-time alternative provision programme for young people at school or out of school. Reece's experience saw him put into a new group and environment with a teaching assistant to start with to work on his social skills with a different range of young people from various different backgrounds to both challenge and support Reece's development in Year 10.

Reece was conscientious, an excellent team member and completed all his work to a high standard. He also grew socially within the group and it got to a point where he was able to attend independently- making his own way down to Millwall without the support of a TA. In Year 11 his development continued even further which saw him participate in reading out the last post on Remembrance Day at the club which we do each year. He read it to over 150 people which for his Dad and the school was an amazing achievement to show how far he had come.

Reece's development continued and he became a real leader, captain and ambassador for the programme culminating in his opportunity - once he had made an indication that he would like to get into media - to start shadowing our Media Officer Kai Bennett on various media duties. Millwall Football Club picked up on Reece's journey and offered him the opportunity to attend a match in the press box - which Reece described as "the best day of his life".

He got to meet the players and was treated like a staff member of the media team and was asked to write the match report which was subsequently used on our trust website for the game. Reece continued to go from strength to strength and we gave him opportunities in our post-16 Academy where he started to write the match report for all of our Post-16 matches and Alternative Provision academy tournament and fixtures to a very high standard. Reece indicated he wanted to get into media but unfortunately the level three course wasn't able to facilitate that due to numbers and criteria. However, our partnership with Lewisham College enabled Reece on deadline day to sign onto the programme and he is currently studying a BTEC NCFE Level Two Sports Studies programme.

"Working with the Trust and taking up a work experience role has been very beneficial for me. It has allowed me to get a grasp of a professional environment and also given me little bits and pieces I can use for my future job to maximise my potential.

"I'm a Millwall season ticket holder and love football. I found school difficult but at Millwall they helped me with my social skills and lots of other things.

Working with the trust and doing my work experience role has been very good for me.

"I was a lot different to who I am now when I first went to Millwall. I was shy and quiet and I didn't know what I was doing. They've helped me so much and I've realised I want to work in the media. I could never repay Millwall for everything they've done for me."



# Education and Employment

## Military Veterans Football Programme

Millwall Community Trust was recently awarded support via the Sky Bet EFL Building Foundations Fund to run a free Thursday 5-a-side football session for ex-military personnel.

In partnership with Military Veterans Football Club (MVFC), the programme offers ex-forces and serving personnel from across London and the Southeast the chance to play football at Millwall Community Trust's indoor Lions Centre 3G and Sports Hall every Thursday evening from 6–7pm.

The programme works with ex-forces charities like the RBL and support agencies to provide education, employability, and health and well-being support to attendees. It also offers CPD workshops and resources from armed forces charities and Millwall's Employability Support team.

The programme has made a significant impact on veterans' lives, fostering camaraderie and offering a path to mental and physical well-being. It addresses issues like isolation, PTSD, and mental health challenges, helping veterans reintegrate into civilian life and build a strong community spirit. Most recently, the group won the inaugural RBL National Veterans Football Cup. Through football, the Millwall Military Veterans Programme helps veterans stay active, make new friendships, and rebuild confidence.

John Scarborough, Millwall Community Trust's Education and Employability Manager said: "This is a great opportunity to help provide a positive physical activity provision for former forces veterans on a weekly basis as well as a space to build back past relationships and develop new relatable friendships."



# Education and Employment

## Millwall Prison Programme

75	4	280
Participants	Prison Venues	Hours delivered

67% of those in custody are unemployed at the time of imprisonment

30% of prisoners are regularly truant prior to sentencing

49% of male sentenced prisoners are excluded from school

71% of female prisoners have no qualifications prior to custody

52% of male prisoners have no qualifications prior to custody

83% do not have paid employment on release

The accredited FA football-based course is being delivered at HMP/YOI Belmarsh Prison by the trust in association with the Twinning project. Multiple individuals are participating in the course both in the classroom and out on the field, and on top of providing them with coaching knowledge and education, it will also have a wider impact regarding their life skills and lead to an upturn in their behaviour.

The project aims to support prisoners whilst in custody and on release to help prepare them in their search for employment and reduce the likelihood of reoffending.



Going inside a prison is an enlightening experience, they are not pleasant places. Nearly 64 per cent of adults commit another crime within 12 months of their release. The prisoners have a very low level of self-esteem, and the programme will deliver coaching and other qualifications aimed at boosting employment chances. Football clubs have a community responsibility to support these prisoners, and their release into the local community.

David Dein

Former Arsenal FC Vice Chairman



# Community Development

## Premier League Kicks

1,443

Participants

1,092

Hours of Provision

293

Participants engaged  
in workshops

523

Young people entered in tournaments

Through the Premier League Kicks programme, Millwall Community Trust provides free weekly football sessions, youth work and mentoring of young people with the end goal of creating opportunities for young people to develop skills and improve confidence. The delivery takes place throughout the London Boroughs of Lewisham and Southwark and is aimed at supporting young people to progress into positive pathways such as football teams, volunteering as well as creating routes into education, training, and employment. The activities are split into age groups within the programme, and this is to allow participants that attend sessions to be engaging within their relevant age groups.

Activities take place in venues that are accessible to young people which include housing estate ball courts, youth clubs, leisure centres and football grounds. The football sessions take place in the evenings for 48 weeks throughout the year. and are very well attended by local young people.

In addition to regular weekly session through PL Kicks, Millwall Community Trust offer participants who attend the opportunity to represent Millwall at local and London wide tournaments hosted by a range of partners which include the Premier League Charitable Fund, professional football clubs and local community organisations.

As part of PL Kicks, we also run a variety of workshops for young people to have the opportunity to develop themselves in areas outside of playing, workshops include, Coaching, Refereeing and off the pitch roles in football to name a few. Our participants also complete social action projects and fundraiser as part of PL Kicks to support the local community.



# Community Development

## Crime Reduction Projects

### Divert

DIVERT is a Metropolitan Police Service (MPS) custody intervention programme delivered by the Bounce Back Project and funded by the Violence Reduction Unit (VRU). Millwall Community Trust (MCT) uses the power of the badge and the football club brand, to promote positive change in the lives of the young people engaged with initially in Lewisham Police custody. The aims are to reduce or disrupt anti-social behaviour and violent crime in the local community. Together, DIVERT and MCT, as a legacy collaboration since 2018, have prioritised building purposeful connections with young adults aged 18-25, focusing on routes into education, training, employment. The Custody Intervention Coach on a case-by-case basis assesses everyone on their own merits and suitability based on risk informed decisions, to whether they are referred to access the MCT pathways pertaining to job opportunities, and community activities etc. DIVERT and MCT work diligently together to ensure all young adults are safeguarded and directed towards the best opportunity is best suited to making success achievable for them.

### My Ends GameChangers Southwark

650

Participants engaged in  
primary interventions

50

Participants engaged in  
secondary interventions

7

Large youth  
events delivered

This programme identified areas where local young people have fewer opportunities to access positive, developmental pathways to increase their resilience and reduce the risk of involvement in crime.

This will mobilise the community to increase the sense of ownership and stewardship of local facilities using football to engage boys, girls, parents, carers, and local volunteers to utilise and re-invigorate public space and facilities. The project links young people to the broader GameChangers programme which includes pathways to obtaining qualifications in coaching, volunteering in the community and routes into employment.

The GameChangers programme co-ordinates shared methods, collaboration, implements peer learning and allows the sharing of management tools with our partner providers and links into other providers, and particularly those in the local Youth Providers Network. These areas have been selected based on consultation with young people as well as a multi-stakeholder approach including discussions with the police, youth offending, community safety and Violence Reduction Unit (VRU).

The project uses football combined with a detached youth work and a youth inclusion methodology to support young people within the identified hotspots into positive pathways.

# Community Development

Inclusive Lions  
Disability Sport

<b>53</b>	<b>2</b>	<b>12</b>
Participants engaged	Weekly sessions	Tournaments entered

During the 2024 reporting period, the trust provided 2 weekly disability sessions in the London Boroughs of Lewisham and Southwark.

The programme aims continue to develop the growth of disability sports within our local community with the aim of creating pathways for those wishing to progress into structured teams and have regular competition through the year. We partner up with other local and national organisations such as the London and County FA, Premier League Charitable Fund and other professional and grassroots football clubs to host and deliver tournaments for our participants.



The sessions are fantastic. Not only does it help to keep them fit and active, but they are now taking part in competitions against other clubs as part of a team. This would never have happened without the support, care and patience given by their Millwall coach Steve. The work Steve has done with them to boost their self-belief has been remarkable over the years.

*Susan*

*Parent of disability sports participant*

## Adult Mental Health

Our Millwall Slam Health Intervention programme has a team which plays in the Adult Premiership League and welcomes anyone with mental health issues to get involved with our free weekly football session which help improve fitness and well-being.

We run a weekly afternoon football sessions in partnership with the South London and Maudsley (SLAM) and MIND.

Participants must be referred before attending the sessions.

Football provides a platform like no other to raise awareness and tackle society's biggest issues and Millwall is proud to offer our support to our catchment area of Lewisham and Southwark. The Millwall Lions are a team which has been formed which is an example of individuals coming together whilst having fun and showing what can be achieved through the power of football.

# Community Development

## Older People programmes (Walking Football)

During the 2024 reporting period, the trust delivered a weekly programme tailored for older individuals in the London Boroughs of Lewisham and Southwark. The sessions were made available for FREE due to funding secured from our partners at Southwark Charities.

The programme aims to unite older individuals from diverse backgrounds by engaging them in enjoyable football activity. This not only fosters a sense of camaraderie but also serves as a means to alleviate stress, combat isolation, and alleviate loneliness. Walking Football plays a vital role in supporting older individuals who may currently lead sedentary lifestyles or grapple with two or three limiting long-term health conditions, including dementia, mental health issues, and limited mobility, empowering them to maintain their fitness and overall well-being.



I really enjoy the walking football sessions at Millwall. I was nervous about going along the 1st time as I'd never played football to a great extent. I was made very welcome & even at my standard; they included me from the start. It's a fun way to spend an hour or so on a Friday morning. The group is more of a social group & includes men & women. Some of us meet up in the Millwall Cafe first & after the session we use the cafe upstairs in the hub, to have a cuppa & a chat.

We're all friends together & we enquire about the health of our members who are unwell & keep in touch with them. We organise events outside of the WF such as christmas parties & raffles. I have made a lot of new friends since being involved in WF & meet up with them drinks, meals outside of our sessions. We have a Whatsapp group which we use to stay in touch with each other, to comment on games & to organise events.

It's been very good for my health & encourages me to do more physical exercise. I feel I've lost weight because of it. As I help organise some of the events & friendly games against other WF teams, I feel it's helped me mentally to focus on what I'm doing & what I'm trying to achieve. It also helps me bounce off the others & run my ideas by them & get their ideas & feedback.

The WF sessions are now built into part of my & other players routine. We look forward to our games & to meeting up again & catching up with everyone's news. We also discuss ways to improve the game for us & are always trying to recruit new members.

*Benny Stone*

*participant of the Walking Football Programme at  
the Lions Centre*

# Community Development

## Millwall Mentoring

**100+**      **600**  
Young people mentored      Hours of mentoring

Millwall Mentoring provides and creates a safe environment so the young people can feel free to express and attend sessions without feeling like they are being judged or scrutinised.

Our mentors offer 1-1 mentoring sessions through the PL Kicks programme to support young people overcome bullying and help their mental wellbeing whilst reducing risky/harmful behaviours and anger management to name a few areas that young people are supported in.

Our mentors work with referral partners which include local police, local schools and community organisations, where they will refer any individuals that meets a specific referral criterion who may benefit from the programme, intervention and targeted support. Following an assessment and referral process the potential beneficiary is then partnered with a Millwall mentor coach who develops an overarching and individual programme of support.



# Equality and Diversity

## Millwall Lionesses Academy

**114**  
Participants engaged

**4**  
Weekly venues

**337**  
Hours delivered

Millwall FC has its own official female youth football academy run by the Millwall Community Trust offering development opportunities for gifted and talented female footballers within London and the surrounding areas. Millwall Lionesses and Millwall Community Trust Football & Education Programme gives female players an elite pro-club experience for the first time, both on the pitch and off it. The Academy offers all players two training sessions a week, and a full set of fixtures as part of this elite programme.

The players are able to complete A-Levels and BTECs in a wide variety of subjects. The academy provides players with the best opportunities including direct pathways to professional football with Millwall Lionesses, professional coaching, university, USA College Soccer Scholarships and careers in Sport.

The Academy runs teams at Under 12, Under 14, Under 16 and Under 18.



# Equality and Diversity

## Millwall Lionesses Football Club

Millwall Lionesses Football Club is an English Women's Football Club based in Rotherhithe. Founded in 1972, the team went on to become the first women's football team to affiliate to a professional men's team. Millwall Lionesses became a leading force in both the women's game as well as the "Millwall Community Programme" and played an active part in the development of girls' football.

Millwall Lionesses were the first club to have a female Centre of Excellence, of which there eventually became 42 in England.

Millwall Lionesses field teams with an age range of eight to thirty plus. Hope Powell the former England women's national football team coach began her career with the Lionesses at the age of eleven, making her international debut at the age of 16. Katie Whitmore, a graduate from the Academy, became the club's first female team manager for the Lionesses in their ERWFL Division One South 2020/21 season. They have since gone on to be promoted to the London & Southeast Regional Premier Division (Tier 5). The Lionesses won the FA Women's Cup both in 1991 and 1997. The side are currently managed by Ted Jones who joined from Millwall Lionesses U18's and is assisted by Jack Wisson.



# Equality and Diversity



## Equality and Diversity

The Millwall Equality Diversity Inclusion Committee (Millwall EDI) was created in January 2021 as an objective of Millwall's Diversity Strategy. MCT has a long and proud record of promoting equality, diversity and Inclusion across the trust and club throughout all areas of work, which services includes employment, the delivery of our Diversity Strategy and to ensure the club/trust are inclusive, diverse and family friendly. The Committee reflects both the club and trust commitment to equality, diversity and inclusion through partnership working and seeks to develop, monitor and further improve EDI and anti-discrimination practice with club/trust as well as working closely with the EFL around their Equality Code of Practice.

The Committee is responsible for supporting the club and the trust to achieve its strategic objectives through good EDI practice and fan engagement.

The Committee will ensure that adequate and appropriate actions are in place across the club/trust in relation to EDI policies and procedures to ensure delivery against these strategic objectives.

The Committee is comprised of trust and club employees, fan representatives, independent diversity advisors and MCT trustees who meet monthly with an end of year AGM. The growth of the EDI section saw the appointment of an EDI Lead covering the trust and the club in December 2023.



## The following represent the delivery outputs: -

- EFL EDI Bronze Award
- Kit Marketing Campaigns
- One Club, One Community
- Rainbow Laces
- Millwall Romans/Pride FC
- Millwall Lionesses
- Greenwich Power-Chair Lions
- Community Coffee mornings
- Themed EDI matchdays
- Hear Hate, Don't Hesitate
- United 4 Change
- Muslim Athlete's Charter
- Anti Semitism Education
- Multi-Faith room
- Fans United Pathway
- Mental Health Champions
- Southwark Refugee Tournament
- All Wall formed



# Equality and Diversity

Millwall Romans

60  
Team members

4  
Championship league titles

Millwall Romans Football Club is one of London's LGBTQI+ friendliest and inclusive teams based in Rotherhithe, south-east London. The Romans play in the London Unity League (LUL) - a competition for LGBT+-inclusive clubs in the capital - and are members of GFSN, who administer national competitions. In the last year the Millwall Romans programme has grown to 60 members, which has developed into a further team called Millwall Pride.

Millwall Romans and Millwall Pride members have been advisers to sports and government organisations on inclusion within sport. Five Millwall Romans players were part of the Stonewall UK squad that won gold at the Gay Olympic Games.

Members of the Romans, Pride, MFC fan base, Club and Trust staff once again took part in London pride 2023.

2024 has been another great year for the Millwall Romans and Millwall Pride. It's very important for the community to have an inclusive team. It's about providing that safe space. Players are very shy, and particularly in the football world, which is probably quite antiquated in its views. However, we're proud to be able to continue providing a safe space for everyone.

A player can come along to us, it doesn't matter if you're gay, straight, bisexual, transgender, doesn't make any difference. We don't want to know, doesn't matter. It's just a group who get together and want to play football and feel comfortable in themselves.

Paul Loding  
Romans' manager



# Impact Numbers



## Millwall Community Trust statistics in the local community

In 2024, the EFL commissioned a specialist research company to assess the impact of work delivered by all 72 EFL Clubs. EFL club initiatives across the UK generated over £1 billion in social value highlighting the critical role all EFL clubs play in addressing people's needs particularly in these tough economic times. Clubs serve their communities 365 days a year in a way few other organisations can do and directly support some of the most vulnerable people in society.

In relation to the trust the research company highlighted the following key findings:

- Direct and indirect spending totalled £34.6m.
- £13m of social value was generated across the full range of trust programmes.
- 1,134 jobs were provided or supported.
- £2.1m was secured in funding and in-kind support for local community initiatives.
- The trust had 93 local partnerships in place.
- 85 staff were employed delivering 116,512 hours of support.
- 32 trust volunteers delivered 5,900 hours of support.
- 5,214 community sessions and events were delivered across 12,179 hours of delivery and 22,687 people participated.
- 8.9m people live within 15 miles of Millwall and 6.2m live within ten miles.
- £22.1m in revenue supported tax payments of £10.1m.
- Goods and services with a total value of £35m to the UK economy were purchased, with £16.6m of this being associated with expenditure in the local communities.
- 5,750 match tickets were distributed to community organisations with a value of £144k. 65 first team player visits were facilitated.



## HOSPITAL HEROES

Supporting frontline workers



## FOOD BANK

helps 120 low income families per week



Targeted education for **VULNERABLE YOUNG PEOPLE**

Hosting sessions for



**PRIMARY AND SECONDARY SCHOOLS**



**SERVING THE COMMUNITY**



Lions Centre open for **COMMUNITY MEETINGS**



**9,500 MEALS**  
prepared and delivered



**HARVEY'S DEN CAFE**  
opened  
at The Lions Centre

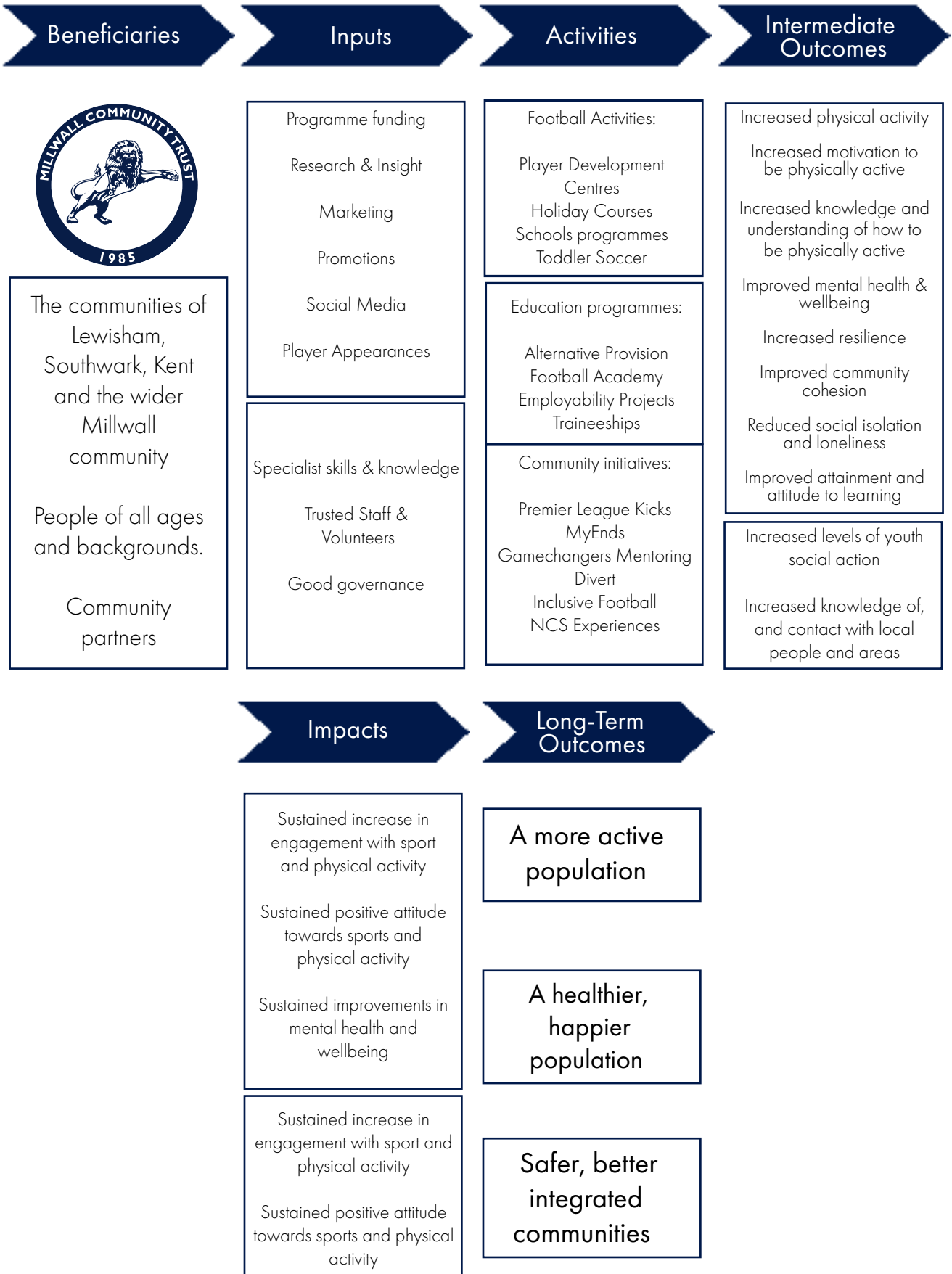


**FREE**  
Sports camps for **9,500**  
children



Millwall Community Trust Lions Centre used as a warm hub in the winter

# Theory of Change



# Community Development

## Lions Food Hub

The Community Trust and Millwall Football Club both became part of the community solution when the whole of the UK and further afield were rocked by the coronavirus pandemic and the cost-of-living crisis.

The Lions Food Hub, which ex Millwall Lionesses player Kelly Webster and Ellen Webster launched in association with Millwall Community Trust, is a food bank based at the Lions Centre to provide help to those in need of support in the local area.

The hub provides weekly food and household essentials for over 120 local families, serving users aged anywhere between their early 20s and mid-70s.

The hub also offers advice support for users, with pop up stalls for citizen advice, council benefits, department works and pensions, job centre plus etc.



# Kent Community Development

With the new development of the club's training ground in West Kingsdown Sevenoaks Kent, the trust has started this year in developing partnerships and programmes to support this new Millwall community.

## Estate Leagues


With partnership funding from Sevenoaks Council and Kent Police the trust delivered on-going 12 weeks KICKS style football sessions, based in four wards of the district (Larkfield, Swanley, Edenbridge and New Ash Green).

Venues had been identified by the police and local authority as hot spot areas for anti-social behaviour and the need for positive activities for young people. Over 500 young people per week attended the sessions.

## Holiday Camps

Over the six weeks of summer school holidays, the trust delivered in partnership with Sevenoaks Council free of charge weekly sport and food holiday camps in conjunction with Kellogg's for children that were eligible for free school meals. The project targeted five venues in the district and was very successful with the level of attendance.

The camps were multi-sport camps, giving the children an opportunity to experience a variety of sports. All the children attending received a hot meal on the day, and access for food for at home.



Millwall is more than a football club it is about helping the community and being part of something. I have learned so much and am now enrolling on a CSCS course so I can work in the career I want to do which is construction. Without Millwall's help this wouldn't have been possible, I have completed the Employability and Money Management Level 2 courses with Millwall Community Trust and transitioned to Kite College for a full-time construction college course

*A participant commenting on their experience  
of the West Kent Mentoring Programme*



"When a young person becomes isolated the impact on their family can be immense with so many ripple effects. This scheme was established to reach isolated young people that might find the support of an adult mentor from outside of their family beneficial in reconnecting and guiding them. Sometimes, as hard as parents, carers and families try to support their young people it doesn't have the desired effect. Giving a young person the opportunity to talk to, listen to and connect with a trusted adult outside of their normal circle can spark a change in their view of the world – I like to say 'show them the horizon'. Our mentoring sessions enable getting young people to Millwall and allow him ten to be part of the Millwall community meetings and introduced him to our community trust to see, experience and be part of our work in the community from holiday camps, over 59s walking football, hospitality works and mentoring our 13-15 year olds on our onsite alternative provision Academy."

*- Jenny Godfrey*

*Formerly at Sevenoaks District Council*



# THE FUTURE

The trust operates in accordance with a strategic plan which runs until 2027. Progress is monitored through a detailed business plan tracker, and this is reviewed by trustees at their quarterly meetings.

Equality, Diversity and Inclusion (EDI) will continue to be a key focus of the trust, and this has been demonstrated by the appointment of a full time EDI lead who heads up an EDI Committee which comprises club and trust staff, supporters and key stakeholders. A progressive EDI strategy has been endorsed by the boards of both the club and the trust and plans are well advanced to establish a Millwall Race Equality Partnership comprising representatives of key stakeholders. The overriding objective is to promote equality, diversity and inclusion throughout the club and the trust and in the communities in which the club operates.

Again, this coming year will see a number of fundraising opportunities in collaboration with the club to raise vital unrestricted income for the Trust.

The club is currently finalising a new 999-year lease with Lewisham Council in respect of The Den and adjacent areas and this will incorporate a 250-year lease for the trust that will ensure it will have the facilities to operate and enhance its wide ranging community programmes for the benefit of the residents of the boroughs of Lewisham and Southwark.

The club has been granted planning permission to build a new state-of-the-art training ground complex in West Kingsdown Kent and as part of the planning process, the trust played a key role in agreeing a community development plan with Sevenoaks District Council and despite not being required to initiate any community programmes until a spade is out in the ground, the trust has done so and the response from local residents has been excellent. The overriding objective is to build a significant trust presence in Kent and to that end discussions are in progress to develop partnerships with both the London Golf Club and Kent County Cricket Club.

The trust already impacts positively on the lives of so many people aged from 5 to 75 and going forward, it is committed to extending its influence over all of the communities in which it operates.

# Key Partners

Active Communities Network  
Bounce Back  
Department of Work and Pensions  
EFL  
EFL in the Community  
Football Foundation  
Kent County Council  
Kick It Out  
Lewisham Council  
London FA  
Metropolitan Police  
Millwall FC  
Peabody  
Premier League  
Professional Football Association  
Royal British Legion  
Show Racism The Red Card  
Southwark Council

