



concordia
SUPPORTING PEOPLE TO THRIVE

Impact Report 2023



Seasonal Work Scheme

Concordia is a trusted recruiter of seasonal workers within the UK Agriculture Industry. We have a welfare focused approach to ensure migrant workers are treated fairly and have dedicated support for growers and seasonal worker. Concordia has helped connect UK Growers with a diverse workforce from across the world.



Worked with **138** farms across the whole of the UK throughout 2023.

Carried out over **138** farm audits in 2023 to ensure the safety and wellbeing of all our seasonal workers in the UK.

Sponsored **8,936** seasonal workers in 2023 for the UK Seasonal Work Scheme.



Translated **16** Concordia policies and documents into different languages to help seasonal workers coming to the UK.

Concordia sponsored seasonal workers from **22** different countries across the globe.

Concordia worked closely with **UKVI** and **DEFRA**. Other organisations include **GLAA**, **NFU**, **ALP**. Concordia is a member of the **SWS Taskforce**, participating on 5 taskforce groups and a member of the governance committee, of which a common goal is seasonal worker welfare.

Worked with **9** Concordia registered recruitment specialists that operate in a total of **11** countries.

Recruitment was for a wide range of job roles, with some of the job roles below.



Planting



Grading



Picking



Husbandry



Harvesting



Packing



Fieldwork



Thinning



Polytunnel Building



Crop Sorting



Glasshouse work

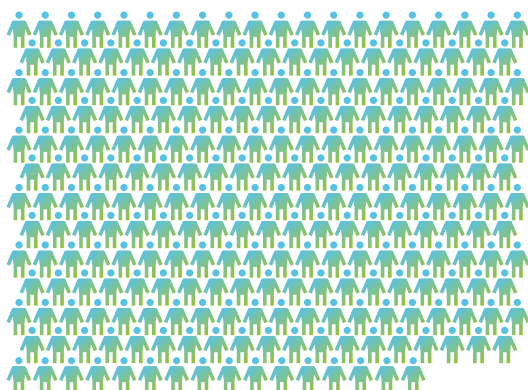
Working with farms all over the UK, Concordia helped to grow a variety of crops, including:

- Asparagus
- Apples
- Blackcurrants
- Blueberries
- Broccoli
- Cauliflower
- Celery
- Cherries
- Gooseberries
- Lettuce
- Onion
- Potatoes
- Pumpkins
- Raspberries
- Rhubarb
- Spinach
- Strawberries
- Sweetcorn
- Tomatoes

Concordia Youth Action

The Concordia Youth Action programme delivers essential skills workshops and connects young people with their local community. The programme is a series of sessions, including social action projects and activities funded through the NCS Community Experience which has enabled equal opportunity access to this programme.

250 Young people took part in the Concordia Youth Action programme



giving **8,448** hours to gain new essential life skills and give back to their local communities.

Concordia won the tender to deliver the NCS Local Community Experience in East and West Sussex, expanding delivery in 5 locations: Eastbourne, Brighton, Crawley, Worthing, and Angmering.

Through CYA, young people gave back to their community with youth-led Social Action Projects of their choosing - three examples are below.



Environmental issues:
Conservation with National Trust, Changing Chalk



Homelessness:
Sleepout for awareness & fundraising for homeless charity, Turning Tides

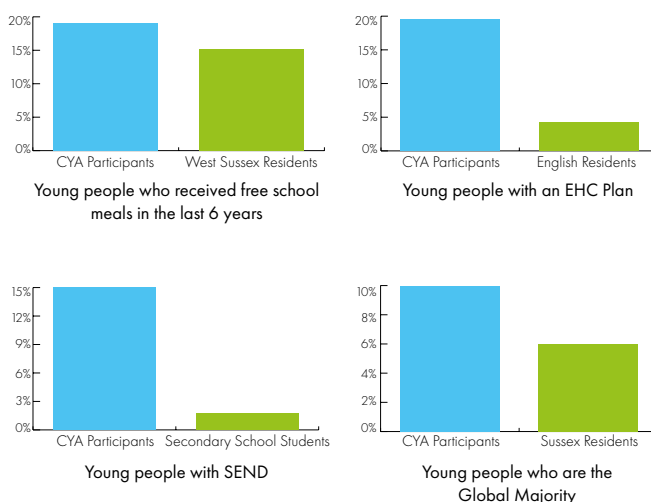


Animal/wildlife welfare:
Sponsored walk for the local Wadars Animal Rescue Charity

"I learned how to become a good leader and how to become a good listener. I also learned how to be creative and I have learned some new games"

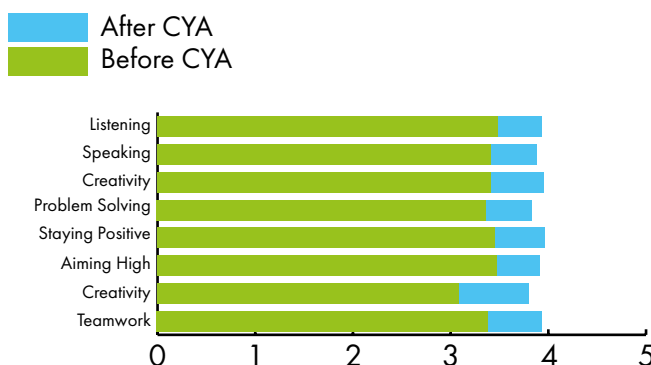
A Young Person

CYA has helped under-represented groups with an inclusion focused approach, successfully delivering to an above average percentage of several under-served groups compared to national, local and NCS averages.



Concordia has delivered a **100% free** programme, all year, for young people, lowering the financial barrier that many face in accessing skills building opportunities.

Concordia holds a level 4 impact accreditation, ensuring young people learn 8 key skills. On average, young people improved in all 8 essential skills during CYA. Below shows the self assessment statement results, on a scale of 1-5, taken by young people before and after the CYA programme.



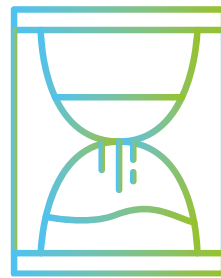
Emotional Wellbeing

Young people across the Sussex area have been helped to nurture positive habits through our wellbeing programme. The Emotional Wellbeing programme has supported young people struggling with emotional issues and helped them to grow their self-worth and emotional resilience while nurturing positive relationships.

8 young people on average
per session



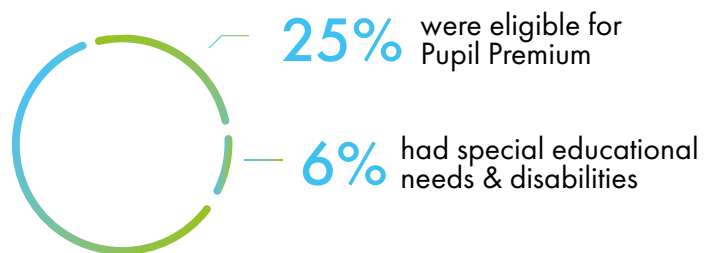
407 hours of delivery



With 8 young people per session, that's a total of 3256 hours of learning to improve their emotional wellbeing.

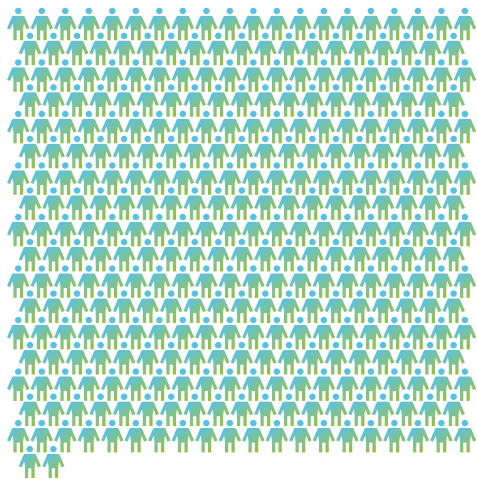
96 hours of facilitator training & professional development

Each facilitator has received training to guide young people specifically around this complex topic.



We focused on being inclusive to under-represented groups of young people who are more likely to face emotional challenges.

334 young people supported



Case Study

A young person at Shoreham Academy made a total of 21 out of a possible 24 positive changes the statements they selected, when comparing pre and post evaluation data.

When analysing their data at the start of the programme they disagreed with some of the following statements:

- "I believe I can get through difficult times in the future"*
- "I can communicate what I need to other people"*
- "I feel like I am good enough"*
- "I am proud of myself"*

At the end of the programme, they agreed with the statements which demonstrates key changes since they began the programme.

International Volunteering

Our International Volunteering Programme is committed to provide opportunities to promote intercultural understanding and peace. Our programmes make a real difference to the local community, and to the volunteer themselves. 2023 was the first year following the pandemic where Concordia offered a full UK volunteering programme to our partners.



We hosted the **Alliance September joint meeting**, the first UK hosted network meeting since 2012. 24 attendees from 13 different organisations active in 12 different countries participated.



100% of self assessed volunteers said they **improved 4 essential skills** - problem solving, aiming high, leadership & teamwork.

"It was an incredible experience and opportunity that helped build my social and teamwork skills. I learnt to do so much about the culture through food, people, surroundings. The volunteering was so much fun and was a great first international trip."

Group Volunteering participant



Hosted **54** volunteers in the UK



Sent **52** volunteers abroad



We sent and hosted volunteers from **22** partner countries.

Moving Forward

Concordia was founded after WWII, but the need for global cooperation has only gotten stronger. That's why since 1943, we've been dedicated to tackling inequality worldwide. We've already helped over three-quarters of a million people through our programmes, and we're committed to supporting even more.

2023 has been a year that has impacted the charity and the wider community. Our finances for 2023 included a total incoming resources of £2,596,407, a net deficit of £110,084, and total funds of £2,036,948. Despite these difficult times with the cost of living crisis and the UK recession, Concordia remains committed to our mission of supporting people to thrive. The charity has helped thousands of migrant workers through sponsorship under the Seasonal Work Scheme and have been able to keep our Concordia Youth Action and Emotional Wellbeing programmes free of charge for everyone.