

Thirtyone:eight

Annual Report 2024-2025

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"To be honest, I wouldn't do this job without the support of Thirtyone:eight"
– Member Feedback

Our Vision, Mission and Values

Our vision is a world where every child and adult can feel, and be, safe.

We know that this is a bold vision and one that many might see as impossible. To strive forward and contribute alongside others to achieve what we can is core to the hope that we hold for people who may be vulnerable everywhere.

Our mission is threefold. All our efforts are focused towards our vision and seek to:

Equip

We will equip society with the knowledge and skills to create safer environments for children and adults at risk.

Empower

We will empower society to respond appropriately to those who are vulnerable or have experienced abuse.

Encourage

We will encourage society to stand against oppression and exploitation by informing legislation and striving to raise the standards in safeguarding practice.

Our values underpin all that we do and contribute towards the working culture we create for ourselves and seek to demonstrate to all those that we serve:

- **Christian**

We are a Christian organisation, who are inspired to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as we believe God told us to. This is the foundational pillar of all our work.

- **Empowering**

We want other organisations and groups to grow in knowledge and confidence – that's why we share our knowledge and encourage people to use it.

- **Thought leader**

We are experts at the forefront of raising safeguarding standards, and we share our knowledge with churches, organisations and the government, as well as the general public.

- **Compassionate**

We understand that every person is unique, we value and care for every person who needs our help and treat them accordingly.

- **Respectful**

We are honest and have strong moral principles. We are transparent and fair in everything we do.

A Message from our Chair

I'm pleased to present the annual report for Thirtyone:eight, highlighting our significant efforts in working towards a world where every child and adult can feel, and be, safe.

This year, we were awarded the **Helplines Standard Award** for both our Disclosure Checks and Safeguarding Helplines. This is the second time we have received this award. This national accreditation has been awarded by [Helplines Partnership](#) (the national body for helpline providers) and has been specifically developed for the helpline sector to recognise excellence and best practice in service delivery. The award is recognition of our near 50-year track record of equipping, empowering and encouraging our 6600+ member organisations to promote healthy safeguarding practices.

Following the release of our **manifesto**, I have been encouraged to see our public policy work go from strength to strength. From equipping our members to stand up for safeguarding during the general election, to the re-establishment of the All-Party Parliamentary Group on Safeguarding in Faith Communities we are seeing increasing opportunities to influence policy and wider society to create safer places. It's also been an exciting year of increasing collaboration with other organisations both in the UK and internationally.

The safeguarding **helpline** has seen a significant increase in enquiries. Our dedicated team of specialists have taken 8190 calls and emails in the last year. Additionally, our fantastic **disclosures** team have processed nearly 87,000 checks this year.

We **trained** over 10,000 delegates through our CPD accredited e-learning, webinars and live events this year. Our training team have worked hard to update a number of our established courses and have produced a new training session for people involved in residential camps.

I extend my thanks to our members, staff (employed and self-employed), volunteers and trustees for their continued dedication and support. I remain full of hope that, together, we have made – and will continue to make - a tangible difference in safeguarding and in creating safer places for all.

A Message from our CEOs

At Thirtyone:eight we remain compelled by our Christian faith, which calls us to 'speak out on behalf of the voiceless, and for the rights of all who are vulnerable' as it says in Proverbs 31:8.

Our charitable vision **is a world where every child and adult can feel, and be, safe.** In the past year, we have worked harder than ever to equip, empower and encourage our members to know how to respond and create places that protect children, young people and adults at risk.

We continue to hold to the belief that Christians have a significant voice in the public space, influencing both society and government. We were pleased to renew our position as secretariat for the **All-Party Parliamentary Group for Safeguarding in Faith Communities** following the general election. We're pleased to report we have more members and officers than ever before, thanks to the dedication and hard work of our team.

Last year also saw our most successful **Safeguarding Sunday** yet, with over 5000 churches taking part from across the UK. The day itself came at the end of the week when Justin Welby resigned his post as Archbishop of the Church of England over the findings of the Makin Review. Many churches reported that having ready-made resources, preach notes and guidance from us made that week a lot easier for them to navigate with their congregations.

We are incredibly proud of the **training** products that were updated and the new sessions launched this year. Our training is now four-nations friendly, and we continue to have a focus on accessibility to enable those with accessible needs to be able to participate, including the introduction of relaxed training sessions for those who need to take training at a different pace, in a more relaxed environment.

Our **consultancy** team have also had a very busy year with audits, case reviews and some very complex investigations. Our new Risk Assessment and Behaviour Contract reviews have been launched to help organisations working with people who may pose an additional risk, and our helpline has been busier than ever.

This year Thirtyone:eight became one of the founding organisations for a new **Global Child Protection Alliance**, which exists as a collaborative community of Christian child-focused agencies operating around the world. Each member organisation is committed to encouraging the global church to take ownership of and be active in pursuing the Biblical mandate for child protection.

All of our work means that more people are being protected from harm and being supported where they need to heal. We're thankful for our hard-working and dedicated trustees, volunteers and staff who help to create safer places, whether directly or behind the scenes.

We're also very proud of our 6600+ members, who work tirelessly to create safer places for all across the UK and further afield. All of you help us raise safeguarding standards so that people at risk from abuse can feel, and be safe, wherever they are. Thank you for helping to create safer places for all.

Our Impact

For almost 50 years we've worked together with likeminded individuals, organisations and governments to safeguard vulnerable people. For us impact looks like being able to equip, empower and encourage society to create places and communities that are truly safer for all.

Equip society

We equip society with knowledge and skills to create safe environments for children and adults at risk, by sharing information and training others through our membership, training and consultancy services.

6,600 members

10,000+ people trained

87,000 criminal records checks

"Thirtyone:eight has really become the go-to in the Christian sector when it comes to safeguarding. We began hearing about your brilliant work from so many other organisations that it was hard to ignore!"

Kate Sharma, Cinnamon Network

"Our 23 year partnership with Thirtyone:eight provides us with safeguarding professionals who understand the context of our event and therefore the short window of opportunity we have to address safeguarding situations before our event comes to a close. Partnering with Thirtyone:eight equips us to help those most at risk of harm to find positive transformation in their lives."

Phil Loose, Spring Harvest

Empower society

We empower society to respond to people who are vulnerable or who have experienced abuse. Our expert safeguarding helpline is open seven days a week, with emergency out-of-hours support.

8190 calls to our helpline

"You gave me confidence. You made everything feel less hopeless"

Helpline Caller

Encourage society

We empower society to stand against oppression and exploitation by developing legislation and to strive to raise the standards in safeguarding practice. We do this through direct Government engagement, research, and campaigns.

- Responded to 5 government consultations
- Partnered in 1 academic research study
- Launched the Safeguarding Standards Award

“We are really proud to have completed and achieved this award. It has made us even more proud that for every person who comes into our centres, we know we are a safe place. It is an exercise that helps address every aspect of safeguarding and gives external validation and assurance that your safeguarding practices are effective.”

NAYC



As a charity, we rely on your help to keep our services running. Donate today and give the gift of safer places.

Future Plans

Thirtyone:eight have developed a three to five-year strategy covering several areas of work. In the next 12 months, we will be specifically focusing on the following:

Four Nations

1. Why four nations?

The UK is made up of four nations – England, Wales, Scotland and Northern Ireland. Safeguarding legislation, policy, and practice vary across the four nations of the UK. To make sure we are serving all our members, and together creating a safer world for children and adults, we must ensure our services reflect the needs of all four nations and not just England, where Thirtyone:eight is predominantly based.

2. Benefits of working in the four nations

- Builds credibility across the UK
- Increases uptake of services beyond England
- Grows membership in all nations
- Opens doors to more local partnerships and influence
- Brings us closer to our vision of safety for all

Advocacy and Campaigns

1. Why Advocacy and Campaigns?

We are committed to influencing legislative change in the four nations of the UK through engagement with Westminster and the three devolved administrations to strengthen the safeguards that are already in place for children and adults, to better protect victims and survivors, and create safer environments for all. We believe we are uniquely placed through our networks and relationships, our reputation and experience, and our sector

knowledge and expertise, to speak into the intersection between safeguarding and faith communities. Our aim is to inform safeguarding discourse, share best practice and work together to create safer places.

2. Benefits of Advocacy and Campaigns

By influencing legislative development, we can ensure that the laws and guidance that are made which underpin good safeguarding practice is made from an informed perspective, which includes the voice and experience of faith groups.

Victim / Survivor / Lived Experience Voice

1. Why Victim Survivor Voice?

At Thirtyone:eight, putting survivors first is central to our mission. This commitment shapes how we work with both members and non-members, and we actively encourage others to adopt this principle as part of their safeguarding practice. Victims and survivors are at the heart of what we do. We are committed to making their voices central to service development, ensuring they are equal partners in shaping our work.

2. Benefits of Victim Survivor Voice

Being guided by the principle “Nothing about me, without me,” we aim to embed the voices and experiences of victims, survivors, and those with lived experience (VSLE) into everything we do. Research shows that survivors want to be heard and to see real action taken in response. We are committed to providing a trauma-informed, compassionate charity that includes exploring wider support options such as redress and therapeutic care.

Key benefits include:

- Survivors have a direct role in shaping services
- Creating a survivor-informed approach leads to more relevant and effective support
- Establishing stronger, more compassionate relationships with survivors
- Ensuring real action is taken in response to survivors’ voices

Accessibility

1. Why accessibility?

Around 1 in 5 adults in the UK have a recognised disability. A further 700,000 children have one or more disabilities. Often, these disabilities are not visible, so it's important that we design our services to be inclusive for everyone.

Accessibility means creating content and services that are clear and simple for all users, while also supporting those who may need adjustments. The most effective approach is to build in accessibility from the start. Just as we consider factors like cost or being survivor-informed, accessibility should be a core part of any design or development process.

2. Benefits of improved accessibility

In practice, accessible services tend to be easier, quicker, and more effective for everyone. Accessibility not only supports those with disabilities but also improves usability for all users.

Volunteering

1. Why volunteering?

Volunteers bring a wide range of skills, experience, and capacity to our work. They enable us to support more people, enhance our services, and make further progress towards our overall vision. Our aim is to reduce our current 50% expenditure on staff to 40%, in line with similar organisations.

2. Benefits of volunteering

Volunteering offers significant benefits for the individuals involved. It can help people feel more connected, give a strong sense of purpose, and contribute positively to wellbeing. Volunteers also bring value by supporting almost every area of our organisation, from helplines to finance, administration, and more. Many volunteers offer high levels of expertise and are capable of supporting complex and specialist areas of work.

Our next steps in these key areas are in development, and will include a full review of our resources, services and member information to ensure everything we do aligns with best practice.



As a charity, we rely on your help to keep our services running. Donate today and give the gift of safer places.

A Trusted Partner – Kintsugi Hope

Kintsugi Hope is a charity based in the UK striving to make a difference to people's mental wellbeing. They want to see a world where mental and emotional health is understood and accepted, with safe and supportive communities for everyone to grow and flourish.

"Kintsugi" (金継ぎ) is a Japanese technique for repairing pottery with seams of gold. The word means 'golden joinery' in Japanese. This repairs the brokenness in a way that makes the object more beautiful, and even more unique than it was prior to being broken. Instead of hiding the scars it makes a feature of them.

Julie Wilson from Kintsugi Hope explains how membership with Thirtyone:eight has helped their organisation.

"In 2018, when our charity was newly established, we sought the expertise of Thirtyone:eight due to their outstanding reputation in providing reliable advice and guidance on safeguarding matters. We needed assistance in crafting our safeguarding policy and obtaining advice on what to request from our partners to ensure robust safeguarding oversight.

We recognised gaps in our knowledge, awareness, and training concerning safeguarding. Specifically, we needed clarity on our safeguarding requirements, particularly from our partners and group leaders. Additionally, we needed guidance on how to gather information effectively as a third party to ensure safeguarding remained a priority in our wellbeing groups. Thirtyone:eight's safeguarding policy template proved invaluable, and their training significantly enhanced our staff's understanding of safeguarding practices.

One of our biggest challenges has been understanding and ensuring optimal safeguarding practices across various locations, cities, and churches. Additionally, comprehending the different safeguarding requirements and practices in England, Wales, Northern Ireland, and Scotland has been a complex task.

Thirtyone:eight supported us by helping establish a system and process that placed safeguarding responsibility on our partners while guiding them towards best practices. Their support included providing a dedicated person to address our safeguarding queries and helping us understand the varying safeguarding requirements across different regions. This support has been crucial in managing the safeguarding of our wellbeing groups effectively.

A key safeguarding need for organisations like ours is ensuring everyone is aware of best practices and understands how to implement them. This includes routine procedures such as DBS checks for staff and regular safeguarding training.

We would definitely recommend Thirtyone:eight to other organisations. They have been instrumental in helping us navigate the complexities of safeguarding, setting up necessary systems and processes, and offering valuable opportunities for ongoing training and refreshers.”

Membership Highlights

Key Developments:

- Our membership grew to 6,620 members.
- Attended and sponsored the Churches Together in England Forum in March. A 3-day event where we met many denominational and ecumenical leaders.
- Introduced a new automated member onboarding process to ensure that key member benefits are highlighted via a series of emails at regular intervals during the first three months of membership.
- Interest in our new member webinars is so high that we are now running them every other month.
- Our popular Member exclusive webinars (with subject matter experts) are now a collaboration with the training team, and external expert partners such as Mind & Soul Foundation and Restored.
- The monthly member updates are seeing a very healthy open and click-through rate, especially since improving subject headers, content and design.

“Thank you for organising such a good and helpful session yesterday. I think all the delegates from our monastery found it very helpful. There was a very positive feel to the whole session.” – New member feedback

Event Highlights

Key Activities:

The membership team and staff from other teams attended a number of events and conferences, including:

- Spring Harvest
- AOG Leaders
- Elim Leaders Summit
- Ground Level Leaders
- CRE Milton Keynes
- Creation Fest
- Churches Together in England Forum
- Restored Conference
- National Youth Ministry Weekend
- CSPN Global Safeguarding Conference

“Your team are absolutely brilliant when you are pulling your hair out and dealing with things that you haven't dealt with before.” - National Youth Ministry Weekend delegate

Training Highlights

Key Activities:

- Trained 10,188 delegates
- Developed training that fulfils Wales' Group A and B national standards
- User-testing by those with disabilities to test and improve our accessibility
- Launched relaxed sessions - designed specifically for anyone who requires a slower, more laid-back approach to learning. From May, all Saturday morning sessions of Safeguarding Children and Young People, Adults at Risk and Trustees will be Relaxed Training.

Key Developments:

- Updated Safeguarding Children and Young People
- Updated Safeguarding Leads
- Updated International Contexts
- Updated Managing Allegations and Perpetrators
- Updated Safeguarding in Pastoral Ministry
- Wrote Online Safety
- Wrote Supporting Victim-Survivors
- Created new self-paced learning: Safeguarding for Residential and Events

"Super knowledge and calm, and engaging delivery. Pulled out key points from group discussion and ensured we acknowledged all necessary information. Clear pathways through processes and excellent sharing of resources and signposting throughout. So useful. Brilliant. Thank you." – Training Delegate

Public Policy & Research Highlights

Key Activities:

- Following the General Election we officially re-registered the All-Party Parliamentary Group (APPG) for Safeguarding in Faith Communities after a successful inaugural meeting held on 27th January in parliament. We have 31 members of the APPG made up of MPs and Peers, which is the highest number the APPG has ever had.
- With the APPG we produced briefing papers focusing on the key opportunities and challenges relating to the implementation of the Independent Inquiry into Child Sexual Abuse (IICSA) recommendations which has been shared with our membership, mailing list and key parliamentarians/departments.
- Regularly engaged and released statements and blogs on the IICSA recommendations, mandatory reporting and the Crime and Policing Bill.
- Worked with Baroness Tanni Grey-Thompson on her Private Members Bill on Mandatory Reporting (which led to Thirtyone:eight being mentioned in the House of Lords).
- Engaged with a consultation run by the Department of Education (through the Association for Child Protection Professionals) about the Working Together to Safeguard Children guidance (2023).
- Presented at the Faith Forum (NWG) and updated the network on the re-registered APPG and the AIRCs project research.
- Concluded fieldwork for a research study looking at working relationships between faith groups and statutory partners with the University of Chester as part of an Arts & Humanities Research Council funded program being led by the University of Kent.

"By working together, we have tackled some of the most pressing issues related to safeguarding in faith communities, especially regarding positions of trust and mandatory reporting. We remain committed to our

mission to ensure that faith communities are safe spaces for all." – Bishop Viv Faull, Co-Chair of the All Party Parliamentary Group on Safeguarding in faith communities.

Safeguarding Highlights

Key Activities:

- Supported 30 organisations with consultancy services ranging from consultancy and audits to case reviews and complex investigations.
- Launched a new service – Risk Assessments and Behaviour Contract Reviews.
- Received 8190 enquiries to our safeguarding helpline.
- Launched the Safeguarding Standards Award
- Continued work with the Welsh Christian Forum and Wales Council of Voluntary Associations.
- Continued to chair and participate in the Christian Forum for Safeguarding (CFS) - a forum for the national level safeguarding leads across the majority of Christian denominations, networks and groups in the UK.
- We were re-awarded the Helpline Standard Award by the Helplines Association
- Became a founding member in the establishment of the new Global Child Protection Alliance (GCPA)

"The work allowed for in-depth analysis, reflection and action planning around safeguarding challenges that staff have faced and how to sensitively work through addressing these... We can confidently create a robust plan to address the issues. So impressed with the warmth, engagement and professionalism of Thirtyone:eight staff."

"We as a leadership team felt safe and covered by Thirtyone:eight's ready availability and expertise, and they often went the extra mile to support us in our time of need...The recommendations given following the review have given us a clear roadmap to follow and implement to improve our organisation's practices."

Disclosures Highlights

Key Activities:

- 86,857 Enhanced, standard and basic DBS checks processed
- 34% increase in DBS checks
- 46% increase in first-time checks for adults
- 142 Enhanced and standard AccessNI checks processed.
- 18% increase in call volumes for Digital ID checks
- We were re-awarded the Helpline Standard Award

"I had a DBS Advice Consultation (over Teams call and follow-up email) The staff, were extremely knowledgeable and helpful. I particularly appreciated the way they took time to understand our organisational context. We felt listened to and supported."



As a charity, we rely on your help to keep our services running. Donate today and give the gift of safer places.

Financial Information

As at 31 March 2025 free reserves amounted to £1,057,987 (2024: £1,091,326). Restricted funds amounted to £1,750 (2024: £1,000) and designated funds amounted to £297,157 (2024: £322,296).

Year on year our income has increased by £196,028. This increase was driven by Disclosure Checks and income from Memberships. Our expenditure increased by £124,176. It is worth noting that when our DBS income increases, so do our corresponding direct costs due to the statutory DBS check charges. Another significant contributor to the increased expenditure was staff costs as we employed more people and increased staff wages. This gave us a net performance of £(45,545) before investments losses/gains.

We saw a small net loss on the revaluation of our investments of £(12,183) giving us a total net movement in funds of £(57,728). Our fixed assets are valued at £983,044. £72,156 is tangible and intangible assets so not readily available to support any deficit we see. £910,888 is in investments and is used to generate income for us.

Reserves policy

Total unrestricted general funds at 31 March 2025 were £1,355,144 (2024: £1,413,622) comprising:

- Designated fixed assets fund £72,157 (2024: £97,296)
- Designated funds: Strategic Project £225,000 (2024: £225,000)
- Free reserves (see below) £1,057,987 (2024: £1,091,326)

Our reserves policy focuses on free reserves as these are the reserves held at the discretion of the trustees.

The reserves policy range has been built up based on ensuring the financial stability of the charity and ensuring that the charity can meet both its ongoing commitments and its strategic plans. In calculating the required level of reserves, the trustees consider the risk of income shortfalls, the potential for budget shortfalls, and other broader risks that could impact the charity.

The current free reserves policy range approved by the board of trustees is £750,000 - £850,000, which is reviewed each year to take account of both internal and external factors. The free reserves at 31 March 2025 of £1,057,987 are higher than the Board's targeted range which we feel comfortable with whilst we have a deficit budget.

The Trustees have re-assessed the level of designated reserves and given the current and development projects that are likely to arise in the next three years, have decided to retain the existing reserves of £225,000. The Board are currently reviewing the strategic plan and will finalise this in January 2026 which may result in a change to the designated reserves figure above.

The reserves policy is kept under regular review and target levels are adjusted as assessments of risk and other factors develop or change.

Investment policy

Investment Management is delegated to a specialist investment management firm to undertake the day-to-day management of the investment portfolio on behalf of the Trustees. The Investment Policy sets out the parameters, controls and responsibilities for the Investment Manager to operate within.

The Trustees review investment performance on an annual basis to ensure investment performance is satisfactory. In the current year, total investments returned a net loss (realised and unrealised) of £12,183, compared to a net gain of £67,254 last year.

Structure, Governance and Management

Governing document: Thirtyone:eight is a registered charity and a Company limited by guarantee, without share capital. It is governed by its Trustees (the Directors). The governing document is its Memorandum and Articles of Association. These were updated in November 2019 to include the simplification of Trustees' terms of office, the ability for remote meetings and changes in language to reflect current terms.

The charity is registered with the Charity Commission in England and Wales, and the Scottish Charities Regulator.

The Board of Trustees: The Board consists of a maximum of 9 Trustees, dependent on recruitment of suitable candidates. New trustees are recruited as vacancies arise by following a safer recruitment process, which includes candidates being interviewed and references taken before being invited to participate in Board meetings before a final decision on appointment is reached by the full Board. Trustees' tenure is for a period of 3 years. Members can stand for re-election by the Board for a maximum of three terms.

The Board annually considers the mix of skills, knowledge and experience it needs to govern, lead and deliver the charity's purposes effectively. It endeavours to reflect this mix in its trustee appointments, balancing the need for continuity with the need to refresh the Board. Trustees receive an appropriately resourced induction when they join the Board. Trustees are given the opportunity to have ongoing learning and development. The full Board meet quarterly and, in addition, the Executive Committee, comprising the Chair and the Vice Chair and the Joint CEOs, meet four times.

Whilst it is acknowledged that the Board take ultimate responsibility for the activity of the charity, delegations are set to the 'lowest appropriate responsible person' to facilitate efficient and effective day to day running of the organisation. These are clearly set out in our Internal Controls Policy and Practice.

Pay policy for key management: The key management for the charity comprises the Trustees and the Joint Chief Executives. Remuneration and benefits are determined based on performance and periodic peer sector benchmarking. In the case of the Chief Executives, this power is delegated to the Trustees, and for other management personnel, pay and benefits are determined by the Chief Executives, subject to an overall budget and framework agreed by Trustees.

Current Risk Management

As with all organisations, there will be potential risk areas. We have a detailed risk management framework (modelled on the Charity Commission Charities and Risk guidance) that is reviewed at each board meeting and senior team meetings to ensure we know what our risk areas are and, more importantly, how we mitigate against such risk. In addition we have established an Audit and Risk Committee to specifically take a deeper look into specific risk as well as take an overview of risk which reports into the Board.

IT and data security remain a key potential risk which is taken seriously and detailed analysis and reporting is conducted regularly to ensure we are doing all we can to mitigate against any risk.

Our staff take risk seriously in all areas of our work, which works effectively towards identifying and managing risk well on a day-to-day basis. We have a 'no-blame' culture which gives confidence to staff and volunteers to be able to report any concerns or potential risks they see.

Administrative details

Registered charity name:	Thirtyone:eight (formerly Churches' Child Protection Advisory Service).
Charity registration number:	1004490 (England and Wales) SC040578 (Scotland).
Company registration number:	02646487
Principal and Registered office:	2 Rosedale Nursery Offices, College Road, Hextable, Kent, BR8 7LT.

Trustees

Peter Wharrad (Chair)

Judith Davey-Cole (Vice Chair)

Kathleen Marie Hallisey (Safeguarding Lead)

Nicholas Donaldson (Resigned 23.06.25)

Paul Anthony Eeles (Resigned 11.04.25)

Philip Verity

Julia King

Joint Chief Executives

Justin Humphreys (Safeguarding) Steve Ball (Operations)

Auditor

Azets Audit Services, First Floor, River House, 1 Maidstone Road, Sidcup, Kent, DA14 5RH

Investment Managers

Rathbones, 159 New Bond Street, London, W1S 2UD

Bankers

Barclays Bank plc, 8 - 14 Darwen Street, Blackburn, BB2 2BZ

In accordance with the company's articles, a resolution proposing that Azets Audit Services be reappointed as auditor of the company will be put at a General Meeting.

Trustees' responsibilities in relation to the financial statements

The Trustees as directors are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulation.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the results of the charity for that period. In preparing these financial statements, the Trustees are required to:-

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with Companies Act 2006 and the Charities Act 2011.

They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies. Approved by order of the board of trustees on

Date and signed on its behalf by:



P Wharrad -Trustee
13.10.25

Report of the Independent Auditors to the Members of Thirtyone:eight

Opinion

We have audited the financial statements of Thirtyone:eight (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.
- Have been prepared in accordance with the Charities SORP 2019.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees Annual Report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report and the incorporated Strategic Report prepared for the purpose of company law for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report and the incorporated Strategic Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report and the incorporated Strategic Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. The description forms part of our auditor's report.

Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the recognition of grant income and the allocation of expenditure to funds
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the charitable company's internal control.

Report of the Independent Auditors to the Members of Thirtyone:eight (continued)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

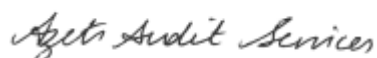
Extent to which the audit was considered capable of detecting irregularities, including fraud (continued)

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation (ie. gives a true and fair view).

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Sarah Jennings FCA (Senior Statutory Auditor)
For and on behalf of Azets Audit Services

28 October 2025

Statutory Auditor

First Floor
River House
1 Maidstone Road
Sidcup
Kent
DA14 5RH

Thirtyone:eight

Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2025

		Unrestricted	Restricted	Total	Total
				31.3.25	Unrestricted
	Notes	£	£	£	31.3.24
					£
INCOME AND ENDOWMENTS FROM					
Donations	2	14,360	24,220	38,580	24,509
Charitable activities	3	3,201,395	-	3,201,395	3,023,994
Other trading activities	4	14,990	-	14,990	8,427
Investment income	5	25,136	-	25,136	27,143
Total		3,255,881	24,220	3,280,101	3,084,073
EXPENDITURE ON					
Raising funds	6	11,102	-	11,102	7,329
Charitable activities					
Consultancy	6	393,576	6,257	399,833	377,997
Disclosures and helpline		2,315,876	9,956	2,325,832	2,256,225
Membership		271,604	-	271,604	267,657
Training		299,054	7,257	306,311	289,032
Other trading activities	6	10,964	-	10,964	3,230
Total		3,302,176	23,470	3,325,646	3,201,470
Net income/(expenditure)		(46,295)	750	(45,545)	(117,397)
Other recognised gains					
(Losses)/Gains on revaluation of investments	11	(12,183)	-	(12,183)	67,254
Net movement in funds		(58,478)	750	(57,728)	(50,143)
RECONCILIATION OF FUNDS					
Total funds brought forward		1,413,622	1,000	1,414,622	1,464,765
TOTAL FUNDS CARRIED FORWARD		1,355,144	1,750	1,356,894	1,414,622

All transactions are derived from continuing activities.

All recognised gains and losses are included in the Statement of Financial Activities.

Thirtyone:eight

Balance Sheet
At 31 March 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Intangible assets	9	56,531	78,554
Tangible assets	10	15,625	18,742
Investments	11	<u>910,888</u>	<u>905,800</u>
		983,044	1,003,096
 CURRENT ASSETS			
Debtors	12	323,980	268,870
Cash at bank		<u>292,323</u>	<u>341,469</u>
		616,303	610,339
 CREDITORS			
Amounts falling due within one year	13	(242,453)	(198,813)
		<u> </u>	<u> </u>
 NET CURRENT ASSETS		<u>373,850</u>	<u>411,526</u>
		<u> </u>	<u> </u>
 NET ASSETS		<u><u>1,356,894</u></u>	<u><u>1,414,622</u></u>
 FUNDS			
Unrestricted general funds		1,057,987	1,091,326
Designated funds	15	297,157	322,296
Restricted funds	16	<u>1,750</u>	<u>1,000</u>
 TOTAL FUNDS		<u><u>1,356,894</u></u>	<u><u>1,414,622</u></u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 13.10.25 and were signed on its behalf by:



P Wharrad -Trustee
Company Registration No. 1004490

Thirtyone:eight

Cash Flow Statement
for the Year Ended 31 March 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities:			
Cash generated from operations	19	(43,693)	(138,205)
Net cash flow from operating activities		(43,693)	(138,205)
Cash flows from investing activities:			
Purchase of tangible fixed assets		(5,113)	(8,242)
Purchase of intangible fixed assets		(8,205)	-
Purchase of fixed asset investments		(212,235)	(69,753)
Sale of fixed asset investments		194,964	274,793
Interest received		<u>25,136</u>	<u>27,143</u>
Net cash provided by investing activities		<u>(5,453)</u>	<u>223,941</u>
Change in cash and cash equivalents in the reporting period		(49,146)	85,736
Cash and cash equivalents at the beginning of the reporting period		341,469	255,733
		_____	_____
Cash and cash equivalents at the end of the reporting period		292,323	341,469
		=====	=====

Notes to the Financial Statements
for the Year Ended 31 March 2025

1. ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements

Thirtyone:eight is a registered charitable company in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 21 of these financial statements. The nature of the charity's operations and principal activities is the provision of education and resources primarily, but not exclusively, for safeguarding children, vulnerable adults and those affected by abuse.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for the particular areas of the charity's work. Further details of each fund as shown in note 17.

1.3 Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

- Membership income is invoiced annually and is accounted for in the month that it is received.
- Training income is accounted for in the month it is receivable
- Consultancy income is accounted for in the month it is receivable
- Donations are recognised when they are received and any income tax recoverable in relation to donations received under gift aid is recognised at the time of the donation.
- Disclosure checks are billed the month after the disclosure check is completed

Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

1.4 Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of generating funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.
- Support costs have been allocated on the basis of time, with the exception of general costs, which are allocated on a usage basis.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

1.5 Allocation and apportionment of costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Head Office. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage. See note 6.

1.6 Intangible fixed assets

Intangible fixed assets relates to the capitalisation of the CRM database and website development costs. Amortisation is provided at 20% straight line in order to write off each asset over its estimated useful life.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost or valuation less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended. Fixed assets below £500 are not capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 25% straight line
Motor vehicles	- 25% straight line

Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

1.8 Fixed Asset Investments

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains / (losses) on investments' in the SoFA if the shares are publicly traded or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

1.9 Debtors

Trade and other debtors are recognised at the amount due less any provision for bad or doubtful debts.

1.10 Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are recognised at their settlement amounts.

1.11 Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

1.12 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

1.13 Going Concern

The trustees have assessed the financial position of the charity, the assumptions made in the preparation of its budgets and the financial risks it faces. A thorough review of the Reserves Policy has been undertaken in the year, and based on this and the level of unrestricted reserves held the trustees conclude that it is appropriate to prepare the financial statements on a going concern basis.

The performance continues to show steady improvement on our recent financial years which confirms the assessment above

These considerations lead us to conclude that the charity will comfortably continue as a going concern for at least 12 months.

1.14 Taxation

The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

1.15 Judgement and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The Foundation makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Useful economic lives of intangible and tangible assets

The annual amortisation/depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are reassessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See notes 10 and 11 for the carrying amount of the website development and software and property plant and equipment, and notes 1.6 and 1.7 for the useful economic lives for each class of assets.

1.16 Government grants

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received.

A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

2. DONATIONS

	Unrestricted	Restricted	31.3.25	31.3.24
	£	£	£	£
Donations	9,372	24,220	33,592	19,975
Gift aid	4,988	-	4,988	4,534
	<u>14,360</u>	<u>24,220</u>	<u>38,580</u>	<u>24,509</u>

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

3. INCOME FROM CHARITABLE ACTIVITIES

	31.3.25	31.3.24
	£	£
Consultancy	283,890	287,513
Disclosures and helpline	1,578,608	1,437,622
Membership	982,331	930,635
Training	351,226	363,446
Other	5,340	4,778
	<u>3,201,395</u>	<u>3,023,994</u>

4. OTHER TRADING ACTIVITIES

	31.3.25	31.3.24
	£	£
Merchandise	<u>14,990</u>	<u>8,427</u>

5. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Income from listed investments	24,002	26,832
Deposit account interest	<u>1,134</u>	<u>311</u>
	<u>25,136</u>	<u>27,143</u>

6. EXPENDITURE ON CHARITABLE ACTIVITIES

	Staff costs	Direct costs	Support costs	Total 31.03.25	Total 31.03.24
	£	£	£	£	£
Raising funds					
Investment manager fees	-	7,163	-	7,163	7,329
Fundraiser fees	-	3,939	-	3,939	-
	-	11,102	-	11,102	7,329
Charitable expenditure					
Consultancy	279,653	78,451	41,729	399,833	377,997
Disclosures and helpline	1,127,144	963,507	235,181	2,325,832	2,256,225
Membership	124,490	1,734	145,380	271,604	267,657
Training	182,339	70,722	53,250	306,311	289,032
	<u>1,713,626</u>	<u>1,114,414</u>	<u>475,540</u>	<u>3,303,580</u>	<u>3,190,911</u>
Other trading activities					
Merchandise	-	8,734	2,230	10,964	3,230
Total for 31.3.2025	<u>1,713,626</u>	<u>1,134,250</u>	<u>477,770</u>	<u>3,325,646</u>	<u>3,201,470</u>
Total for 31.3.2024	<u>1,591,362</u>	<u>1,104,463</u>	<u>505,645</u>	<u>3,201,470</u>	

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

6A. SUPPORT COSTS

	31.3.2025	31.3.2024
	£	£
Included in Support costs are the following Governance costs:		
Auditor's remuneration	8,130	8,130
Auditor's remuneration – previous years	1,172	1,034
Auditor's remuneration – non audit services	1,500	1,500
Professional fees	11,221	14,320
Other	145	3,434
	<u>22,168</u>	<u>28,418</u>

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

7. NET EXPENDITURE FOR THE YEAR

This is stated after charging:

	31.3.25	31.3.24
	£	£
Depreciation - owned assets	8,230	7,980
Amortisation	30,228	29,986
Auditors' remuneration	9,630	10,644
Other operating leases	<u>90,872</u>	<u>90,657</u>
	31.3.25	31.3.24
	£	£
Wages and salaries	1,471,185	1,385,312
Social security costs	134,847	127,060
Other pension costs	75,530	69,893
Health care	11,722	8,607
Staff support fund cost	919	490
Redundancy	<u>19,423</u>	<u>-</u>
	<u>1,713,626</u>	<u>1,591,362</u>

The average monthly number of employees, by headcount, during the year was as follows:

	31.3.25	31.3.24
Consultancy	8	7
Disclosures and helpline	15	15
Training	7	4
Support	<u>17</u>	<u>18</u>
	<u>47</u>	<u>44</u>

The number of employees who received emoluments in excess of £60,000 was as follows:

	31.3.25	31.3.24
£60,001 - £70,000	0	1
£70,001 - £80,000	2	1

The total amount of employee benefits received by the key management personnel is £149,572 (2024 - £139,696).

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

8. TRUSTEES' REMUNERATION AND REIMBURSED EXPENSES

The following transactions took place in the year:

No Trustees received remuneration during the year (2024 - none). Three Trustees received reimbursement of expenses during the year amounting to £364 (2024 - £162) for travel, subsistence and accommodation.

Trustees indemnity insurance was taken out during the year but as part of a larger combined policy and the cost relating to this policy is not separately identifiable.

9. INTANGIBLE FIXED ASSET

Software &
Website
Development
£

COST

At 1 April 2024

286,675

Additions

8,205

At 31 March 2025

294,880

AMORTISATION

At 1 April 2024

208,121

Charge for year

30,228

At 31 March 2025

238,349

NET BOOK VALUE

At 31 March 2025

56,531

At 31 March 2024

78,554

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

10. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Total £
COST			
At 1 April 2024	161,507	33,160	194,667
Additions	5,113	-	5,113
At 31 March 2025	166,620	33,160	199,780
DEPRECIATION			
At 1 April 2024	142,765	33,160	175,925
Charge for year	8,230	-	8,230
At 31 March 2024	150,995	33,160	184,155
NET BOOK VALUE			
At 31 March 2025	15,625	-	15,625
At 31 March 2024	18,742	-	18,742

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

11. FIXED ASSET INVESTMENTS

	Cash	Listed	2025	2024
		Investments	Total	Total
	£	£	£	£
At 1 April 2024	9,917	895,883	905,800	1,043,586
Additions	-	200,560	200,560	158,239
Disposals at proceeds	-	(194,964)	(194,964)	(274,793)
Movement in cash balance	11,675	-	11,675	(88,486)
Revaluations	-	(12,183)	(12,183)	67,254
	<u>21,592</u>	<u>889,296</u>	<u>910,888</u>	<u>905,800</u>
Historical cost		<u>842,338</u>		<u>813,865</u>
			31.3.25	31.3.24
			£	£
Fixed interest			115,041	84,990
Equities			224,830	248,682
Overseas Equities			446,487	449,559
Alternatives			102,938	112,652
Cash			21,592	9,917
			<u>910,888</u>	<u>905,800</u>

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade debtors	239,940	185,384
Prepayments and accrued income	<u>84,040</u>	<u>83,486</u>
	<u>323,980</u>	<u>268,870</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade creditors	122,387	113,067
Other taxes and social security	57,024	49,173
Other creditors	13,827	13,528
Accruals	<u>49,215</u>	<u>23,045</u>
	<u>242,453</u>	<u>198,813</u>

Notes to the Financial Statements (continued)
for the Year Ended 31 March 202

14. DEFINED CONTRIBUTION PENSION SCHEME

The charity operates a defined contribution pension scheme. The pension cost charge for the period represents contributions payable by the charity to the scheme and amounted to £75,530 (2024 - £69,893).

At 31 March 2025 there were unpaid contributions amounting to £13,827 (2024 - £11,728).

15. DESIGNATED FUNDS

Current year	At 1.4.24 £	New designation £	Designation released £	At 31.3.25 £
Designated fund				
Fixed assets	97,296	-	(25,139)	72,157
Strategic projects	225,000	-	-	225,000
	<u>322,296</u>	<u>-</u>	<u>(25,139)</u>	<u>297,157</u>

The fixed asset fund relates to funds held in intangible and tangible fixed assets, that are not available for charitable expenditure.

The Capital Projects fund has been renamed to Strategic projects fund to allow for non-capital expenditure related projects to be included. In the current year, the fund relates to development projects likely to arise in the next three years.

DESIGNATED FUNDS

Prior year	At 1.4.23 £	New designation £	Designation released £	At 31.3.24 £
Designated fund				
Fixed assets	127,020	-	(29,724)	97,296
Capital projects	-	225,000	-	225,000
	<u>127,020</u>	<u>225,000</u>	<u>(29,724)</u>	<u>322,296</u>

Capital projects fund relates to the upgrade of the charity's CRM Database and the development of two specific areas of service provision.

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

16. RESTRICTED FUNDS

	At 1.4.24	Income	Expenditure	At 31.3.25
	£	£	£	£
Safeguarding helpline	-	3,700	(3,700)	-
BSL Interpreters	1,000	-	(1,000)	-
Research project	-	20,520	(18,770)	1,750
	<u>1,000</u>	<u>24,220</u>	<u>(23,470)</u>	<u>1,750</u>

	At 1.4.23	Income	Expenditure	At 31.3.24
	£	£	£	£
Safeguarding helpline	-	5,500	5,500	-
BSL Interpreters	-	1,000	-	1,000
Research assistant	1,800	4,881	6,681	-
	<u>1,800</u>	<u>11,381</u>	<u>12,181</u>	<u>1,000</u>

Safeguarding helpline

Funding to allow us to continue to continue running our safeguard helpline.

BSL Interpreters

Funding to provide British Sign Language (BSL) courses.

Research assistant

Funding from University of Kent to fund a new research assistant.

Research project

Funding from University of Kent to fund a research project leading to the development of publications and training resources for professional practitioners and people with responsibility for safeguarding in religious organisations.

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current Year	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	910,888	72,156	-	983,044
Cash and current investments	65,573	225,000	1,750	292,323
Other current assets	323,980	-	-	323,980
Creditors more within one year	(242,453)	-	-	(242,453)
Total	1,057,988	297,156	1,750	1,356,894

Previous year	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fixed assets	905,800	97,296	-	1,003,096
Cash and current investments	113,669	225,000	2,800	341,469
Other current assets	268,870	-	-	268,870
Creditors more within one year	(197,013)	-	(1,800)	(198,813)
Total	1,091,326	322,296	1,000	1,414,622

18. MEMBERS' LIABILITY

The charity is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

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Notes to the Financial Statements (continued)
for the Year Ended 31 March 2025

19. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.25	31.3.24
	£	£
Net expenditure for the reporting period (as per the statement of financial activities)	(45,545)	(117,397)
Adjustments for:		
Depreciation charges	8,230	7,980
Amortisation	30,228	29,986
Investment income	(25,136)	(27,143)
Decrease/(increase) in debtors	(55,110)	2,185
(Decrease)/increase in creditors	<u>43,640</u>	<u>(33,816)</u>
Net cash provided by used in operating activities	<u>(43,693)</u>	<u>(138,205)</u>

20. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.25	31.3.24
	£	£
Land and buildings		
Within one year	57,083	83,447
Between one and five years	117,044	147,607
In more than five years	<u>3,778</u>	<u>30,298</u>
	<u>177,905</u>	<u>261,352</u>

21. RELATED PARTY DISCLOSURES

During the year, remuneration of £77,039 (2024: £71,633) was paid to the spouses of key management personnel as part of their employment with the Trust.

Judith Davey-Cole, a Trustee, is also the CEO of The Girls' Brigade England and Wales. During the year, Thirtyone:eight sold services worth £1,473 (2024: £nil) to the Charity.

22. CAPITAL COMMITMENTS

	31.3.25	31.3.24
	£	£
Expenditure contracted for but not provided in the accounts	<u>-</u>	<u>-</u>