

Registered number: 02769307
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ORMISTON FAMILIES
(A Company Limited by Guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

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TRUSTEES' REPORT incorporating a directors' report FOR THE YEAR ENDED 31 MARCH 2025

An introduction from our Chair

Ormiston Families exists to ensure that children, young people and families across the East of England feel safe, valued and supported, especially through life's most challenging moments. Our founding purpose continues to guide us, more than four decades on since the charity was created: to create stronger futures by offering compassionate, effective support where it's needed most.

In 2024/25, we entered a pivotal period in our journey. As we concluded our three-year strategic plan, we began shaping the next phase of our work - developing a new strategy that builds on our trauma-informed, values-based approach while responding to the growing and complex needs of the communities we serve.

Despite a difficult external environment, our services made significant and measurable impact. We worked directly with 4,762 families, delivering 20,366 sessions of support, and welcomed 69,678 prison visitors at 1,577 visit sessions across our justice services. Additionally, 150 children accessed quality childcare through our Play Out nursery and holiday clubs. While these figures are slightly reduced from 2023/24, we maintained a strong and consistent reach, with continued growth in prison visiting for the fourth consecutive year.

Importantly, the difference we made to people's lives deepened. 90% of service users told us they felt safer, 90% felt emotionally healthier, and 87% reported feeling more able to manage life's challenges - all improvements on the previous year. These impacts are made possible by our dedicated teams who embed trauma-informed practice, compassion and co-production into every service we deliver.

Recognising the increasing financial strain many families are facing, we provided nearly £20,000 in hardship funding through our Breaking Barriers, Stronger Together and Mpower services. In partnership with Provide CIC, we also launched a new grant-giving programme to facilitate the funding of essential work by other providers.

As you read this report, you will see the results of our work but more importantly, the strength, courage and transformation of the children, young people and families at the heart of it.

Gail Tolley, Chair

"It was nice having someone to talk to who understood me." – Child supported by our Stars bereavement service, October 2024

"It made it easier to cope with things. Before I would get upset/stressed and didn't talk to anyone, but now I talk, and it helps and makes things better - it's just a bad day now, not a bad week." Child supported by our Breaking Barriers service, October 2024

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REPORT OF THE BOARD OF TRUSTEES

The Board of Trustees is pleased to present its report highlighting the key achievements of the charity during this year and to provide insight into our main objectives and strategy.

OBJECTIVES AND ACTIVITIES

Ormiston Families exists today because of one family's tragedy.

Our founder's sister, Fiona Ormiston Murray, was tragically killed on her honeymoon. She loved children and it was no secret that she was excited about starting her own family. Her family, devastated by their loss, honoured her memory by creating a charitable trust, devoted to helping children and families in need. That trust is now known as Ormiston Families.

Ormiston Families continues to support the broad aims of the charity founded in 1981 by focussing its work on the support of vulnerable children and their families across the East of England. The charity works with them to see a brighter future and improve their life chances. By building resilience, we support children and families to feel safe and in control of their own wellbeing.

Through this final year of our three-year strategy, we have sustained the number of young people and families we have worked with, and our activities have continued within our key themes: families and justice.

With a focus on collaboration, we have seen new partnerships formed with several organisations. We continue to drive quality improvement across all our services using a data-driven approach as well as embedding approaches such as single session thinking, trauma-informed practice and child friendly initiatives in our prison visitor centres.

Our families' services focus on supporting mental health and wellbeing and contributing to communities. Within this theme, our children and young people's mental health services (Supporting Smiles and YOUUnited) offer emotional wellbeing support across Norfolk and Waveney and Cambridgeshire and Peterborough.

Stars is a children's bereavement support service for young people finding it difficult to cope with the loss of someone significant in their life. Stars operates across Cambridgeshire.

Mpower works with parents whose children have been removed from their care and want to rebuild their lives and operates across Norfolk, Ipswich, Lowestoft, Fenland and Peterborough.

Our Stronger Together service provides support groups for families caring for children and young people with special educational needs and disabilities.

In Ipswich, our Play Out Nursery offers quality childcare provision to the local community through established day nursery and holiday club provision.

Our justice services include Breaking Barriers, where skilled practitioners work with children and young people affected by the imprisonment of a close family member. Breaking Barriers operates across Essex, Suffolk, Norfolk, Cambridgeshire, and Bedfordshire.

We manage Prisoners' Family Services including visitor centres and family activities across eight prisons in the East of England. Ex-offenders are supported to re-integrate with community and family life and break intergenerational chains of offending through our Probation Family Service.

New activity this year included the support of grant giving activity with Provide CIC, with our income generation colleagues working alongside this partner to deliver this programme.

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ACHIEVEMENTS AND PERFORMANCE

Overview of Services

Once again, this year, we were delighted to be recognised at the prestigious Children and Young People Now awards receiving highly commended accolades in the Charity of the Year category and the Mental Health and Wellbeing Award for our Stars service.

In 2023/24 we laid the foundations of a values-based approach to extending the reach of our services. This focused on maximising our impact and effectiveness through **how** we work, rather than simply seeking to increase the volumes and geographical spread of **what** we do.

2024/25 saw us build on these foundations, consciously embedding the principles of trauma-informed practice (TIP) within our new strategic plan, alongside our existing complementary values of compassion, collaboration and effectiveness.

This approach acknowledges that exposure to trauma can impact all aspects of an individual's development, psychologically and socially, as well as neurologically and biologically. It is particularly pertinent to many of the people using our services, who have been affected by significant adverse experiences and trauma during their childhood.

That said, trauma affects us all at some point, which means that the TIP principles of safety, trust, choice, collaboration, empowerment and cultural consideration are universally relatable. The organisation's strategic decision to embrace these principles has, therefore, had the effect of underpinning, validating and nurturing what is already intuitive best practice for our practitioners.

But it is not just intuition which tells us that this approach works – much of 2024/25 was spent refining our impact measurement systems and processes, including how we best capture the experiences of those using our services, and the longitudinal effectiveness of our interventions:

'I used to think that I was the problem, but now I know that I don't need to be fixed, I need to be loved. You're the service that has had the most impact on me - you've given me the tools that will help me even when I'm not working with you anymore.' Mpower service user

As well as resonating with our staff and service users and having a growing evidence base for its effectiveness, this values-based approach was also in part informed by an increasingly challenging external funding environment and the need for all of our services effectively to do more for less, making every interaction count.

In 2024/25, Ormiston Families worked directly with 4,762 families through 20,366 sessions of support. We also welcomed 69,678 prison visitors across 1,577 visit sessions. Although measures taken to streamline and sustain our work have resulted in a slightly reduced reach this year, we are pleased to have maintained levels within 10% of the previous year and increased our prison visiting activity for the 4th consecutive year.

Importantly, our services continue to offer outstanding impact for the people we work with – with goal-based outcomes often exceeding clinical standards of measurable change. In 2024/25:

- 90% of people we worked with reported feeling safer after accessing our services. (2023/24 - 89%)
- 90% told us that they felt emotionally healthier after working with us. (2023/24 - 84%)
- 87% said that, following our support, they felt more able to deal with life's challenges. (2023/24 - 86%)

'It helped me to learn that bad things can still have positives and speaking about my feelings will make me feel better.' Supporting Smiles service user

Highlights and progress against 2024/25 plans and objectives

In 2022/23 we set ourselves several themes to apply across our services through to 2024/25:

- a) Ensuring inclusivity, engaging with the whole family group for the benefit of children and young people
- b) Become leaders in trauma-informed practice and service-user co-production

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- c) Become leaders in early intervention approaches for children, young people and their families
- d) Working collaboratively with other organisations to identify opportunities and solutions to bring about beneficial system changes for our service users.
- e) Enhance our ability to engage the voice of a diverse range of service users in the monitoring and development of our services, corporate governance, and strategic planning.

With these themes in mind, 2024/25 saw us revisit how we deliver some of our services, exploring options to maximise choice and meaningful outcomes for the people we work with, whilst demonstrating innovation, scalability and value for money to current and prospective funders.

For example, our Breaking Barriers service established a partnership with a charity providing refurbished laptops to children facing digital poverty, whilst simultaneously developing its own offer to include online and games-based intervention options for children and young people affected by having a parent or close family member in prison. This is an area we plan to develop further over 2025/26 and beyond.

Similarly, following the success of its online groupwork pilot last year, our Fenland-based Stronger Together service now provides volunteer-led virtual sessions where parents of children with special educational needs or disabilities can come together to support each other through their lived experience, regardless of geographical isolation or access to transport.

This year, we became one of the first charities to achieve One Small Thing's (OST) internationally recognised 'Trauma Aware' quality mark for work undertaken by our Mpower service with women who have experienced the trauma of having successive children removed into care. Some of these same women were able to speak with authority and authenticity to OST assessors about their experiences of the service, reporting that this process in itself felt empowering and positive for them.

As an early adopter of this approach and quality standard, Ormiston Families was grateful subsequently to be invited to feedback and inform development of OST's quality standards; a further example of being able to effect positive system change outside our own organisation.

Ormiston Families has always embraced the notion that the best outcomes for children and young people are achieved not by working in isolation with them, but alongside their parents, families and wider support networks in the local community. In the same way, 2024/25 saw us deliberately broaden our external focus as an organisation, seeking to influence and inform positive, values-based change in the wider systems in which we operate, as well as learning from partner organisations, who are often working towards the same ends from a different perspective.

Our Breaking Barriers criminal justice conference last February was a good example of this, and our first steps into demonstrating leadership in our areas of expertise. Fellow professionals from across the health & social care, criminal justice and education sectors heard directly from children and families experiencing the huge social and emotional impact of having a parent in prison, with its longstanding effects on their mental wellbeing, schooling and future life chances.

As well as validating the experiences and celebrating the resilience of the young people who were brave enough to share their stories, the conference enabled professionals in attendance to have an increased understanding of some of the systemic barriers and prejudices which need to be overcome to effectively support families in this situation and to build wider social capital. This has led directly to some exciting discussions about closer alignment between partners in some of our region's prisons and schools, in a collaborative effort to realise positive system change. This is another area we plan to progress in 2025/26.

'The conference was the most thought-provoking conference I have EVER been to.' Corporate partner

'It was a real eye opener for someone who wasn't aware the impact imprisonment of a family member had on a young child.' Local Councillor

Continuing the theme of influencing best practice outside our own organisation, we were delighted to receive highly commended recognition in both the Charity of the Year and Mental Health & Wellbeing Awards at the national Children & Young People Now awards in November 2024. Although ultimately pipped to the post by other organisations, our Stars bereavement service was recognised for its compassion, skill and effectiveness in

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bringing hope, comfort and support to children coming to terms with, and recovering from, the loss of a parent or close family member. This was a reaffirming and memorable experience for our Stars team, as well as the young person in attendance who has benefited from their support.

FAMILIES

Our work in communities

Supporting 853 people through 2,715 tailored sessions and delivering childcare provision for 150 children

'It is a constant fight advocating for your children to gain support, access education and have the opportunities to thrive. Parental burnout is inevitable. The advice given by the Stronger Together practitioner...was a huge help. They have experience professionally and personally and can offer guidance with the next steps on a parents to do list!' Stronger Together service user

Our Stronger Together service continued to provide vital support to parents and carers with a child with additional needs this year, with an estimated 700 children and parents benefitting from this service in 2024/25. Our team of volunteers with lived experience was increased, and in-person groups supplemented by a popular online offer and active Facebook community. Sadly, funding pressures led to a risk of closure which was met by an outpouring of support from the families who use the service, and the team worked tirelessly to come up with a feasible alternative delivery model. As such, Stronger Together will continue this year with a focus on parent support groups, with the sensory resource library provision being rehomed across the organisation. Whilst there is recognition that this will result in a decrease in the reach of the local service, it is hoped that in future the online model may be replicated to add value to families across the region who may benefit from SEND support.

One such area where this may be appropriate is within our nursery provision, where there is a high proportion of children with additional needs. Over the last year, we have made significant progress to the hiving up of the limited company (Ormiston Families Enterprises Ltd), which managed our Ipswich Play Out nursery, into the charity. The staff were all transferred across to Ormiston Families, following a full consultation process, with several improved benefits and conditions to mirror their charity colleagues. The nursery team was warmly welcomed by colleagues at the October staff conference last year. Considerable investment has also gone into the fabric of the nursery and the central office at Felixstowe Road. This included a complete replacement of the water supply system for central heating, kitchen areas and toilets, new flooring throughout the nursery and an upgrade of their kitchen, along with the addition of a new sensory room for the children and a new room for the staff to take their breaks. Following the submission of an Ofsted application to reregister the nursery in December 2024, a confirmation certificate was issued just after the end of the financial year. We look forward to weaving the nursery into the organisational strategic priority of supporting parents and carers.

Elsewhere, our Mpower service continues to support parents with a child removed from their care, increasing their reach year-on-year and pioneering the organisation's work around trauma-informed principles. Our expert practitioners offered over 2,000 sessions of support this year, supporting 153 parents to work towards goals around increasing their practical stability, improving their self-esteem and increasing knowledge around healthy relationships.

One of the women supported by Mpower in 2024/25 was 'Sebrina', who shared her story with her practitioner Carly through a new audio recording format.

Sebrina's story (Mpower)

'I first started working with MPower after getting referred by Barnardo's after completing my parenting course and having my son taken away. So, I've been with MPower quite a while now.'

Sebrina, 38, has been working with Mpower since February 2024. She started working with practitioner Carly when concerns were raised about her mental health and struggling to deal with her young son being in foster care. Sebrina was seeing her son 3 times a week in a contact centre whilst court proceedings were ongoing.

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Sebrina worked with Carly to set herself goals around being able to talk about her feelings and use coping strategies to improve her mental health, improve her budgeting skills and accessing training and volunteering opportunities.

Sebrina has attended 31 sessions of support to date, ***'I have done a couple of group sessions and met up with my support worker for coffees and done the Job Centre. We looked at doing some courses and other bits like that. The sessions have helped me so much as I have been able to talk to my support worker about what's on my mind.'***

Sebrina has recorded significant progress against all of her goals, ***'My life has started to feel a bit more better since working with MPower as it is given me something to look to the future and have a positive life.'***

The journey has not been plain sailing. As with many of the women Mpower supports, there have been ups and downs as she navigates the challenging reality of her son being placed into permanent care imminently.

Reassuringly, when asked to rate her levels of resilience, Sebrina has shown a vast improvement over time. ***'I feel I can try and start moving on with my life after working with MPower as they have been so supportive.'***

Sebrina credits the team for their part in how far she has come ***'The practitioners that I have worked with have been absolutely wonderful. They know how to treat your respect and talk about what's going on in life. I would say to people that MPower is worth working with as I was nervous and anxious at first. But since I have been working with Carly my life is starting to get better. The experience I've had with MPower has been absolutely fantastic. I just wish there was more people like them as they are supportive and such lovely people to have support with. keep up all the good work guys.'***

Our work supporting mental health Supporting 2,370 people through 11,661 expert support sessions

'It helped me realize that what I feel is normal and how to deal with what I'm feeling during stressful situations.' Young person supported by our YOUNited service

In Cambridgeshire & Peterborough, our YOUNited mental health service supported 1,195 children and young people through over 4,500 sessions of support. Continuing to embrace the principles of single session thinking, introducing group sessions and working seamlessly within the local mental health landscape, the team at YOUNited have successfully brought down waiting list times and consistently receive positive feedback from children and young people, as well as parents and carers.

In Norfolk, our other commissioned mental health service, Supporting Smiles, has spent the past year mobilising the new service contracts whilst offering support to over 1,000 children and young people. A strategically revised recruitment process has led to an expanded range of therapeutic modalities on offer and the team have welcomed new trainees through their established programmes and growing reputation as a place of professional nurturing. Most recently, the team were excited to move to new, more accessible offices that incorporate a dedicated reception and waiting room with space and funding to develop a sensory area. The building also offers increased space, including private clinical discussion and administration areas. These physical improvements will enhance families' experience of our service, in keeping with best trauma-informed practice.

Our Stars bereavement service has taken the first steps to launching pre-bereavement counselling for children and young people to broaden our bereavement support offer. Alongside working to mobilise this provision, the team have supported 128 children and young people this year and have sadly seen an increase in complex and traumatic cases involving circumstances such as suicide, domestic violence and murder. Phenomenally, the team maintained a 100% record of helping children and young people to progress towards goal-based outcomes that range from understanding the grieving process to feeling a sense of improved wellbeing. Clinically, the average distance travelled against these outcomes was an average of 6.8 points on a 10 point scale, which is a considerable increase, given that anything above 4 is considered within the clinical world to constitute meaningful

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change – ie indicating a shift beyond what might be expected due to chance alone and likely to have a very real impact on everyday life.

One of those young people supported by the Stars team this year was Isla.

Isla's Story (Stars)

Isla was 14 when her mother died of cancer.

For a year, she coped well by immersing herself in keeping busy with her GCSEs and horse riding. But, after the first anniversary of her mother's death Isla really struggled to cope without her mum.

'My confidence and motivation disappeared, and my education suffered. I went into a depressive state, which took over my life. I had massive social anxiety, and my self-esteem was non-existent. I was drowning in emotions.'

Anxiety and depression are common responses to grief, but without guidance and support, some young people turn to unhealthy and dangerous coping mechanisms, such as self-harm, substance misuse etc.

This was the case with Isla, who used self-harm as a way to cope with her overwhelming thoughts and feelings.

'It quickly became my coping strategy for any problem, and I got addicted... I was aware it was not good; it made me feel bad, it made me feel weak, it made me feel worse, but then this would re-trigger the feelings and I'd start the process all over again. But in my head, it was the better of the only two options available to me.'

Isla received 12 support sessions which helped her move forward with strategies for managing her grief. Speaking of the help she received, Isla said: ***'Stars have had a transforming effect on me, my life, and my future. Ann-Marie taught me how to control my breathing to calm my nerves, and we worked on understanding what my triggers were so that I could recognise them before they began to control me. When Ann-Marie showed me why my feelings were completely normal for someone grieving, I started to understand myself much more. Each session gave me tools and things to work on which made each week progressively easier to live. All this had the effect of bringing ME back again. I became the bubbly and confident person I had always been again, and began looking forward to things, instead of not being able to see a future for myself. Although I still have wobbles, Stars taught me that it's okay and that my feelings won't last forever. I know these skills will stay with me forever and help make me the person I want to be.'***

Isla is currently doing well and looking towards her future. She enjoys spending time with friends, and is studying Biology, Chemistry and Maths. She has an interview with her first choice of university, where she wants to take Veterinary Studies. She is no longer self-harming.

JUSTICE

Our work with the families of offenders

Supporting 1,529 children, young people and their families through 5,990 personalised sessions

Welcoming 69,678 prison visitors to our prison visitor centres

'I enjoy being able to cuddle my Dad and play games. The people are really nice :).' Visitor, HMP Wayland

The prison estate continues to rebuild following the impact of covid, with the number of visitor sessions and visitors welcomed increasing again this year to nearly 70,000 visitors. This year we estimate that around 20% of those visitors were children and young people, and our teams have continued to facilitate family days, baby bonding visits and initiatives such as StoryBook Dads to enable families to maintain strong family ties during imprisonment. Feedback from families, prisoners and official inspections all highlight the compassion with which staff and

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volunteers welcome and support families and the relationships that they build.

This kindness and professional expertise is also recognised by those supported by our Probation Family Services team. Here, developments in monitoring and evaluation systems this year have allowed us to capture the difference made by this team, with deeply reflective and life-changing self-observations recorded. Embracing the agile working nature of the post-covid world, the Probation team have been commended this year by service users for their flexible and inclusive approaches to support.

There has been a growing focus in our Justice work on engaging with stakeholders and considering our place within system-change. This year saw us join COPE (Children of Prisoners Europe) to engage and share best practice with organisations and individuals across Europe engaged in supporting families affected by imprisonment.

Through our portfolio of work in prisons and with schools through our Breaking Barriers service, we are exploring initiatives to foster greater links between the two areas – for example through a virtual parents evening model that has been successful in Wales and we will be hosting a second Breaking Barriers conference in 2026 following the successful inaugural event this year.

Our Breaking Barriers service, directly supporting children with a loved one in prison, has faced significant funding challenges and, as such, was re-structured to increase sustainability. Despite working with a reduced staff team, the service supported 201 children and young people – an increase on last year and 80% of the reach forecast based on a full team.

One of those who was supported was 'Camilla', whose Dad's arrest left her alone and desperately unhappy...

Camila's Story (Breaking Barriers)

13-year-old Camila was referred to Breaking Barriers after her dad's imprisonment, which resulted in multiple foster placements before she moved in with family friends under a special guardianship.

Before his arrest, Camila had a close relationship with her dad, who had been the one consistent figure in her life. With no contact with her biological mother and her stepmum and siblings living abroad, her dad's absence left her feeling lost and isolated. She struggled to adjust to new routines, found it difficult to trust adults, and had trouble forming friendships at her new school. Seeing news articles about her dad's case only added to her distress.

Camila received support from the service both through online and face to face intervention. She had eight 1:1 sessions to support with her goals of ***'shrinking my sadness and feel happier'*** and ***'to talk about dad and feel more comfortable doing so.'***

At first, she found it hard to talk about her dad without becoming upset, but creative activities provided a way for her to express her feelings. Watching videos about life in prison helped her prepare for visits and gave her the confidence to ask her dad questions, making their conversations more natural. Over time, she began to feel more comfortable in her new home, started engaging more at school, and built friendships with her peers.

By the end of the sessions, Camila had grown in confidence and was able to talk about her dad without feeling overwhelmed. She expressed happiness about her new home and showed signs of settling into her new environment. Her carer noted, ***'She talks more openly, feels safer, and is much happier now.'***

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Our People

We have had a fantastic year with some significant achievements. We are thrilled to be registered as a Real Living Wage Employer, which includes Play Out, our commercial nursery. This is a big step in ensuring fair wages for all our employees.

We have also made strides in our HR processes by giving employees direct access to People XD, our HR Information System. This system automates the booking of annual leave, making it much easier for everyone, enabling managers to see their teams' availability at a glance. Additionally, our induction programme has been revised with more in person sessions, to highlight the importance of our values, ensuring that new employees understand and embrace what we stand for from day one.

The team are committed to providing a range of strategic HR data to inform Trustees, SLT, Managers, and Employees. This data includes key employee metrics with a greater focus on equity, diversity, and inclusion. By doing this, we aim to improve the diversity of our employee base.

Ormiston Families was delighted to be re-accredited by Investors in People this year. The assessor noted our real commitment to doing the right thing, the embedded nature of our values, and our approaches to engaging and involving our people.

Learning and Development continued to be a major focus for us. Nearly 80% of our colleagues attended online safety training, which covered legal updates, types of online abuse, and how to support children with online safety. We now have 97 colleagues trained in Emergency First Aid at work with Child Resuscitation. All staff, volunteers, and trustees have undergone sexual harassment awareness training. Colleagues from three services attended Lone Worker Training, and our Supporting Smiles service invested heavily in ASK and ASIST training, (Assessing Suicide in Kids and Applied Suicide Intervention Skills Training) ensuring everyone had the relevant training for their role.

Finally, we launched the Values in Action Small Rewards Scheme at our annual face to face staff conference. This initiative is designed to recognise and reward employees who exemplify our values in their daily work.

Income Generation

In a year marked by continued economic uncertainty, our commitment to building long-term, values-driven relationships with supporters across the East of England has remained steadfast. While we faced challenges—particularly in corporate and event income, and a plateau in trust and foundation funding—we also took bold steps to adapt and strengthen our approach for the future.

Strategic Review and Innovation

Recognising the shifting fundraising landscape, we undertook a comprehensive review of our income generation strategy. This has led to the development of a refreshed, forward-looking strategy for 2025 and beyond. We are also exploring new commercial opportunities through the Greenhouse working group, with several promising ideas already in development.

Our small but dedicated income generation team continues to work closely with colleagues across impact, insights, and communications to ensure our fundraising is evidence-based and aligned with our strategic goals.

Trusts and Foundations

Trust and foundation funding remains the cornerstone of our charitable services. We are proud of the strong relationships we have built with funders, many of whom have provided repeat and multi-year support. This year, we were grateful to receive significant grants from the John Laing Charitable Trust, the Garfield Weston Foundation, and the Evelyn Trust.

However, we are acutely aware of the increasing competition for limited funds, with many trusts reducing or pausing their giving. As a result, we are actively seeking to supplement this funding by diversifying our income streams to safeguard the future of our services.

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Corporate Partnerships

We were especially proud to work with Provide CIC to deliver their community grants programme, awarding several unrestricted £5,000 grants to grassroots organisations across their region. We look forward to continuing this partnership in 2025 and beyond.

While corporate income declined this year, we remain deeply thankful for the continued support of partners such as Accugrit, Andrew Thompson and Associates, Poundgates, and the East of England Co-op.

Events and Community Fundraising

In 2024, we bid a fond farewell to our much-loved Walk with a Fork event, which raised £6,500 and brought together over 300 supporters at the beautiful Helmingham Hall Estate. We are immensely grateful to our President, Lady Tollemache, and her family for hosting this event over the past decade.

Our London Marathon team of seven and over 40 participants in the Whole Hog challenge also raised vital funds—demonstrating the power of community and personal commitment in sustaining our work.

Communications and Engagement

This year saw the successful relaunch of our website, with improved design and messaging that better showcases our impact and makes it easier for stakeholders to engage with our work. Feedback has been overwhelmingly positive.

Our Breaking Barriers Winter Appeal was our most ambitious communications campaign to date, reaching over 150,000 people through 12 weeks of press and social media activity. We also maintained a strong media presence throughout the year, with weekly print coverage and regular radio appearances.

The expansion of our Head of Communications and Engagement's role to include Public Affairs has already yielded results, including MP visits and increased participation in public consultations. We also welcomed a new Marketing and Supporter Engagement Officer, who will help us build deeper, more responsive relationships with our supporters.

Looking Ahead

As we reflect on the past year, we are proud of what we've achieved in the face of adversity. Our focus remains on innovation, collaboration, and impact—ensuring that every pound raised helps transform the lives of children, young people, and families across the East of England.

We extend our heartfelt thanks to every individual, trust, foundation, business, and community group that stood with us this year. Your support is not only appreciated - it is essential.

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PLANS FOR FUTURE YEARS

Over the course of 2024/25 the charity undertook a comprehensive review of our vision, purpose and values before deciding on our strategic priorities for the next three years. After reflecting on what our beneficiaries had been telling us and listening to our staff and other stakeholders, we have clarified our vision and purpose as follows:

Our Vision - **For everyone in the East of England to feel happier, stronger and understood.**

Our Purpose - **to enhance emotional wellbeing, providing practical tools to overcome obstacles and fostering strong family and community connection.**

To achieve our vision and purpose we will continue to deliver three key areas of work:

1. Mental health & wellbeing

We will support young people and children to manage their mental health.

2. Families affected by offending

We will ensure that families with a loved one in prison aren't left behind and support ex-offenders to reintegrate into their community.

3. Parent support

We will provide emotional, physical and social wellbeing services to parents living in our local community.

Our strategic aim for 2025-2028 is to transform how we deliver services by embedding the principles of trauma-informed practice across all aspects of our work – safety, trust, choice, collaboration, empowerment and cultural sensitivity. Therefore, as strategic priorities:

- we will prioritise the emotional wellbeing of the people we work with and those who work for us.
- we will ensure that every interaction is supportive and understanding and driven by our values.
- we will enhance our skills, refine our service delivery and equip our colleagues with the right tools and resources to create a safe and sustainable environment to deliver the best outcomes for the people who use our services.
- we will work with the community in which we are based, listening and responding to their specific needs

In line with these priorities, our objectives for 2025/26 include:

- development of an online/virtual service delivery offer within our Breaking Barriers service.
- delivery of our second professional conference, continuing the theme of holistic support for families affected by imprisonment.
- establishment of further collaboration between schools and prisons, e.g., opportunities for imprisoned parents to participate with their children in school parents' evenings
- development of training packages and resources that simultaneously help professionals and parents to support the children and young people in their care and contribute to new income streams.
- consolidation and continued roll-out of externally recognised Trauma Informed Practice quality standards to the wider organisation
- further development of the nursery to provide more child places and enhance the support for parents of children with special educational needs and disabilities.

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FINANCIAL REVIEW

2024/25 has been a successful year maintaining our free reserves levels at the upper end of our policy range following restoration to those levels in 2023/24 from the sale of a freehold property.

An overall surplus was achieved of £57k (2023/24 - deficit £656k) from a significant reduction in net expenditure of previously received restricted funding to £5k (2023/24 - £526k) and a turnaround of unrestricted funds performance to a surplus of £62k for the year (2023/24 - deficit £130k) providing a small increase in free reserves at the year end. This enabled us to maintain planned services and support capacity, prioritising our beneficiaries as long as possible whilst we were awaiting the outcome of philanthropic funding bids in the continuing challenging economic environment. However, we still had to take some difficult service capacity reduction and restructuring decisions in the last quarter of the year as we reviewed the sustainability of our budget plans after considering the impact of increased National Insurance costs and likely levels of funding available.

Total income of £7,652k (2023/24 - £7,143k) increased primarily due to increased unrestricted funding from Government commissioned services which increased to £4,942k (2023/24 - £3,695k). The overall reduction in restricted funding during the year to £1,488k (2023/24 - £1,982k) was from a reduction in restricted Government grants to £914k (2023/24 - £1,445k) mainly due to one childrens mental health service successfully transitioning from restricted development grant funding to an unrestricted commissioned contract funding. Overall Government income increased to £5,856k (2023/24 - £5,140k).

Restricted trust grant income for our services reduced by £32k (2023/24 - £143k reduction) to £330k (2023/24 - £362k) excluding funding from the Ormiston Trust reflects the continuing competition for funds with this income stream. Ormiston Trust continued their funding for specific services of £150k (2023/24 - £151k) in addition to maintaining their unrestricted grant at £400k (2023/24 - £400k) for the year.

Total voluntary income increased by 2% (2023/24 - 49% increase) to £761k (2023/24 - £743k), Our Provide CIC major partnership generated £242k (2023/24 - £141k) unrestricted funding in addition to the £54k restricted funding for the new Provide Community Grants charitable activity during the year. This increase offsets reductions in other corporate giving and donations. Legacy income was £5k during the year (2023/24 - £nil), no new legacy notifications were received during the year (2023/24 - nil).

Our remaining nursery activity was hived up during the year as planned and has made substantial progress during the year generating total charitable activity income of £736k (2023/24 - £489k as a trading activity). This increase has come from high occupancy levels and increased statutory early years grant funding levels. This hive up completes the restructure of our former trading activities and Ormiston Families Enterprises Limited ceased trading on 20th May 2025 having completed all its work supporting the hive up. Blois Meadow Day Nursery Limited was dissolved in June 2024 and had not traded during the year, the remaining dormant subsidiary companies forming part of the original nursery trading plan were dissolved in June and July 2024, please see note 14 for more detail. Ormiston Families Enterprises Limited will be dissolved through a voluntary strike off during 2025/26 following completion of the hive up. Following the hive up Ormiston Families Enterprises Limited held net liabilities of £nil (2023/24 - £20k net liabilities) and the charity was owed £nil (2023/24 - £nil) at the year end.

Investment income grew to £123k (2023/24 - £94k) from higher average cash balances and the first full year of utilising the CCLA COIF Charities Deposit Fund in our working capital management.

Total expenditure reduced to £7,595k (2023/24 - £7,799k) within this expenditure on raising funds reduced to £558k (2023/24 - £878k) mainly from the hive up of our nursery activity to the charity, the nursery becoming a charitable activity during the year from being a trading income generation activity previously. Total charitable activity expenditure increased to £7,037k (2023/24 - £6,921k) with unrestricted expenditure increasing to £5,598k (2023/24 - £4,413k) driven by the increased funding outlined above while restricted expenditure reduced to £1,439k (2023/24 - £2,508k) reflecting a reduced expenditure timing difference for additional restricted funds carried forward for expenditure within our charitable services from receipts in the latter months of previous years.

Within the net increase in funds for the year of £57k (2023/24 - £656k reduction) unrestricted funds increased by £62k (2023/24 - £130k reduction) to £1,730k and restricted funds reduced by £5k (2023/24 - £526k reduction) to £884k at the year end.

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The Board of Trustees have carried out a strategic review during the year and plan to continue developing increased diversified income streams and grow regionalised service capacity to support the needs of our beneficiaries as funding levels increase. Prioritising the needs of our beneficiaries and with free reserves levels being just above policy levels at the year end, the Board of Trustees have approved a deficit budget 2025/26 of £145k which will reduce free reserves to within policy levels by 31st March 2026.

Reserves Policy

The Board of Trustees undertake regular reviews of the reserves levels compared with the reserves policy, to ensure that the level of reserves held is appropriate for the continuation of the Ormiston Families' activities. The trustees have a risk-based approach assessing the short and medium to long term risks to the organisation, while ensuring sustainable delivery of services to our beneficiaries. This acknowledges the current external environment, risks arising from cuts in statutory contract funding, increased costs of employment and the spread of funding received across a range of services and geographical areas.

The Board of Trustees have carried out a review of the free reserves policy which recommends free reserves of between £700k and £1,100k and agreed that there should be no change to these policy levels based upon expected growth, tenders due and risk profiles for statutory and non-statutory funded activities within current budget plans.

On 31 March 2025, the charitable group balance sheet remained resilient, holding funds of £2,614k (2024 - £2,557k) of which £522k (2024 - £493k) is represented by fixed assets. Unrestricted funds are £1,730k (2024 - £1,668k) with £582k (2024 - £553k) funding fixed assets and approved fixed asset investments, leaving unrestricted free reserves as of 31 March 2024 of £1,148k (2024 - £1,115k). This is slightly in excess of the higher end of the free reserves policy levels and is agreed by the Board of Trustees to be appropriate as a temporary level to give sufficient resilience to the charity to keep within policy levels for the foreseeable future. With plans for a controlled deficit utilising £145k of these free reserves in place during 2025/26 to support our beneficiaries before returning to breakeven after fully absorbing the effect of the increased costs of employment and likely income levels available.

Restricted funds are regularly reviewed by the trustees to ensure funds continue to be spent as intended within a reasonable time. The financial review contains details relating to the movement in restricted funds during the year. Restricted funds held at 31 March 2025 were £884k (2024 - £889k) reflecting the £5k net expenditure of previously received funds during 2023/24.

Investment Policy

Our investment policy is based on the best use of cash investment assets and aims to get the best return whilst keeping these surpluses safe and liquid. The Board of Trustees, having regard to the liquidity requirements of the charity, keep funds in interest bearing deposits as far as is practicable and does not expose them to excessive risk.

As well as bank balances and low volatility money market funds, Ormiston Families has properties which are used for the direct charitable purposes of the charity and any surplus space arising within them is reviewed with a view to securing rental income.

Our investment policy is kept under review to prudently support changing needs for fixed asset investment and investment in income generation.

Going Concern

The Group has undertaken a detailed service and budget plan assessing the opportunities for growth and sustainability in the current economic and funding climate. This has included assessing cashflows, risks of loss of contracts, strength of liquidity, disposal opportunities for surplus property and the confidence of our future potential debt capacity if required. In parallel the Charity continually reassesses its operations, business plans and performance facilitating swift action to be taken in response to any unexpected scenarios should they arise.

Having reviewed the key risks facing Ormiston Families, as well as the cash flow forecast model and the expected level of reserves, for a period of at least 12 months from the date of approval of these financial statements, the Board of Trustees consider there are sufficient reserves held on 31 March 2025 to manage those risks and achieve the

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business plans. The Board of Trustees believe that Ormiston Families has adequate resources to fund its activities for the foreseeable future and are, accordingly, of the view that Ormiston Families is a going concern.

Principal Risks and Uncertainties

As in previous years, the Board of Trustees has reviewed the organisation's strategic, operational and governance risks to ensure that the major risks to which the charity may be exposed, as identified by the board, have been assessed and systems have been established to mitigate those risks.

The key risks to which the charity is exposed, and the mitigating steps are summarised below:

Risk	Mitigation
Personnel loss	<ul style="list-style-type: none"> • Remuneration policies reviewed alongside sector benchmarks in 2024, and salary increases retrospectively implemented from October 2024 with all salaries brought up to lower quartile levels as a minimum in line with our pay policy. Overall, this resulted in an average 5.1% payroll uplift across the organisation. • Salaries for our Play Out nursery provision were also increased to ensure all staff were equal or above the Real Living Wage from April 2025. • 81% of staff expressed being 'happy with our flexible working practices' in the February 2025 Charity Pulse survey. • We achieved an 81% score for 'access to appropriate emotional and mental health support', reflecting well on the new Employee Assistance Programme introduced last year. • Staff appraisals conducted and individual & organisational development plans agreed. • Trustee annual reviews undertaken, and one new Trustee appointed in line with succession plans. • An established and engaged Employee forum meeting regularly with senior leaders.
Financial mismanagement	<ul style="list-style-type: none"> • Financial systems and processes reviewed by trustees and external audits. • The 2023/24 and 2024/25 accounts audited by new auditors appointed by the Board at beginning of 2024. • Finance team maintained training to ensure awareness of fraud risks & common scams. This was reinforced with all staff undertaking cyber security training. • The team also provide a programme of regular lunchtime training sessions to increase understanding of financial processes. • Robust budgeting monitoring processes maintained.
Reputational loss	<ul style="list-style-type: none"> • Quality standards are maintained with routine observations and audits. • All services undergo a quarterly 'support and challenge' discussion to review performance and ensure a process of continuous improvement. • Policies are routinely reviewed, revised and implementation is monitored • Safeguarding and data protection training provided for all staff. • AI themed conference to raise awareness of risk and opportunities across organisation. • DBS checks undertaken on appointment and routinely sampled thereafter. • GDPR specialist consultants appointed to advise on all data protection matters. • Health & safety specialist consultants appointed to advise on policy and practice. • Head of Communications and Engagement role to oversee public relations.
Loss of Ormiston Trust funding and support	<ul style="list-style-type: none"> • Informal and formal dialogue maintained with Ormiston Trust with the CEO reporting to the Ormiston Trust Board on a regular basis. • Ormiston Trust's continued presence on the Board of Trustees. • Three-year project funding plan agreed with Ormiston Trust.

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Loss of major contract	<ul style="list-style-type: none">• Regular performance monitoring undertaken by managers and senior leadership.• Key performance indicators monitored by senior leadership.• Significant concerns reported quarterly to the Board of Trustees.• Regular dialogue, reporting and review, maintained with commissioners and delivery partner organisations at local and senior levels.• There are no major contracts (over £500k per annum) due for renewal in 2025/26 that have not already been extended.
Loss of infrastructural assets	<ul style="list-style-type: none">• Disaster recovery plans in place.• Insurance cover reviewed and updated, including cyber protection cover.• Security of premises and fire protection reviewed.• Archived service user records held and maintained centrally in secure room.• Data protection training and testing, supported with the appointment of an external GDPR specialist consultancy.• Information governance processes in place and regularly reviewed.• Cyber security processes reviewed regularly, and Cyber Essential accreditation award renewed in 2024.• New IT provider appointed providing ready access to specialist professional advice and support and facilitating cloud-based hosting of IT infrastructure and data records. Automated data back-up procedures in place.
Adverse economic climate	<ul style="list-style-type: none">• Non-contracted service expenditure for 2025/26 reduced following restructure of underfunded services to mitigate the impact of increased NI Employers contributions across the organisation in 2025/26.• Central office payroll expenditure reduced to lower overheads.• Established COIF account to create an additional income stream while interest rates high.• Asset rich balance sheet maintained to facilitate borrowing if required.• Maintained market awareness through trustees and SLT in local and national developments.• New corporate partnership in place which has significantly increased annual unrestricted income.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Constitution

Ormiston Families is a charitable company limited by guarantee and was set up by Memorandum and Articles of Association on 30 November 1992. The Board of Trustees completed a review of the Memorandum and Articles of Association in 2017. The revised Articles were approved by the Board and adopted by members in October 2017. In September 2019, a revision to the Articles was adopted by members to implement the Charity Commission's Charity Governance Code recommendations. In September and December 2020, further amendments were adopted to enable formal business to be conducted by electronic means such as the AGM by videoconference. Ormiston Families is a registered charity - number 01015716.

The objects of Ormiston Families are for the promotion of general charitable purposes, principally in the areas of the welfare of disadvantaged families, children, and young people. The founding charity, Ormiston Trust (of which Peter Murray and Diana Murray are trustees), is a grant making trust that continues to support Ormiston Families.

Method of Appointment or Election of Trustees

The Board of Trustees is legally responsible for the governance and management of the charity. The Standing Orders set out the framework for the structure and processes of the Board. The Board of Trustees consists of not less than three trustees. There has been one resignation and four new trustee appointments since the previous year end with one additional resignation after the year end. New trustees are recruited by reason of the skills they offer, and we continue to review the membership of the Board of Trustees to ensure a strong balance of skills. The

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recruitment process is mindful of both the skills mix and diversity across the Board, to ensure the Board is reflective of the communities in which the Charity operates. Details of all our trustees can be found on our website at www.ormiston.org/who-we-are/

Trustees are appointed for a maximum of 9 consecutive years from the Annual General Meeting of first appointment, after which a break of at least 24 months must be taken. Our founder Peter Murray is excluded from this retirement provision and his service is preserved beyond 9 years. One third of the Board must retire at each Annual General Meeting. Retiring trustees are eligible for re-election subject to the maximum term of office.

Governance Review

During 2024/25 the Board of Trustees have continued their trustee review processes and board and committee self-assessment processes. The Governance Committee has also continued to ensure a high correlation of our structure and processes with the Charity Commission's Charity Governance Code and best practice following the independent review commissioned in 2022. That review found Ormiston Families equalled or exceeded the reviewer's "all charities benchmark" in 14 out of 15 governance practices, commenting it *"is a commendable achievement and an example of how charities can role model good governance"*.

Policies Adopted for the Induction and Training of Trustees

Once appointed, Trustees undertake an induction programme, including attendance at an organisational induction day (for trustees and employees), participating in structured service visits and the receipt of organisational and statutory information in a trustee information pack. Further training is undertaken as needed. Training and update, as part of a Board of Trustees' meeting, is also undertaken at least twice during the year. This year the focus has been upon Trauma Informed Practice and Safer Recruitment.

Organisational Structure and Decision Making

A written schedule of matters is reserved for decision by the whole Board of Trustees, including:

- the formulation and implementation of strategy
- overseeing the implementation of the strategy through annual operating plans and budgets
- monitoring progress
- accepting ultimate responsibility for the sound professional, legal, and financial management of the charity.

The Board of Trustees meets four times a year to carry out its responsibility for ensuring that the activities undertaken are in line with the objects of the charity. A quorum consists of not less than three members and decisions are reached by majority. Average trustee attendance at board meetings was 77% during the year ended 31 March 2025 (2024 – 80%).

Matters not reserved for decision by the Board of Trustees are delegated either to one of the Board committees or to the chief executive and members of the senior leadership team via the organisation's scheme of delegation. The chief executive and members of the senior leadership team are detailed on page 43.

The Board of Trustees has four committees, with terms of reference, whose members during the year to 31 March 2025 are listed below:

Resources Committee - reviews and agrees the annual budget, the annual report, and accounts ready for approval by the Board. It is responsible for agreeing all loans and repayments, major acquisitions, or disposals, ensuring adequate organisational finance systems are in place. Liaising with and receiving reports from the external auditors, approving any significant changes in accounting policies or practices. Setting the organisation's reserves policy, agreeing any significant decisions relating to organisational restructures, management structures, remuneration and benefits for approval by the Board of Trustees and on any other significant human resources matters.

The resources committee met 4 times during the year during the year ended 31 March 2025.

Members: Stephen West (chair), Jessica Godfrey-Withey, Marlini Finney (until May 2024), Catherine McLaughlin,

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Philip Richards (from May 2024), Miranda Kendall (from August 2024) and Gary Peverley (from May 2025).

In attendance: Chief executive, finance director and company secretary, operations director, director of people and organisational development.

Governance and Risk Committee - reviews the charity's governance and advises the Board of Trustees accordingly. This committee will confirm to the full Board of Trustees that the major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems have been established to mitigate those risks.

The governance and risk committee met 4 times during the year ended 31 March 2025.

Members: Jessica Godfrey-Withey (chair), Miranda Kendall, Catherine McLaughlin, Rebecca Wood, Marlini Finney (until May 2024) and Mark Heasman (from May 2024).

In attendance: Chief executive, finance director and company secretary, operations director.

Income Generation Committee - oversees, monitors, and reports back to the Board of Trustees on Ormiston Families' income generation plans and activities, ensuring that appropriate policies, processes and systems are in place.

The income generation committee met 4 times during the year ended 31 March 2025.

Members: Miranda Kendall (chair), Peter Murray, Diana Murray, Rebecca Wood and Nicola Yarnall (until June 2025).

In attendance: Chief executive, director of income generation and marketing, finance director and company secretary.

Senior Recruitment and Remuneration Committee - meets as required to oversee recruitment to senior roles and to devise, implement, and monitor the remuneration policy for the chief executive, senior leadership team and set terms and conditions for key management personnel. The committee also meets on an ad-hoc basis during the year as and when senior management team remuneration needs to be considered and does this alongside both group and charity performance and benchmarking data in order to have informed discussions and make decisions.

Members: Board chair, Board vice chair and chairs of the Resources, Governance and Income Generation Committees.

The senior recruitment and remuneration committee met once during the year ended 31 March 2025.

The Board's key responsibilities in respect of key management personnel remuneration are:

- to monitor the framework for remuneration
- to have oversight of and implement the remuneration policy against which the senior leadership team and staff remuneration is determined
- in consultation with the Senior Recruitment and Remuneration Committee, approve the chief executive's remuneration in line with the remuneration policy
- to commission external market information on salary and remuneration packages to assist comparison and benchmarking with best practice
- to approve the design of and determine targets for any performance-related pay to review the ongoing appropriateness and relevance of the remuneration policy

Related Parties

All decisions taken by the Board of Ormiston Families Enterprises Limited, Ormiston Families' trading subsidiary, are in line with the parent charity's objects and any conflicts of interest are managed and addressed with the Group's best interest. The trustees and senior leadership team all operate transparently and declare all potential conflicts at each meeting and where conflicts of interest or loyalty exist, step out from decisions when appropriate.

Peter Murray and Diana Murray are trustees of Ormiston Trust, a grant-making trust that continues to provide vital

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and significant support to Ormiston Families each year.

Mark Heasman, Philip Richards and Nicola Yarnall are employed by Provide CIC a major corporate partner and funder of Ormiston Families. Mark Heasman is Chief Executive and Philip Richards is Group Chief Financial Officer for Provide CIC.

Processes are in place to manage these and other potential conflicts of interest. Transactions are detailed in note 25.

Our Commitment to High Standards of Fundraising

Our Board of Trustees and Senior Leadership Team are fully committed to building relationships and trust with all our supporters. They, together with our integrated Income Generation and Communication Committee, monitor significant risks and ensure they are being properly addressed.

We never buy in any data lists for fundraising, and we do not sell or share supporter details with any other individuals or organisations. We have processes in place to ensure that we do not overwhelm our supporters with information and our supporter communications are primarily designed to inform our donors about the progress of our work on behalf of children, young people, and their families. We do not employ professional fundraising agencies, and all our activities are planned and delivered in house by our income generation team.

We are committed to the highest standards of professional fundraising. We are a member of the Fundraising Regulator and adhere to its Code of Practice, Fundraising Promise, and complaints process. We take our responsibilities to our supporters very seriously and make sure that they can control how they hear from us as well as ensuring that we are complying with UK GDPR and the Data Protection Act 2018.

We have guidelines in place for fundraising from vulnerable people and will never put pressure on anybody to donate.

As in the previous year, we received no fundraising related complaints.

Our Commitment to the Environment

At Ormiston Families we acknowledge that global warming is a real and growing threat to the environment. We recognise that many of our activities contribute to climate change and may also have other unintended consequences on the environment. In keeping with our vision of a world where families feel safe, healthy, and resilient, Ormiston Families is committed to developing working practices that minimise environmental damage and help protect the planet to provide a brighter future for us all.

Policy Principles:

- All Ormiston Families staff and volunteers are encouraged to take personal responsibility for considering the environmental impact of all their activities, practices, and procedures.
- We are proactive in minimising our production of waste by reusing or recycling materials.
- We monitor and reduce the environmental impact of fossil fuel dependent modes of transport by encouraging the use of travel options that minimise environmental impact in addition to exploring new ways of delivering our work sustainably.
- We are building an environmentally friendly work culture through regular internal communication and stakeholder engagement.
- We ensure that consideration is given to purchasing environmentally sustainable products and services and develop sustainable supply chains by using suppliers that have environmental standards compatible with our own.
- We have robust procurement procedures and policies in place so that the environment is considered as part of our decision-making processes.

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For the year 2023/24 we reported our average carbon emissions per employee (arising from property energy consumption and staff mileage) as 679 kg of CO₂ per full time equivalent employee (FTE) and set a target to reduce this by 5%. Our actual CO₂ per FTE emissions for 2024/25 was 669 kg. This equates to a 1.4% reduction in average emissions in a period where our FTE staff number remained stable. While this is well below target, the reduction in staff travel for work emissions reduced by 17.9% and gas usage for heating and hot water by 9%.

This is a positive reflection of the work undertaken in 2023/24 to introduce a mileage-expenses claim form that separates out green miles travelled and automatically captures CO₂ emissions per journey based using a registration licence plate calculator. The implementation of this form helped to raise staff awareness (highlighting their personal CO₂ contribution) and made it easier for us to accurately record this data. The reduced travel emissions were achieved by several staff switching to greener forms of travel for work (e.g. car sharing and trains) as well as an uptake in the use of electric vehicles.

Following on from this, and interest expressed by staff, we are about to launch a salary sacrifice electronic vehicle purchase scheme for staff provided by Octopus.

With the improvements in travel and gas emissions, we had hoped to see the reduction in our overall average carbon emissions per employee significantly exceed the 5% target. However, the impact of these successes was undermined by our increased use of heating oil at our 333 Felixstowe Road premises. These two antiquated oil-fired boilers continue to be our primary obstacle to us moving significantly closer to a carbon neutral position.

Looking at our gross carbon footprint we did manage a small reduction in our overall impact from 106.5 to 105.2 tonnes.

Our Environmental Working Group continues to provide valuable insights and champion our aims. This was admirably demonstrated by the group organising an environmentally themed staff conference in July 2024 to raise awareness of our strategic objective and progress against this as well as encouraging staff to consider how they could contribute at home and in the workplace.

The results of the recent Charity Pulse survey show that 70% of staff agree with the statement ***'This charity is making all reasonable efforts to reduce its impact on the environment'***.

Long-term Objectives

- We aim to be carbon neutral by 2030
- By 2030, all our properties (owned & leased) will be EPC rated 'C' or above*

Objectives for the Financial Year 2025/26

- Reduce the average carbon emissions per employee arising from our energy consumption and staff travel by 5% this year – Currently 512 kg of CO₂ per FTE employee per annum.
- Continue to promote and embed a cultural aspiration to minimise our environmental impact across the organisation.
- Introduce the Octopus EV Salary sacrifice scheme to encourage staff to transition to electric vehicles
- At least three members of our Environmental Working Group to complete the Groundwork Carbon Literacy course.
- Monitor and report on our progress throughout the year
- Prepare an action plan for 2026/27

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Acknowledgements

The Board of Trustees would like to acknowledge the commitment and dedication of all employees and volunteers, which is demonstrated in the high quality and impact of our work with children, young people, and families this year.

Equally, we would like to take this opportunity to thank the many individuals, funding bodies and community groups who have supported our work this year. Particular gifts and grants are acknowledged in accordance with their terms below.

PRINCIPAL FUNDING

Principal funders are Norfolk and Waveney Clinical Commissioning Group, Cambridgeshire and Peterborough Clinical Commissioning Group, His Majesty's Prison and Probation Service, Norfolk County Council, Ormiston Trust and Provide CIC. These funders provide a variety of both unrestricted grants, contract income and restricted funding.

Our work is only possible due to our dedicated supporters and the companies, charitable trusts and foundations, which continue to partner with us. To everyone involved, we cannot thank you enough.

The charity is grateful for the support from the following charitable trusts and foundations and statutory bodies during the year:

Annie Tranmer Charitable Trust
Bedfordshire & Luton Community Fund - Frank Branston Fund
Belstead Ganzoni Charitable Settlement (aka Lord Belstead Charitable Settlement)
Bernays Charitable Trust
Birketts Community Grassroots Endowed Fund
Cambridge in Need Fund
CCF Healthier Futures (Cambridgeshire and Peterborough Integrated Care System)
Charles Hayward Foundation
Charles S French Charitable Trust
Children in Need
Christopher Holmes Charitable Fund
Cranfield Charitable Trust
David Family Foundation
DC Moncrieff Charitable Trust
Diana Tinson and Spence Family Funds
Dorothy Pamela Smith CIO
Eastern Counties Educational Trust Limited
E&J Legacy and Grant Making Fund
Essex Police Fire and Crime Commissioner
Essex Youth Trust
Evelyn Trust
Fund for Cambridgeshire
Garfield Weston Foundation
Gary Sullivan Charitable Fund
Geoffrey Watling Charitable Trust
Glasspool
Grace Trust
Hadley Trust
The Harpur Trust
Harwich Haven Authority Fund
Herefordshire Community Foundation - the Joanies Fund
Hope House & Gippeswyk Educational Trust
Hudson Charitable Trust
John & Pamela Salter Charitable Trust
John Laing Charitable Trust
Joan Wilkinson Charitable Trust

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Karin Brass Memorial Fund
Leeze Charitable Fund
Leigh Trust
Lujenna Educational Trust
Leslie Mary Carter Charitable Trust
The Mabs Mardulyn Charitable Foundation
Metalcraft Community Fund
Michael & Shirley Hunt Charitable Trust
Norwich Charitable Trusts
The Overland Charitable Trust
Paul Bassham Charitable Trust
PEM Charitable Trust
Postcode Community Trust
The Prudence Trust
Ranworth Trust
RC Snelling Charitable Trust
Ridgeons Family Endowed Fund
RJB Grant Making Programme
Rope Trust (Mrs LD Rope Third Charitable Settlement)
Sabariah's Fund
Saracen's Norfolk Fund
Simon Gibson Charitable Trust
Smith and Pinching Charitable Trust
SSE The Greater Gabbard Community Fund
St Jude's Trust
Steel Charitable Trust
Suffolk Community Foundation
Suffolk Community Foundation Women and Girls Fund
Suffolk Giving Fund
Wixamtree Trust

Public Benefit

The trustees confirm that they have complied with the duty in Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit and believe that the benefit to members of the public described in the achievements and performance within this report demonstrates the public benefit delivered by Ormiston Families.

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STATEMENT OF RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The trustees (who are also directors of Ormiston Families for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors 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 directors 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP FRS102;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company and the group's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Disclosure of Information to Auditor

Each of the persons who are trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that trustee is aware, there is no relevant audit information of which the charitable company's auditor are unaware, and
- the trustee has taken all the steps that ought to have been taken as a trustee in order to be aware of any relevant audit information and to establish that the auditor is aware of that information.

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

The Trustees' Report, incorporating the Directors' Report, was approved by the trustees on 4th September 2025 and signed on their behalf by:



Gail Tolley, Chair

ORMISTON FAMILIES

(A Company Limited by Guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ORMISTON FAMILIES FOR THE YEAR ENDED 31 MARCH 2025

Opinion

We have audited the financial statements of Ormiston Families (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Group Statement of Financial Activities, the Group and Parent Charitable Company Balance Sheet, the Group 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 (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2025, 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.

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 group's or parent 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 trustees are responsible for the 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. 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.

ORMISTON FAMILIES

(A Company Limited by Guarantee)

Independent Auditor's Report to the Members of Ormiston Families (continued)

Other information (continued)

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion 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' Annual Report, incorporating the Director's Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's 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 directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement in the Trustees' Report, 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 group's and parent 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 group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

ORMISTON FAMILIES

(A Company Limited by Guarantee)

Independent Auditor's Report to the Members of Ormiston Families (continued)

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and how it operates and considered the risk of the group and the parent charitable company not complying with the applicable laws and regulations including fraud, in particular those that could have a material impact on the financial statements. This included those regulations directly related to the financial statements. In relation to the group and the parent charitable company this included employment law, financial reporting and health & safety.

The risks were discussed with the audit team and we remained alert to any indications of non-compliance throughout the audit. We carried out specific procedures to address the risks identified these included the following:

- We reviewed systems and procedures to identify potential areas of management override risk. In particular, we agreed the financial statements to underlying records and we carried out testing of journal entries and other adjustments for appropriateness.
- We reviewed accounting policies for evidence of management bias and ensured that the accounting policies were correctly applied to the financial statements.
- We reviewed minutes of Trustee Board meetings and agreed the financial statement disclosures to underlying supporting documentation.
- We have made enquiries of management and officers of the parent charitable company regarding laws and regulations applicable to the organisation.
- We reviewed the risk management processes and procedures in place including a review of the Board assurance reporting.
- We have reviewed any correspondence with the Charity Commission and reviewed the procedures in place for the reporting of incidents to the Trustee Board including serious incident reporting of any such matters if necessary.

ORMISTON FAMILIES

(A Company Limited by Guarantee)

Independent Auditor's Report to the Members of Ormiston Families (continued)

Auditor's responsibilities for the audit of the financial statements (Continued)

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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation as to what extent the audit was considered capable of detecting irregularities, including fraud.

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. This description forms part of our auditor's report.

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 this 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, for our audit work, for this report, or for the opinions we have formed.



John Perry (Senior Statutory Auditor)
For and on behalf of

SUMER AUDITCO LTD

Fitzroy House
Crown Street
Ipswich
Suffolk
IP1 3LG

Date: 4 September 2025

Ormiston Families

Consolidated Statement of Financial Activities (incorporating Income and Expenditure Account for the year ended 31 March 2025)

		Unrestricted Funds	2025 Restricted Funds	Total	Unrestricted Funds	2024 Restricted Funds	Total
	Notes	£000	£000	£000	£000	£000	£000
Income from:							
Donations and Legacies	2	729	32	761	739	4	743
Charitable activities	3						
Families		4,164	1,221	5,385	2,730	1,764	4,494
Justice		1,134	232	1,366	1,020	214	1,234
Charitable activities sub total		5,298	1,453	6,751	3,750	1,978	5,728
Other trading activities	4	13	3	16	515	-	515
Investments	6	123	-	123	94	-	94
Other income	6	1	-	1	63	-	63
Total		6,164	1,488	7,652	5,161	1,982	7,143
Expenditure on:							
Raising funds	7,8	504	54	558	878	-	878
Charitable activities	7,8						
Families		3,977	1,136	5,113	3,109	2,295	5,404
Justice		1,621	303	1,924	1,304	213	1,517
Charitable activities sub total		5,598	1,439	7,037	4,413	2,508	6,921
Total		6,102	1,493	7,595	5,291	2,508	7,799
Net (expenditure)/income for the year		62	(5)	57	(130)	(526)	(656)
Transfers between funds	19	-	-	-	-	-	-
Net movement in funds		62	(5)	57	(130)	(526)	(656)
Reconciliation of funds							
Total funds brought forward		1,668	889	2,557	1,798	1,415	3,213
Total funds carried forward	19	1,730	884	2,614	1,668	889	2,557

All activities relate to continuing operations. All gains and losses recognised in the year are included in the Consolidated Statement of Financial Activities (SOFA).

The notes on pages 30-42 form part of these financial statements.

Ormiston Families

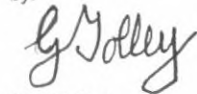
Group and Company Balance Sheets as at 31 March 2025

Company Number 02769307

	Notes	Group		Company	
		2025 £000	2024 £000	2025 £000	2024 £000
Fixed assets					
Intangible assets	12	27	10	27	10
Tangible assets	13	495	483	495	483
Investments	14	-	-	-	-
Current assets					
Stock	15	-	-	-	-
Debtors	16	336	287	336	287
Cash at bank and in hand	23	2,789	2,775	2,789	2,746
		3,125	3,062	3,125	3,033
Liabilities					
Creditors: Amounts falling due within one year	17	(983)	(948)	(983)	(865)
Net current assets		2,142	2,114	2,142	2,168
Total assets less current liabilities		2,664	2,607	2,664	2,661
Provisions for liabilities	18	(50)	(50)	(50)	(50)
Net assets		2,614	2,557	2,614	2,611
Funds of the Charity:					
Restricted funds	19	884	889	884	889
Unrestricted funds	19	1,730	1,668	1,730	1,722
Total Charity funds		2,614	2,557	2,614	2,611

This report has been prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the trustees, and authorised for issue on 4th September 2025 and are signed on their behalf by:



Gail Tolley
Chair



Stephen West
Trustee

The notes on pages 30-42 form part of these financial statements.

Ormiston Families

Consolidated Statement of Cash Flows for the year ended 31 March 2025

	Notes	2025 £000	2024 £000
Cash flows from operating activities			
Net cash (used in) operating activities	22	(43)	(505)
Cash flows from investing activities			
Net interest received		123	94
Proceeds from the sale of tangible fixed assets		-	501
Purchase of tangible fixed assets		(36)	(2)
Purchase of intangible fixed assets		(30)	(12)
Net cash provided by investing activities		57	581
Change in cash and cash equivalents in the reporting period		14	76
Cash and cash equivalents at 1 April		2,775	2,699
Cash and cash equivalents at 31 March	23	2,789	2,775

Analysis of changes in net debt

	1st April 2024 £000	Cash flows £000	Other non-cash changes £000	31st March 2025 £000
Cash and cash equivalents				
Cash	2,775	14	-	2,789
	2,775	14	-	2,789
Total	2,775	14	-	2,789

The notes on pages 30-42 form part of these financial statements.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2025

1 ACCOUNTING POLICIES

1.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS

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 (FRS 102) (effective 1 January 2019) Charities SORP (FRS 102) and the Companies Act 2006.

The financial statements are prepared in sterling which is the functional currency of the company and group. Exemption under FRS 102 has been taken not to prepare a separate charity entity cashflow statement, these cashflows are included within the group cashflow statement on page 29.

Ormiston Families meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy. The financial statements are rounded to the nearest £'000.

1.2 BASIS OF CONSOLIDATION

The financial statements consolidate the accounts of Ormiston Families and its subsidiary undertaking, Ormiston Families Enterprises Limited. Blois Meadow Day Nursery Limited was dissolved during the financial year and there was no activity during the year for this company.

The charity has taken advantage of the exemption contained within 408 of the Companies Act 2006 not to present its own Income and Expenditure Account.

The income and expenditure account for the year dealt with in the accounts of the charity showed net expenditure of £3,000 (2024 - net expenditure £821,000).

1.3 COMPANY STATUS

The charity is a company limited by guarantee. The members of the charity are the Trustees named on page 43. 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 number of members at 31st March 2025 was 12 (2024 - 9).

1.4 SIGNIFICANT JUDGEMENTS AND AREAS OF ESTIMATION DUE TO UNCERTAINTY

The most significant area of judgement and key assumptions are related to estimating the useful economic life of fixed assets. Depreciation is charged annually in accordance with the depreciation rates detailed below (note 1.9). Impairment of assets is considered annually and provided for as required. Goodwill is amortised over the relevant property lease period to which it relates. Fixed Asset investments are reviewed and adjusted for impairment based upon a review of expected rates of return on investment and risk adjusted valuations of their future customer revenue. The Trustees judgement is that the company continues as a going concern (note 1.8). As part of this judgement they have considered the current reserves position, strategic plans and risks.

1.5 FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.6 INCOME

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Grants and donations are only included when the charity has unconditional entitlement to the resources.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2025

continued

1 ACCOUNTING POLICIES (continued)

1.6 INCOME (continued)

Investment income is included on a receivable basis.

Trading income represents fees and management charges receivable by Ormiston Families Enterprises Limited trading as "Payout" and Blois Meadow Day Nursery Limited trading as "Payout Steeple Bumpstead" in respect of their provision of nursery services. Income is recognised in the period to which it relates.

1.7 EXPENDITURE

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Trading expenditure represents costs incurred and the provision of nursery services by Ormiston Families Enterprises Limited and Blois Meadow Day Nursery Limited.

Support costs, including governance costs, are those costs incurred directly in support of expenditure on the objects of the charity. Support costs are allocated firstly in line with individual project income agreement provisions and the remaining balance by gross salary costs as a good approximation to the use made by projects.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

All expenditure is inclusive of irrecoverable VAT.

1.8 GOING CONCERN

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Having reviewed the key risks facing Ormiston Families, as well as the budget and cash flow forecast model, balance sheet strength, potential loan availability and the expected level of reserves, the Trustees consider there are sufficient reserves held at 31 March 2025 to manage those risks and achieve the business plan. The Trustees believe that Ormiston Families has adequate resources to fund its activities for the foreseeable future including a period of at least 12 months from the date of signing these accounts. Accordingly, the Trustees are of the view that Ormiston Families is a going concern. Following consideration of professional advice the charity has decided to hive up its remaining nursery activity and therefore the subsidiary company is not a going concern and it is planned to voluntarily dissolve it during 2025-26.

1.9 TANGIBLE FIXED ASSETS AND DEPRECIATION

All assets costing more than £500 are capitalised.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets except freehold land, less their estimated residual value, over their expected useful lives after any necessary impairment review on the following bases:

Freehold property	-	Over 50 years
Leasehold Property	-	Over the lease term or useful life
Fixtures and fittings and office equipment	-	15% to 50% straight line
IT operational hardware pool	-	Over 3 years straight line
Assets under construction	-	No depreciation

1.10 INTANGIBLE FIXED ASSETS AND DEPRECIATION

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

All intangible assets are considered to have a finite useful life. The current intangible assets are software and goodwill for which the useful life is estimated to be the lower of the minimum lease period for the business activity to which they relate or 10 years.

Ormiston Families

Notes to Financial Statements for the year ended 31 March 2025

continued

1 ACCOUNTING POLICIES (continued)

1.11 INVESTMENTS

Investments in subsidiaries are valued at cost less provision for impairment.

1.12 OPERATING LEASES

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

1.13 STOCKS

Purchased stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks.

1.14 DEBTORS

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.15 CASH AT BANK AND IN HAND

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.16 LIABILITIES AND PROVISIONS

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

1.17 FINANCIAL INSTRUMENTS

The group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Other specific measurements are as follows;

Tangible Fixed Assets - depreciated cost (note 13)

Investments - open market value and their historical cost (note 14)

Goodwill - amortised cost (note 12)

All assets are subject to annual impairment review and adjusted accordingly if necessary.

All assets and liabilities are therefore stated in the accounts at their fair value.

1.18 PENSIONS

The group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the group to the fund in respect of the year, treated as an expense in the Consolidated Statement of Financial Activities.

1.19 TAXATION

The company is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.20 REDUNDANCY

Redundancy costs, including the cost of redundancy notice periods, are recognised in the period that notice of redundancy has been given to employees in circumstances where no suitable alternative role was available following an organisational restructure. Redundancy payments are based upon statutory rates.

Ormiston Families
Notes to the Financial Statements for the year ended 31 March 2025
(continued)

2 Income from donations and legacies

	2025			2024		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£000	£000	£000	£000	£000	£000
Donations	270	32	302	306	3	309
Legacies	5	-	5	-	-	-
Trust funding	54	-	54	33	1	34
Ormiston Trust general grant	400	-	400	400	-	400
	<u>729</u>	<u>32</u>	<u>761</u>	<u>739</u>	<u>4</u>	<u>743</u>

3 Income from charitable activities

	2025			2024		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£000	£000	£000	£000	£000	£000
Government funding	4,942	914	5,856	3,695	1,445	5,140
Customer fees	328	4	332	9	20	29
Trust funding	-	330	330	-	362	362
Ormiston Trust project funding	-	150	150	-	151	151
Other grant funding	28	55	83	46	-	46
	<u>5,298</u>	<u>1,453</u>	<u>6,751</u>	<u>3,750</u>	<u>1,978</u>	<u>5,728</u>

There are no unfulfilled conditions at the year end relating to Government funding (2024 - none).

4 Income from other trading activities

	2025			2024		
	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	£000	£000	£000	£000	£000	£000
Fundraising events	13	3	16	26	-	26
Trading subsidiary activities (note 5)						
Ormiston Families Enterprises Ltd	-	-	-	489	-	489
Blois Meadow Day Nursery Ltd	-	-	-	-	-	-
	<u>13</u>	<u>3</u>	<u>16</u>	<u>515</u>	<u>-</u>	<u>515</u>

5 Trading subsidiary activities

	2025 Unrestricted Funds £000	2024 Unrestricted Funds £000
Trading income		
Nursery income	<u>-</u>	<u>489</u>
	-	489
Trading expenses		
Direct costs	(54)	88
Wages and salaries	<u>-</u>	<u>364</u>
	(54)	452
Net income/(expenditure) from trading activities excluding intercompany charges	<u>54</u>	<u>37</u>

Ormiston Families
Notes to the Financial Statements for the year ended 31 March 2025
(continued)

6 Investment income

	2025			2024		
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Short term deposits	123	-	123	94	-	94
	<u>123</u>	<u>-</u>	<u>123</u>	<u>94</u>	<u>-</u>	<u>94</u>

Other income

	2025			2024		
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Profit on disposal of fixed assets	-	-	-	62	-	62
Other	1	-	1	1	-	1
	<u>1</u>	<u>-</u>	<u>1</u>	<u>63</u>	<u>-</u>	<u>63</u>

7 Expenditure by type

Raising funds

	2025			2024		
	Unrestricted Funds £000	Restricted Funds £000	Total £000	Unrestricted Funds £000	Restricted Funds £000	Total £000
Cost of fundraising to generate voluntary income						
Wages and salaries	345	-	345	338	-	338
Events and other activity costs	213	54	267	88	-	88
	<u>558</u>	<u>54</u>	<u>612</u>	<u>426</u>	<u>-</u>	<u>426</u>
Total fundraising costs	558	54	612	426	-	426
Cost of trading to generate funds						
Trading subsidiary activities (note 5)	(54)	-	(54)	452	-	452
	<u>504</u>	<u>54</u>	<u>558</u>	<u>878</u>	<u>-</u>	<u>878</u>

Expenditure on charitable activities

Wages and salaries	3,453	1,138	4,591	2,621	1,485	4,106
Other direct costs	1,362	55	1,417	1,038	624	1,662
Support costs	783	246	1,029	754	399	1,153
	<u>5,598</u>	<u>1,439</u>	<u>7,037</u>	<u>4,413</u>	<u>2,508</u>	<u>6,921</u>
	<u>6,102</u>	<u>1,493</u>	<u>7,595</u>	<u>5,291</u>	<u>2,508</u>	<u>7,799</u>

8 Expenditure by activities

	2025			2024		
	Activities undertaken directly £000	Support costs £000	Total £000	Activities undertaken directly £000	Support costs £000	Total £000
Raising funds	555	3	558	870	8	878
Charitable activities						
Families	4,331	782	5,113	4,575	829	5,404
Justice	1,680	244	1,924	1,201	316	1,517
	<u>6,566</u>	<u>1,029</u>	<u>7,595</u>	<u>6,646</u>	<u>1,153</u>	<u>7,799</u>

Support costs are allocated based upon staff costs incurred within services.

Ormiston Families
Notes to the Financial Statements for the year ended 31 March 2025
(continued)

9 Analysis of support costs

	Governance £000	2025 Support Costs £000	Total £000	Governance £000	2024 Support Costs £000	Total £000
Expenditure by activities						
Wages & salaries	62	711	773	60	731	791
Recruitment, travel & other staff related	2	57	59	1	53	54
Property	-	35	35	-	67	67
IT & Communications	-	56	56	-	86	86
Insurance	-	54	54	-	61	61
Professional fees and memberships	23	9	32	41	31	72
Print, post, stationery & admin.	3	17	20	4	17	21
Depreciation	-	-	-	-	1	1
	<u>90</u>	<u>939</u>	<u>1,029</u>	<u>106</u>	<u>1,047</u>	<u>1,153</u>

10 Net income / (expenditure)

Net income/(expenditure) for the period is stated after charging:

	2025 £000	2024 £000
Depreciation of tangible fixed assets		
- owned by the charity	24	61
Amortisation of intangible fixed assets	13	8
Operating lease rentals		
- plant and machinery	3	3
- other operating leases	66	63
Fees payable to auditor for :		
- audit of the charity	23	16
- under accrual for audit of previous year	-	2
- audit of the subsidiary companies	-	8
- other services	3	2
	<u>3</u>	<u>2</u>

11 Staff

a Staff costs

	2025 £000	2024 £000
Wages and salaries	5,173	5,011
Social security costs	470	390
Pension costs	212	198
	<u>5,855</u>	<u>5,599</u>
Statutory redundancy payments upon nursery and project restructuring	<u>27</u>	<u>21</u>

Redundancy payments were authorised in circumstances when there was no suitable alternative role available for a member of the team following an organisational restructure. Redundancy payments are calculated based upon statutory rates.

b Staff numbers

The average number of employees during the year was as follows:

	2025 No.	2024 No.
Families	89	69
Justice	55	69
Operations	3	5
Enterprise	24	20
Corporate	33	35
	<u>204</u>	<u>198</u>

Ormiston Families

Notes to the Financial Statements for the year ended 31 March 2025

(continued)

11 Staff

b Staff numbers (continued)

The average full time equivalent number of employees during the year was as follows:

	2025	2024
	No.	No.
Families	77	59
Justice	31	48
Operations	2	3
Enterprise	17	15
Corporate	29	30
	156	155

c Higher paid staff

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025	2024
	No.	No.
In the band £60,001 - £70,000	1	4
In the band £70,001 - £80,000	2	-
In the band £80,001 - £90,000	-	3
In the band £90,001 - £100,000	4	1
In the band £110,001 - £120,000	1	1

The employer pension contributions relating to these staff amounted to £43,404 during the year (2024 - £48,065)

d Key management personnel

The key management personnel of the charity comprise the trustees and the senior leadership team as listed on page 43. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the charity was £531,424 (2024 - £495,558).

Trustees are not remunerated for their services and are only reimbursed expenses representing travel, subsistence, postage and training in their official capacity. During the year 1 (2024 - 3) Trustees were reimbursed expenses totalling £926 (2024 - £1,974).

12 Intangible fixed assets

	Software £000	Goodwill £000	Total £000
Group Cost			
At 1 April 2024	25	119	144
Additions	30	-	30
Disposals	-	(119)	(119)
At 31 March 2025	55	-	55
Amortisation			
At 1 April 2024	15	119	134
Charged in year	13	-	13
Disposals	-	(119)	(119)
At 31 March 2025	28	-	28
Carrying amount			
At 31 March 2024	10	-	10
At 31 March 2025	27	-	27

This Goodwill was acquired by and was held by the charity's trading subsidiary, Ormiston Families Enterprises Limited in respect of trading nursery acquisitions. This goodwill included items such as customer lists and trading names. As part of the hive up process this has been treated as a disposal, having no value associated with the continuing activities hived up.

Ormiston Families

Notes to the Financial Statements for the year ended 31 March 2025 (continued)

13 Tangible Fixed Assets GROUP and CHARITY

	Freehold land and buildings £000	Leasehold land and buildings £000	Fixtures, fittings and equipment £000	Total £000
Cost				
At 1 April 2024	727	398	274	1,399
Additions	-	-	36	36
Disposals	-	-	(8)	(8)
At 31 March 2025	<u>727</u>	<u>398</u>	<u>302</u>	<u>1,427</u>
Depreciation				
At 1 April 2024	253	397	266	916
Charged in year	15	1	8	24
Disposals	-	-	(8)	(8)
At 31 March 2025	<u>268</u>	<u>398</u>	<u>266</u>	<u>932</u>
Net book values				
At 31 March 2024	474	1	8	483
At 31 March 2025	<u>459</u>	<u>-</u>	<u>36</u>	<u>495</u>

Ormiston Families

Notes to the Financial Statements for the year ended 31 March 2025 (continued)

14 Fixed asset investments

Company name	Percentage shareholding
Ormiston Families Enterprises Limited	100

The principal activity of the subsidiary company is the provision of nursery services.

Within the charitable company balance sheet, the investment in the subsidiary is held at a cost of £nil (2024 - £nil) reflecting the hive up on 1st April 2024, post hive up the company carried out regulatory activity for the nursery operation until Ofsted registration transferred on 20th May 2025. In August 2017 Ormiston Families Enterprises Limited acquired the entire equity share capital of Blois Meadow Day Nursery Limited at a cost of £149,286, in 2018-19 this value reduced to £114,310 with an impairment charge of £34,976 during the year. This nursery setting was closed during 2022-23 and the remaining £114,310 was written off.

A summary of the results of the subsidiary companies is shown below:

Profit and Loss

	Ormiston Families Enterprises Ltd	
	2025	2024
	£000	£000
Turnover	26	488
Cost of sales	(16)	(404)
Gross Profit	10	84
Administrative expenses	(9)	(75)
Other operating income	-	1
Operating profit/(loss)	1	10
Interest payable and similar expenses	-	-
Corporation tax charge	-	(4)
Profit/(loss) for the year	1	6

Balance Sheet

	2025	2024
	£000	£000
Intangible fixed assets	-	-
Tangible fixed assets	-	-
Current assets	-	30
Current liabilities	(173)	(204)
Creditors falling due after more than one year	-	-
Net assets	(173)	(174)
Share capital and reserves	(173)	(174)

Following the nursery closure, the Directors of Blois Meadow Day Nursery Limited progressed voluntary dissolution of the limited company having settled all debts, there was no activity within the company during the year. Companies House dissolution occurred on 25th June 2024. Ormiston Families Enterprises Limited ceased trading at the end on 20th May 2025. Following completion, all management activity surrounding the 1st April 2024 hive up of the operating nursery activity and the transfer of all assets and liabilities to the parent charity, Ormiston Families Enterprises Limited will be voluntarily dissolved during 2025-26.

At 31 March 2025, Ormiston Families Enterprises Limited had tax losses amounting to approximately £104,957 (2024 - £98,208) which are available for offset against future taxable profits. A deferred tax asset of £26,239 (2024 - £24,552) has not been recognised as the directors consider that it is uncertain that the tax losses will be utilised in the foreseeable future.

Additional nil value shareholding

The charity held 100% of the issued share capital, being one £1 ordinary share in each company, of the following 7 dormant subsidiary companies; Playout Group Limited, Playout Childcare Limited, Playout Education Limited, Playout Childcare and Education Limited, Playout Nurseries Limited, Playout Holiday Clubs Limited, Playout Nurseries and Holiday Clubs Limited. These companies have been voluntarily dissolved. Companies dissolution dates were 25th June 2024 and 2nd July 2024.

Other shareholdings

The charity held 100% of the issued share capital, being one £1 ordinary share in each company, of the following 7 dormant subsidiary companies; Playout Group Limited, Playout Childcare Limited, Playout Education Limited, Playout Childcare and Education Limited, Playout Nurseries Limited, Playout Holiday Clubs Limited, Playout Nurseries and Holiday Clubs Limited. These companies have been voluntarily dissolved. Companies dissolution dates were 25th June 2024 and 2nd July 2024.

Ormiston Families
Notes to the Financial Statements for the year ended 31 March 2025
(continued)

15 Stock

	Group		Charity	
	2025	2024	2025	2024
	£000	£000	£000	£000
Merchandise	-	-	-	-

16 Debtors

	Group		Charity	
	2025	2024	2025	2024
	£000	£000	£000	£000
Trade debtors	145	43	145	43
Amounts owed by group undertakings	-	-	-	-
Other debtors	12	2	12	2
Prepayments and accrued income	179	242	179	242
	336	287	336	287

17 Creditors: Amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£000	£000	£000	£000
Trade creditors	173	95	173	74
Other taxation and social security	175	167	175	162
Other creditors	3	74	3	38
Accruals	256	129	256	115
Deferred income	376	483	376	476
	983	948	983	865

Deferred income

	Group		Charity	
	2025	2024	2025	2024
	£000	£000	£000	£000
Deferred income at 1 April 2024	483	416	476	410
Released from previous years	(483)	(416)	(476)	(410)
Resources deferred in the year	376	483	376	476
Deferred Income at 31 Mar 2025	376	483	376	476

Deferred income relates to performance related grants received in advance of the conditions having been met, fundraising event income and nursery fees received in advance for which entitlement has not been met.

18 Provisions for liabilities

	Group		Charity	
	2025	2024	2025	2024
	£000	£000	£000	£000
Dilapidations provision				
At 1 April 2024	50	-	50	-
Provided in the year	-	50	-	50
At 31 Mar 2025	50	50	50	50

The dilapidation provision is management's best estimate of the potential costs that may be incurred at the end of the property lease to return the property to its original state.

Ormiston Families
Notes to the Financial Statements for the year ended 31 March 2025
(continued)

19 Statement of funds - Group

2024-25	Brought forward £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	Carried forward £'000
Designated funds					
Fixed assets	<u>553</u>	<u>-</u>	<u>-</u>	<u>29</u>	<u>582</u>
Unrestricted funds					
General fund	1135	6,164	(6,102)	(49)	1,148
Ormiston Families Enterprises Limited	<u>(20)</u>	<u>-</u>	<u>-</u>	<u>20</u>	<u>-</u>
	<u>1,115</u>	<u>6,164</u>	<u>(6,102)</u>	<u>(29)</u>	<u>1,148</u>
Total unrestricted funds	<u>1,668</u>	<u>6,164</u>	<u>(6,102)</u>	<u>-</u>	<u>1,730</u>
Restricted funds					
Families	794	1,256	(1,190)	(8)	852
Justice	<u>95</u>	<u>232</u>	<u>(303)</u>	<u>8</u>	<u>32</u>
	<u>889</u>	<u>1,488</u>	<u>(1,493)</u>	<u>-</u>	<u>884</u>
Total funds	<u>2,557</u>	<u>7,652</u>	<u>(7,595)</u>	<u>-</u>	<u>2,614</u>
2023-24	Brought forward £'000	Income £'000	Expenditure £'000	Transfers in/(out) £'000	Carried forward £'000
Designated funds					
Tangible fixed assets	<u>981</u>	<u>-</u>	<u>-</u>	<u>(428)</u>	<u>553</u>
Unrestricted funds					
General fund	898	4,672	(4,812)	377	1,135
Ormiston Families Enterprises Limited	<u>(78)</u>	<u>489</u>	<u>(479)</u>	<u>48</u>	<u>(20)</u>
Blois Meadow Day Nursery Limited	<u>(3)</u>	<u>-</u>	<u>-</u>	<u>3</u>	<u>-</u>
	<u>817</u>	<u>5,161</u>	<u>(5,291)</u>	<u>428</u>	<u>1,115</u>
Total unrestricted funds	<u>1,798</u>	<u>5,161</u>	<u>(5,291)</u>	<u>-</u>	<u>1,668</u>
Restricted funds					
Families	1,325	1,768	(2,295)	(4)	794
Justice	<u>90</u>	<u>214</u>	<u>(213)</u>	<u>4</u>	<u>95</u>
	<u>1,415</u>	<u>1,982</u>	<u>(2,508)</u>	<u>-</u>	<u>889</u>
Total funds	<u>3,213</u>	<u>7,143</u>	<u>(7,799)</u>	<u>-</u>	<u>2,557</u>

Designated funds

The fixed asset fund has been set up to reflect the element of the group's fixed assets acquired and approved specific short term acquisition plans not funded by restricted capital funds.

Ormiston Families

Notes to the Financial Statements for the year ended 31 March 2025

(continued)

19 Statement of funds - Group (continued)

Restricted funds

The restricted income funds represent specific funding for individual services and these have been summarised by strategic service area. There are no services where the restricted funds are in deficit.

Families

Our services for families work within local communities to address the emotional, physical and social wellbeing of children and families across the East of England; bridging the gap between home and school helping to improve educational outcomes and life chances for young people.

Justice

The Justice Programme encompasses our work both within prisons and the community to minimise the impact of imprisonment on the children and families.

20 Analysis of Net Assets between Funds

Fund balances at 31 March 2025 are represented by:

	Unrestricted Funds 2025 £'000	Restricted Funds 2025 £'000	Total Funds 2025 £'000
Intangible fixed assets	27	-	27
Tangible fixed assets	495	-	495
Current assets	2,241	884	3,125
Current liabilities	(983)	-	(983)
Provisions for liabilities	(50)	-	(50)
Total net assets	1,730	884	2,614

Fund balances at 31 March 2024 are represented by:

	Unrestricted Funds 2024 £'000	Restricted Funds 2024 £'000	Total Funds 2024 £'000
Intangible fixed assets	10	-	10
Tangible fixed assets	483	-	483
Current assets	2,173	889	3,062
Current liabilities	(948)	-	(948)
Creditors due after one year	(50)	-	(50)
Total net assets	1,668	889	2,557

21 Commitments under operating leases

At 31 March 2025 the total of the charity's future minimum lease payments under non-cancellable operating leases was:

Group	Land and Buildings		Other	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Amounts due within one year	52	56	4	2
Amounts due between one and five years	184	41	1	3
	236	97	5	5

Charity	Land and Buildings		Other	
	2025 £'000	2024 £'000	2025 £'000	2024 £'000
Amounts due within one year	52	56	4	1
Amounts due between one and five years	184	41	1	2
	236	97	5	3

Ormiston Families

Notes to the Financial Statements for the year ended 31 March 2025

(continued)

22 Reconciliation of Net income to Net Cash Flow from Operating Activities

	2025 £'000	2024 £'000
Net income/(expenditure) for the reporting period (as per the statement of financial activities)	57	(656)
Adjusted for:		
Amortisation (note 12)	13	8
Depreciation charges (note 13)	24	61
Interest receivable (note 6)	(123)	(94)
Profit on sale of fixed assets	-	(62)
Decrease in stocks	-	1
(Increase) / Decrease in debtors	(49)	607
Increase / (Decrease) in creditors due within one year	35	(420)
Increase in provisions for liabilities	-	50
Net cash (used in) Operating Activities	(43)	(505)

23 Analysis of cash and cash equivalents

	At 31 March 2025 £'000	At 31 March 2024 £'000
Cash at bank and in hand	2,789	2,775
Total cash and cash equivalents	2,789	2,775

24 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group, in independently administered funds.

The pension cost charge represents contributions payable by the group to those funds and amounted to £212,000 (2024 - £198,000). There were contributions payable of £43,569 (2024 - £37,669) to the funds at the balance sheet date.

On 1st April 2016 the charity took a new contract from Norfolk County Council providing services until 30th September 2019. Under TUPE arrangements, the employees transferred to the charity and continue to participate in its defined benefit contribution scheme, LGPS. Any pension deficit arising before the transfer of contract remains the liability of Norfolk County Council. During the 3 year period of the contract, the charity was responsible for any deficit arising. The annual contribution level had been set at a level which should ensure there is no liability arising at the end of the three year period. Should there be a deficit from the three years, the charity is liable for the deficit. No additional contributions have been required to date.

25 Related party transactions

During the year, the charity charged rent of £nil (2024 - £27,000) and a management fee of £nil (2024 - £nil) to its wholly owned subsidiary company, Ormiston Families Enterprises Limited. In addition, expenses of £nil (2024 - £23,276) were recharged to Ormiston Families Enterprises Limited at cost. A gift aid distribution of £nil (2024 - £nil) was made from Ormiston Families Enterprises Limited to the charity during the year. At the year end, a balance of £nil was owed by Ormiston Families Enterprises Limited (2024 - £nil including amounts advanced to Ormiston Families Enterprises Limited to support working capital requirements for an orderly restructure of the nursery operations and hive up implementation).

Duncan Turner is also a director of DBS at CAS Ltd which provides the charitable group with Disclosure & Barring Service checks for staff and volunteers. Total fees charged in the year by DBS at CAS Limited were £4,383 (2024 - £4,174) and the balance outstanding at the year end was £0 (2024 - £292).

Derrick Louis is an Essex County Councillor, the charity receives rental and recharge income from Essex County Council for one children's centre; income charged for the year was £21,191 (2024 - £19,135) and the balance outstanding at the year end was £1,073 (2024 - £1,287). Derrick worked for Ormiston Families until 12th April 2024.

Trustees Peter Murray and Diana Murray are also trustees of the Ormiston Trust. During the year the Ormiston Trust provided general grant funding of £400,000 (2024 - £400,000) and specific project grant funding of £150,000 (2024 - £151,191), the balance outstanding at the year end was £nil (2024 - £nil).

Trustees Mark Heasman, Philip Richards and Nicola Yarnall are also employed by Provide CIC, a major corporate partner and funder. Since they joined the Board of Trustees in April 2024, Provide CIC provided general grant funding of £242,000 and specific Provide Community Grants programme funding of £53,705 the balance outstanding at the year end was £nil.

Trustees were paid expenses during the year, details of these payments are in note 11d.

There are no other related party transactions (2024 - nil).

26 Post balance sheet events

Subsidiary company, Ormiston Families Enterprises Limited ceased trading on 20th May 2025 following the completion of the hive up of all its activities to the parent charity.

Ormiston Families

Reference and administrative details

for the year ended 31 March 2025

Trustees

Gail Tolley, chair
Miranda Kendall, vice chair
Peter Murray OBE
Marlini Finney (until 31st May 2024)
Jessica Godfrey-Withey
Derek Mark Heasman (from 1st April 2024)
Catherine McLaughlin
Diana Murray
Gary Peverley (from 13th March 2025)
Philip Richards (from 1st April 2024)
Stephen West, treasurer
Rebecca Wood
Nicola Yarnall (from 1st April 2024, until 19th June 2025)

President

Lady Tollemache

Vice Presidents

Lady Deben
Wendy Drew
Rosemary Gutteridge
Miranda Kendall
Diana Murray
Trevor Pickett
Lady de Ramsey
Julie Spence
Richard Townley

Patrons

Saeed Atcha MBE DL
Julie Spence OBE, QPM, DL

Chief executive and senior leadership team

Allan Myatt (Chief executive until retirement on 2nd August 2025)
Catherine Higgs (Income generation and marketing director)
Derrick Louis (Commercial director until 12th April 2024)
Karen Moore (People and organisational development director)
Mark Proctor (Operations director, interim chief executive from 3rd August 2025)
Duncan Turner (Finance director and company secretary)

Statutory auditors

Sumer Auditco Limited
Fitzroy House
Crown Street
Ipswich
Suffolk IP1 3LG

Company secretary

Duncan Turner

Company registration number

02769307

Charity registration number

01015716

Website

www.ormiston.org

Registered office

333 Felixstowe Road
Ipswich
Suffolk
IP3 9BU

Bankers

Barclays Bank plc
35 Market Hill
Sudbury
CO10 2EP

Solicitors

Ashtons Legal LLP
The Long Barn
Fornham Business Court
Bury St. Edmunds
Suffolk IP31 1SL