



# **Annual Report and Accounts**

## **Year Ended 30 June 2025**

## **Contents of the Financial Statements For Year Ended 30 June 2025**

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**Company registration number**  
02930456

**Registered charity number**  
1041855

**Independent Examiner**  
Mr Alberto Di Lorenzo FCA  
HW Bedford Limited  
First Floor, Woburn Court,  
2 Railton Road, Kempston  
Bedford, MK42 7PN

**Trustees**

Chair: Mr B Rose (re-elected 25<sup>th</sup> January 2025)  
Mr A Basu  
Mrs K Boulton (elected 25<sup>th</sup> January 2025)  
Ms A Kalombodza (re-elected 25<sup>th</sup> January 2025)  
Ms N Mills-Robertson  
Mr C Murray  
Mr M Parton  
Mr D Woolley

**Chief Executive Officer**  
Ms E Garraway

**Management Executive Team**  
Ms E Garraway  
Ms A Asantewa  
Mr J Down

**Company Secretary**  
Mr J Down

**Registered address**  
3rd Floor, The Library Building, Sun Street, Tewkesbury, Gloucestershire, GL20 5NX

**Solicitors**  
Harbottle & Lewis LLP, 7 Savoy Court, London WC2R 0EX

**Bankers**  
HSBC UK Bank Plc, 55 Corporation Street, Coventry, CV1 1GX

# Report of the Trustees

The trustees present their annual report and financial statements of the charity for the year ended 30 June 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in July 2014 in preparing the annual report and financial statements of the charity.

## **Status and administration**

The Charity was originally registered with the Charity Commission by Trust Deed in May 1991 under registration number 1041855. On 31 January 1995, it was wound up and reconstituted on 1 February 1995 as a company limited by guarantee, governed by its Memorandum and Articles of Association. The company registration number is 2930456.

The charity changed its name from "Youth at Risk (UK)" to "Grit: Breakthrough Programmes" with Companies House on the 9th June 2017 and with the Charity Commission on 10<sup>th</sup> August 2017.

## **Object of the charity**

The principal activity of the charity is to advance the social education of young people who are deemed to be at

risk either from physical, mental or sexual abuse, drug or other substance abuse, criminal activity, poverty, homelessness, unemployment or illiteracy; to help them improve their condition and thereby become useful members of society.

The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities and setting the grant making policy for the year and are satisfied that the charity is in compliance.

The trustees of Grit who served during the year were:

Chair: Mr B Rose (re-elected 25th January 2025)  
Mr A Basu  
Mrs K Boulton (elected 25th January 2025)  
Ms A Kalombodza (re-elected 25th January 2025)  
Ms N Mills-Robertson  
Mr C Murray  
Mr M Parton  
Mr D Woolley

The day to day running of the organisation is delegated to the CEO, Ellie Garraway.

## A word from the CEO

There is no shying away from the fact that this has been a turbulent year for Grit. In Higher Education (our main area of work) huge restructures and cost-saving measures have been taking place to deal with the financial pressures universities are under. This has meant they have not been able to commit funds with confidence towards external interventions and we have seen a big drop in activity in this sector.

We have made some equally significant cost-savings to ensure the organisation can continue to make a difference and be robust and ready when an uptick in activity takes place. Our ability to navigate these uncertain times and the impact on our income has been hugely enhanced by the support and partnership from the Julia Rausing Trust. We're incredibly grateful for their investment in Grit.

On a more positive note, the year ahead already sees us reaping some of the seeds sewn this last year with new innovations taking off with year 12 students in secondary schools, staff training for virtual school teams and an ongoing innovation looking at supporting young people entering the workplace. We can already see a better year, a higher level of activity, a more diversified income stream and a continued ability to make a difference with young people and those that surround them in the longer-term future.

A highlight of the past year was our celebration event centred around our Black Leaders and Students of Colour programme hosted by NTU and sponsored by Octopus Energy. *The Grit Unleashed* event saw staff attendees travel to Nottingham from 15 universities across the UK. Student champions spoke about the benefits they continued to get from participating in the programme and challenged universities to continue to do more to address issues facing students of colour in higher education. The day was uplifting and inspiring, an opportunity to bring our network of existing and potential Grit partners together and solidify our commitment to creating equitable experiences for students and combatting racism wherever we find it.

A second highlight of the year has been our first workshop for virtual schools, training staff in Kent. This is a new avenue of work for Grit, building on the successes of our work with Children's Services teams evidenced by our recent independent evaluation. It was great to work with those staff who are supporting the educational journey of children in care and represents a new way for us to broaden the impact of Grit by working with those who build relationships with young people who have a complex set of challenges. We already have more work commissioned in this sector for the year ahead and are excited to learn, hone and build this strand of delivery.

So, a year of challenges as well as achievements. I'm really proud of how we've responded to the difficulties we've faced: by becoming more innovative, responsive and resilient. We find out who we are when things get tough and the staff, boards, trainers, partners and volunteers in Grit's community have shown themselves to be creative, supportive and optimistic, giving us the energy and resource we need to continue to thrive.

**Ellie Garraway, CEO**

# Review of 2024-25

Over the year we worked with 591 young people of which 79% reported increase in resilience

We worked with 225 adults of which 93% say Grit continues to influence their practice a year on.

## Grit in Universities

The intense funding pressures on universities (our principal market) has made this a more challenging year than usual, spurring us on to new levels of innovation.

We worked in 23 universities, including 8 that commissioned Grit for the first time, and several key partners have written Grit into their strategic plans - indicative of the strength of our reputation.

Demand for our work with Black Student Leaders and Students of Colour remains very strong: we delivered it in 9 universities and ran workshops on inclusive coaching for staff supporting Students of Colour.

We continue to see impressive results against key indicators of long-term student success and achievement.

# 83%

**report an increased self-efficacy**

# 84%

**report an increased sense of belonging**

In response to the funding challenges we have been experimenting with new ways to package the Grit offer: shorter versions of our key programmes has made them affordable to more universities; new offers at quiet times

of the year has seen us bring in new partners; and bite size sessions as part of programmes run by HE professional development organisations have enabled us to get Grit in front of a wider audience.

## Grit in Schools

We have run programmes supporting universities and their access work with networks of local schools: with the University of Sheffield and working class boys; Solent University and learners of colour; the University of Portsmouth in regional HE 'cold spots.'

# 86%

**of young people reported increased commitment to, and motivation about, their studies**

We continue to innovate here too. In response to requests from schools we have created a new curriculum for year 12 students around aspirational choices; and we have begun a long term collaboration with the Boys Impact Hub in Portsmouth looking at transforming practice in engaging boys across the city.

## Grit and Professionals

Efforts to grow our work with local authority partners have begun to pay off. We won two new contracts to deliver programmes for Children's Services staff teams and delivered our first workshop with a Virtual School (the team that supports the education of care experienced young people).

And we've been working with the Staff College, the leadership and development agency for local authorities.

## **Impact**

The year saw the publication of two, university-led evaluations of our work that provide strong evidence of the change we make: of “sustained qualitative impact on the work of local authority staff teams”; and the “profound, transformative impact on the academic and personal development” of Black Leaders and Students of Colour in universities.

We continue to work with universities as they evaluate Grit programmes in their own institutions. Again, they are reporting sustained, measurable positive impact of our work.

Comprehensive and academically rigorous, the evaluations are proving to be powerful tools for business generation.

## **Communications**

We continue to amplify our voice in the HE sector and also, for the first time, with local authorities. We have co-authored 10 articles in reputable well-read blogs; co-presented at 7 conferences; and run two roundtable events where potential clients hear from current clients and get a taste of Grit.

This drives new business and contributes towards our strategic objective: to extend the reach and impact of Grit.

## **Business Development**

We continue to develop innovative ways to diversify our income streams: working with employers to explore how we can contribute to programmes supporting new graduates; and our first fundraising campaign which generated significant donations.

Grit remains financially stable and sustainable. 74% of our universities from 24/25 have already confirmed intentions to work with us again in 25/26 in spite of financial challenges.

Our reserves remain at the target of a level equivalent to six months running costs. Grit remains in good shape.

## **Future Plans**

In the coming year we will build on these innovations: continuing to develop the new range of partners to find new ways to work with young people; growing our income from individual donations; and leveraging funding from trusts & foundations

# Financial Review

2024/25 has seen the continuation of the very challenging economic conditions and funding issues in Higher Education (our key market). In response we undertook a significant review of our cost base, bearing down on all outgoings and reviewing resources against current and predicted activity levels, taking appropriate action to work towards a balance.

Alongside this we developed a programme of work to diversify our income streams in the year ahead. As a result we remain well-placed to start the delivery of our new three-year strategy, designed to keep the charity proficient.

The income profile of the charity has continued to shift. Traded income accounted for 53% of income (as against 92% for the previous year and 62% three years ago), with the balance coming from trusts & foundations and individual donations.

Traded income is made up of sales of programmes to universities, school, colleges and local authorities.

This year Grit is reporting a deficit of £38,521. Trustees recognise that this result is a considerable achievement in difficult circumstances.

The charity wishes to thank all the funders who have supported it during the year. We are extremely grateful to the Julia Rausing Trust and all the other trusts and foundations that have

contributed to the charity and its programmes.

Thanks are also due to all the individuals, especially the volunteers, who have supported Grit during the year.

## **Unrestricted reserves policy**

Our reserves remain in line with our policy to have unrestricted reserves equating to six months running costs.



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# Trustees Responsibilities

The trustees (who are also directors of Grit: Breakthrough Programmes 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 trustees to prepare financial statements for each financial year which 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 trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgments and 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 business.

The trustees are responsible for keeping proper accounting records that 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

All of the current trustees have taken all the steps that they ought to have taken to make themselves aware of any information needed by the company's auditors for the purposes of their audit and to establish that the auditors are aware of that information.

The directors are not aware of any relevant audit information of which the auditors are unaware.

On behalf of the Board



Mr B Rose

Trustee and Chair

3/11/2025.

# Management, Structure and Governance

## **Organisational structure**

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are also members of the company. The directors are the only members of the company.

Under the requirements of the Memorandum and Articles of Association one-third of the directors shall retire from office each year (on a length of service basis) and are eligible for re-election.

Once appointed, any necessary training needs for trustees are identified by the directors and appropriate training is organised.

The trustees have continued to monitor, on a quarterly basis (monthly for financial results and forecasts), the charity's activities, to ensure they are operated on a proper basis.

## **Management structures**

The level of eight trustees is considered sufficient for the current needs of the charity but the matter is under continuous review.

The remuneration of key management personnel who are not trustees is recommended by the CEO and approved by the Chair of the Board of Trustees on behalf of the trustees.

Ben Rose, Chair of Grit, also chairs the Advisory Board who continue to be immensely supportive; the charity is greatly indebted to each and every one of them. They actively support the

charity both through individual counsel and their attendance at Advisory Board meetings. The members of the Advisory Board are:

Colleen Amos, co-founder and CEO of the Amos Bursary

Sir Les Ebdon, CBE, DL, former Vice Chancellor of Bedfordshire University and former Director of the Office of Fair Access

Professor Sherria Hoskins, Provost of the University of Portsmouth

Amira Mansour, Senior Learning and Development Advisor, GAM Investments

Lord Mendelsohn, Member of the House of Lords International Relations and Defence Committee

Helen Millichap, Metropolitan Police Deputy Assistant Commissioner for Local Policing

Lord Neuberger, former President of the Supreme Court of the United Kingdom

Eunice Simmons, Vice-Chancellor and Principal at the University of Chester

Emily Sun, A leadership and strategy consultant, specialising in youth sector organisational development

Brigadier Simon Waddington, Ex-British Defence Adviser to Pakistan.

Dawn Warwick, former Director of Children's Services and social care specialist

Grit's Management Executive Team meets monthly

### **Fundraising Statement**

Grit's income comes from a mix of traded income (sales of programmes to universities, schools and local authorities), trusts and foundations, and donations from individual supporters. Donations are solicited by personal requests from senior staff, trustees and the Advisory Board. The charity carries out no fundraising with the general public, either in-house or third party.

### **Risk management**

The charity maintains a Risk Register identifying high level risks. The register is used by the Management Executive to identify potential risks and put in place strategies to reduce or avoid negative impact.

The trustees continue to assess the major risks to which the charity is exposed including those related to its operations and finances.

The trustees are satisfied, having regard to the size and objects of the charity that appropriate measures are in place to manage its exposure to risk.

## **Grit: Breakthrough Programmes (Limited by Guarantee)**

### **Independent Examiner's Report to the Trustees of Grit: Breakthrough programmes**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 June 2025.

#### **Responsibilities and basis of report**

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

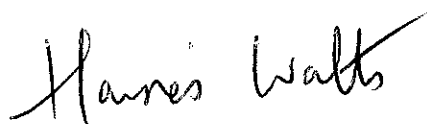
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

#### **Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Alberto Di Lorenzo FCA  
HW Bedford Limited  
First Floor, Woburn Court  
2 Railton Road, Kempston  
Bedford, MK42 7PN

Date: .....3/11/2025.....

# Grit: Breakthrough Programmes (Limited by Guarantee)

## STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

For the Year Ended 30 June 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
<b>Income and Endowments From</b>							
Donations and legacies	(2)	27,439	240,000	267,439	7,490	50,000	57,490
Charitable activities	(2)	310,674		310,674	707,824	-	707,824
Investments & Other	(2)	4,571	-	4,571	1,616	-	1,616
<b>Total Income and Endowments</b>		<b>342,684</b>	<b>240,000</b>	<b>582,684</b>	<b>716,930</b>	<b>50,000</b>	<b>766,930</b>
<b>Expenditure</b>							
Raising Funds		480	-	480	-	-	-
Charitable activities	(3)	374,125	240,000	614,125	795,501	50,000	845,501
Other	(3)	6,600	-	6,600	6,000	-	6,000
<b>Total Expenditure</b>		<b>381,205</b>	<b>240,000</b>	<b>621,205</b>	<b>801,501</b>	<b>50,000</b>	<b>851,501</b>
<b>Net income/(expenditure) for the year</b>		<b>(38,521)</b>	<b>-</b>	<b>(38,521)</b>	<b>(84,571)</b>	<b>-</b>	<b>(84,571)</b>
<b>Gross transfer between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds for the year</b>		<b>(38,521)</b>	<b>-</b>	<b>(38,521)</b>	<b>(84,571)</b>	<b>-</b>	<b>(84,571)</b>
<b>Fund balances b/fwd at 1 July</b>		<b>277,987</b>	<b>-</b>	<b>277,987</b>	<b>362,558</b>	<b>-</b>	<b>362,558</b>
<b>Fund balances c/fwd at 30 June</b>		<b>239,466</b>	<b>-</b>	<b>239,466</b>	<b>277,987</b>	<b>-</b>	<b>277,987</b>

The notes form part of these financial statements

**Grit: Breakthrough Programmes (Limited by Guarantee)****BALANCE SHEET  
For the Year Ended 30 June 2025**

Company number: 02930456

		<b>2025</b>	<b>2024</b>
		£	£
<b>FIXED ASSETS</b>	Notes		
Fixed assets	(6)	4,031	6,659
		<u>4,031</u>	<u>6,659</u>
<b>CURRENT ASSETS</b>			
Debtors	(7)	23,157	105,307
Cash at bank		<u>351,310</u>	<u>207,902</u>
		374,467	313,209
<b>CREDITORS</b>			
Amounts falling due within one year	(8)	(139,032)	(41,881)
		<u>235,435</u>	<u>271,328</u>
<b>NET CURRENT ASSETS</b>			
		239,466	277,987
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>239,466</u>	<u>277,987</u>
<b>NET ASSETS</b>			
		<u>239,466</u>	<u>277,987</u>
<b>FUNDS</b>			
Unrestricted funds	(10)	239,466	277,987
Restricted funds	(10)	-	-
<b>TOTAL FUNDS</b>		<u>239,466</u>	<u>277,987</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 June 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 June 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

**Grit: Breakthrough Programmes (Limited by Guarantee)**


**BALANCE SHEET**

**For the Year Ended 30 June 2025**

**Company number 02930456**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 3/11/2025 and were signed on its behalf by:

  
.....

Mr B Rose – Trustee and Chair

The notes form part of these financial statements

**Grit: Breakthrough Programmes****STATEMENT OF CASH FLOWS**  
**For the Year Ended 30 June 2025**

	Notes	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Cash generated from operations	(1)	139,869	(227,359)
Net cash from operating activities		<u>139,869</u>	<u>(227,359)</u>
<b>Cash flows from investing activities</b>			
Purchase of tangible fixed assets		(1,208)	-
Proceeds on disposals of fixed assets		176	
Interest received		<u>4,571</u>	<u>1,616</u>
Net cash from investing activities		<u>3,539</u>	<u>1,616</u>
<b>Cash flows from financing activities</b>			
Cash generated from operations		<u>-</u>	<u>-</u>
Net cash from financing activities		<u>-</u>	<u>-</u>
<b>Increase/(Decrease) in cash and cash equivalents</b>	(2)	143,408	(225,743)
<b>Cash and cash equivalents at beginning of year</b>		<u>207,902</u>	<u>433,645</u>
<b>Cash and cash equivalents at end of year</b>		<u>351,310</u>	<u>207,902</u>

The notes form part of these financial statements



## Grit: Breakthrough Programmes

### NOTES TO THE STATEMENT OF CASH FLOWS For the Year Ended 30 June 2025

#### (1) Reconciliation of net income to cash generated from operations

	2025 £	2024 £
Net income/(expenditure) for the year	(38,521)	(84,571)
Depreciation charges	1,488	3,176
Loss on disposal of fixed assets	2,172	-
Finance income	(4,571)	(1,616)
	<u>(39,432)</u>	<u>(83,011)</u>
(Increase)/decrease in trade and other debtors	82,150	(26,061)
Increase (Decrease) in trade and other creditors	97,151	(118,287)
<b>Cash generated from operations</b>	<u>139,869</u>	<u>(227,359)</u>

#### (2) Cash and cash equivalents

The amounts disclosed on the statement of cash flows in respect of cash and cash equivalents are in respect of these Statement of financial position amounts:

	30.6.25 £	1.7.24 £
Cash and cash equivalents	351,310	207,920
	<u>351,310</u>	<u>207,902</u>
	<u><u>351,310</u></u>	<u><u>207,902</u></u>
	<b>30.6.24 £</b>	<b>1.7.23 £</b>
Cash and cash equivalents	207,902	433,645
	<u>207,902</u>	<u>433,645</u>
	<u><u>207,902</u></u>	<u><u>433,645</u></u>

The notes form part of these financial statements

**Grit: Breakthrough Programmes  
For the Year Ended 30 June 2025  
Notes to the Financial Statements**

**1. ACCOUNTING POLICIES**

**a) Basis of Accounting**

Grit: Breakthrough Programmes is a charity based in the United Kingdom. The address of the principal office is given in the charity information on page 1 of these financial statements. The nature of the charity's operations and principal activities are to support or to promote such charitable purposes as the Trustee's in their absolute discretion determine.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with the Charities SORP (FRS 102) '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 October 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities Act 2011 and the Companies Act 2006.

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. They believe that the charity will continue to have adequate cash resources in order to pay all of its creditors as they fall due for the foreseeable future and at least 12 months from the date of signing of these financial statements.

The presentational currency is £ sterling and rounded to the nearest pound.

**b) Significant judgement and estimates**

The preparation of the financial statements requires management to make judgements, estimates and assumptions which impact on the reported amounts of assets and liabilities. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

**c) 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.

Trade income (fees from universities, schools and local authorities) has been designated "unrestricted".

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 cost of raising and administering such funds are charged against the specific fund. The aim and use of restricted funds on projects are set out in the notes to the financial statements.

Investment income is allocated to the appropriate fund.

**d) Income & Endowments**

Income from donations and grants, including capital grants, is included in the Statement of Financial activities when they are receivable i.e. the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy, except as follows:

- When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods
- When donors impose conditions, which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

The notes form part of these financial statements

**Grit: Breakthrough Programmes  
For the Year Ended 30 June 2025  
Notes to the Financial Statements**

**e) Expenditure**

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

Certain expenditure is directly attributable to specific activities and has been included in those costs categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories according to time or the nature of the activity undertaken.

**Raising funds**

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

**Charitable activities**

Charitable activities represent expenses incurred in the running of specific programmes and training courses.

**Other costs**

Other costs are governance costs that are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

**Programme support and administration costs**

Programme support and administration costs are those costs incurred directly in support of expenditure on the objects of the Charity. These costs are apportioned to the charitable activities on a reasonable and consistent basis, based on time and resources spent on each area.

**f) Fixed assets**

Fixed assets are stated at cost, or estimated market value at the date of receipt where assets have been donated to the charity.

The cost of minor additions or those costing in the region of £100 or below are not capitalised.

Depreciation is provided to write off the cost less estimated residual values of all fixed assets over their expected useful lives at the following rates:

Leasehold improvements: Over the remaining term of the lease  
Office equipment: 33% per annum reducing balance  
Furniture, fixtures and fittings: 25% per annum reducing balance

**g) Financial instruments**

The charity has elected to apply the provisions of section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's statement of financial position when the charity becomes party to contractual provisions of the instrument.

**Basic financial assets**

Basic financial assets, which include debtors, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

The notes form part of these financial statements

**Grit: Breakthrough Programmes**  
**For the Year Ended 30 June 2025**  
**Notes to the Financial Statements – continued**

**Basic financial liabilities**

Basic financial liabilities, including creditors and loans that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

**h) Leased assets**

Where assets are financed by leasing agreements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright. The amount capitalised is the present value of the minimum lease payments payable over the term of the lease. The corresponding leasing commitments are shown as amounts payable to the lessor. Depreciation on the relevant assets is charged to the statement of financial activities.

Lease payments are analysed between capital and interest components. The interest element of the payment is charged to the statement of financial activities over the period of the lease and is calculated so that it represents a constant proportion of the balance of capital repayments outstanding. The capital part reduces the amounts payable to the lessor.

All other leases are treated as operating lease. Their annual rentals are charged to the statement of financial activities on a straight- line basis over the term of the lease.

**i) Pension costs**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. Contributions payable are charged to the statement of financial activities in the year they are payable. Differences between contributions payable and contributions actually paid are shown in either accruals or prepayments in the balance sheet.

**j) Basis of consolidation**

The consolidated accounts incorporate the results of Grit: Breakthrough Programmes (“the Charity”) and its subsidiary undertaking on a line-by-line basis. The consolidated entity is referred to as “the Group”. No separate company Statement of Financial Activities (SOFA) has been prepared for the Charity as permitted by section 408 of the Companies Act 2006 and paragraph 397 of the SORP.

**k) Related party disclosure**

The charity has taken advantage of exemptions contained within Accounting and Reporting by Charities (FRS102) and has therefore not disclosed transactions with entities which form part of the group.

**l) Corporation tax**

In common with other charities, the charity does not pay tax on most types of income as long as it uses the money for charitable purposes. Also, in common with other charities, the charity can claim back tax that has been deducted on, for example, bank interest and donations.

**Grit: Breakthrough Programmes**  
**For the Year Ended 30 June 2025**  
**Notes to the Financial Statements - continued**

**2. INCOME AND ENDOWMENTS**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Donations from individuals	21,108	4,140
Donations from charitable foundations	246,331	53,350
	<u>267,439</u>	<u>57,490</u>
 <b>Charitable activities</b>		
Trade income (for personal development programmes for young people and the adults that work with them)	310,674	707,824
 <b>Other</b>		
Investment income- bank interest receivable	4,571	1,616
	<u>4,571</u>	<u>1,616</u>

All income arises in connection with the charity's principal activity. The income resources were all generated in the United Kingdom.

**3. ANALYSIS OF CHARITABLE ACTIVITIES AND OTHER COSTS**

**Charitable Activities**

	<b>Programme expenditure</b>	<b>Core Expenditure</b>	<b>2025</b>	<b>2024</b>
			<b>£</b>	<b>£</b>
Salaries and benefits	-	378,058	378,058	438,296
Redundancy Costs	-	6,650	6,650	-
Social security costs	-	30,346	30,346	38,584
Contractors and freelancers	64,475	-	64,475	194,879
Travel and subsistence	-	27,883	27,883	58,876
Support and infrastructure costs	12,922	-	12,922	19,271
Telecoms and computer expenses	-	28,499	28,499	45,031
Loss on disposal of assets	-	2,172	2,172	-
Professional fees	25,053	31,977	57,030	33,049
Independent examination	-	-	-	6,000
Depreciation	-	1,488	1,488	3,176
Exceptional training costs	-	-	-	935
Other costs	-	4,602	4,602	13,404
	<u>102,450</u>	<u>511,675</u>	<u>614,125</u>	<u>851,501</u>
Total costs for the year	102,450	511,675	614,125	851,501

The notes form part of these financial statements

**Grit: Breakthrough Programmes**  
**For the Year Ended 30 June 2025**  
**Notes to the Financial Statements - continued**

Costs are directly attributable to the activity undertaken, any apportioned costs are apportioned on a basis of time and nature of the activities undertaken.

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Other services – Independent Examination	6,600	6,000
	<u>6,600</u>	<u>6,000</u>

**4. STAFF COSTS**

Details of the staff costs are shown in note 3.

1 employee received remuneration in the band £90,000-£100,000 per annum (2024: 1 in the band £80,000-£90,000 per annum) and the company made pension contributions totalling £6,327 (2024: £ 6,327).

The average number of employees during the year 11 (2024:12).

The charity operates a defined contribution pension scheme, the assets of which are held outside the charity. The charity contributed a total of £16,504 (2024: £18,896) on behalf of all employees during the year. At the yearend, £2,175 (2024: £2,633) contributions were outstanding.

**5. TRUSTEES' REMUNERATION AND BENEFITS**

None of the members of the Board of trustees received any remuneration during this year or last year. During the year, no trustees (2024: £Nil) received reimbursement of charity related expenditure (2024: £Nil).

The trustee indemnity is included as part of the charity's general indemnity insurance and covers the trustees' liability in respect of neglect and breach of trust or duty to the charity.

**Grit: Breakthrough Programmes  
For the Year Ended 30 June 2025**

**Notes to the Financial Statements - continued**

**6. FIXED ASSETS**

	Office fittings £	Charity Furniture fixtures and equipment £	Total £
<b>COST</b>			
At 1 July 2024	28,297	8,489	36,786
Additions	1,208	-	1,208
Disposals	(15,944)	(8,489)	(24,433)
At 30 June 2025	<u>13,561</u>	<u>-</u>	<u>13,561</u>
<b>DEPRECIATION</b>			
At 1 July 2024	22,320	7,807	30,127
Charge for the year	1,488	-	1,488
Disposals	(14,278)	(7,807)	(22,085)
At 30 June 2025	<u>9,530</u>	<u>-</u>	<u>9,530</u>
<b>NET BOOK VALE</b>			
At 30 June 2025	<u>4,031</u>	<u>-</u>	<u>4,031</u>
At 30 June 2024	<u>5,977</u>	<u>682</u>	<u>6,659</u>

The closing net book value represents fixed assets used for the support and administration of the charity

**7. DEBTORS**

	<b>2025</b> £	<b>2024</b> £
Trade Debtors	17,810	22,262
Other debtors	-	72,560
Prepayments and accrued income	<u>5,347</u>	<u>10,485</u>
	<u>23,157</u>	<u>105,307</u>

**8. CREDITORS**

	<b>2025</b> £	<b>2024</b> £
Trade Creditors	6,094	16,442
Taxation and social security	4,901	10,064
Accruals	9,963	9,418
Other creditors	2,514	4,457
Deferred income (note 9)	<u>115,560</u>	<u>1,500</u>
	<u>139,032</u>	<u>41,881</u>

The notes form part of these financial statements

**Grit: Breakthrough Programmes  
For the Year Ended 30 June 2025**

**Notes to the Financial Statements - continued**

**9. DEFERRED INCOME**

Deferred income comprises of money received in advance of programmes, which are yet to start or have started but not been completed and deferred element relates to the element of the programme to be completed in the forthcoming year.

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Balance at 1 July 2024	1,500	96,260
Amount released to incoming resources	(1,500)	(96,260)
Amount deferred in year	115,560	1,500
	<u>115,560</u>	<u>1,500</u>

**10. MOVEMENT IN FUNDS**

	<b>At 1 July 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Deferred Income</b>	<b>At 30 June 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>	277,987	342,684	(381,205)	-	239,466
<b>Restricted funds (see note 11)</b>	-	330,000	(240,000)	(90,000)	-
	<u>277,987</u>	<u>672,684</u>	<u>(621,205)</u>	<u>(90,000)</u>	<u>239,466</u>

The unrestricted funds represent the free funds of the charity that are not designed or restricted for particular purposes, this includes traded income received via schools, universities and local authorities.

The restricted funds represent grants from The Julia Rausing Trust to undertake specific programmes to improve the social education of young people.

The notes form part of these financial statements



**Grit: Breakthrough Programmes**  
**For the Year Ended 30 June 2025**  
**Notes to the Financial Statements - continued**

**11. ANALYSIS OF RESTRICTED FUNDS**

	<b>At 1 July 2024</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Deferred Income</b>	<b>At 30 June 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Julia Rausing Trust	-	330,000	(240,000)	(90,000)	-
	<u>-</u>	<u>330,000</u>	<u>(240,000)</u>	<u>(90,000)</u>	<u>-</u>

**12. COMMITMENTS UNDER OPERATING LEASES**

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

	<b>Charity</b>	
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Within one year	-	6,215
Between one and five years	-	-
	<u>-</u>	<u>6,215</u>

**13. CONTROLLING PARTY**

In the opinion of the trustees the Charity has no single controlling entity.

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>Unrestricted Funds 2025 £</b>	<b>Restricted Funds 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Fund balances at 30 June are represented by:				
Fixed assets	4,031	-	4,031	6,659
Current assets	284,467	90,000	374,467	313,209
Current liabilities	(49,032)	(90,000)	(139,032)	(41,881)
	<u>239,466</u>	<u>-</u>	<u>239,466</u>	<u>277,987</u>

The notes form part of these financial statements

**Grit: Breakthrough Programmes**  
**For the Year Ended 30 June 2025**  
**Notes to the Financial Statements – continued**

**15. RELATED PARTY DISCLOSURES**

Except as set out in Note 5, there were no related party transactions for the years ended 30<sup>th</sup> June 2024 and 2025.

**16. LEGAL STATUS**

The charity is a company limited by guarantee and has no share capital. 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.