

REPORT OF THE TRUSTEES AND
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE
(A COMPANY LIMITED BY GUARANTEE)

Hartley Fowler LLP
Statutory Auditors
Chartered Accountants
4th Floor Tuition House
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London
SW19 4EU

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**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The charity's principal activity is the promotion of any charitable purpose for the benefit of the community within the London Borough of Hammersmith and Fulham and surrounding areas by the advancement of education, the protection of health and the relief of poverty, sickness and distress.

Citizens Advice (operating name of the National Association of Citizens Advice Bureaux (NACAB)) is the national organisation, of which all citizens advice bureaux within the branded network are members. Citizens Advice currently has the following aims (implemented following the Annual General Meeting and conference in September 2007):

- To provide the advice that people need for the problems that they face.
- To improve the policies and practices which improve people's lives.

Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Our Vision

"Advice on its own is not always enough for our community, or for us as a service. We will develop new ways of supporting and empowering our clients to take action to achieve better outcomes".

Our Aims

At the centre of all of Citizens Advice Hammersmith & Fulham's (CAHF) strategies are its 3 key aims:

1. **To achieve Excellence** - in delivering an effective, and high quality service
2. **To be innovative, resilient and flexible** - to deliver an even more effective and sustainable service
3. **To demonstrate our community impact** - to show the positive change we make socially, economically and to health and well-being

Our Principles and Values

As a member of the Citizens Advice Service, CAHF provides free, independent, confidential and impartial advice to everyone on their rights and responsibilities. It values diversity, promotes equality and challenges discrimination.

We are committed to put equality and equity at the heart of everything that we do, with the overarching aim to improve access, ensure inclusive service delivery and preserve intensified support for those who need it and promote an inclusive working environment for our workforce.

Our core values and principles sit at heart of every strategic decision to reflect our aim to be a strong equality champion through our roles as advisor, campaigner, employer, employee and partner.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

The main areas of charitable activity are the provision of information, advice and education on people's rights and responsibilities, through face-to-face appointments, by telephone, letter and/or email, at our main sites and at various borough-based locations, including

- The delivery of a range of complementary services in addition to advice
- The recruitment, training and development of volunteer roles.
- Research, campaigning and anti-discrimination work.

Premises

CAHF is located at Avonmore Library and Neighbourhood Centre in West Kensington which is the main hub for its services. It also operates its services from a number of locations around the Borough working in partnership with other community organisations.

Services

2024 - 25 continued to see an exponential increase in demand for our services which is becoming exceptionally challenging to meet given the reduction in overall funding available and fewer volunteers to support our service. Our clients continue to grapple with rising costs and we have helped even more people in crisis. We have tried to ensure that clients are able to reach us when they need us in a variety of ways, including:

- Assisted Self Help/Information

Clients have access to terminals for assisted self-help as a first point of contact for help and information.

- Adviceline

Our main point of contact for clients seeking advice is through our Adviceline telephone service. Adviceline provides an initial telephone diagnostic interview to determine whether they live, work or study in one of the Adviceline partnership Boroughs and to identify the most appropriate next step for the client. We operate Adviceline in partnership with other LCA's in London.

- Appointment Service

Full advice appointments may either be made with a generalist adviser or with an adviser working under a specific project. Appointments are subject to availability and take place Monday to Friday throughout our opening hours.

- Email Service

Clients are able to contact CAHF by email via a form on our website that asks them to confirm residence in the borough and provide initial details about themselves and their problem.

- Digital Channels

We have started to expand our digital offer to ensure a greater level of access for our clients through channels such as Webchat and WhatsApp.

Client Issues

In 2024-25, we helped a staggering 17,000 clients with 68,851 issues. This means that clients are coming to us with an average of 5-6 issues per enquiry. The work has become more complex and it takes longer to deal with clients. The top issues that we dealt with are:

- Benefits and Universal Credit
- Housing
- Charitable Support and Foodbank Vouchers
- Debt
- Utilities and Communications

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

Projects

CAHF is funded by a variety of funders to provide a range of complimentary projects. In addition to our generalist advice service, we delivered a wide range of specialist projects including:

- Specialist debt casework
- Help through Hardship (focussing on food poverty)
- Advisers based in foodbanks.
- Energy advice to help clients overcome fuel poverty.
- Digital Skills projects for the digitally excluded.
- Outreach projects working with partner agencies
- Anti-Poverty Project working with over 12 partner organisations:
 - Midaye Somali Development Network
 - Upper Room
 - Turning Point
 - St. Mungo's
 - Hestia
 - The Listening Place
 - MIND Safe Space HFEH
 - Minaret Community Centre
 - Action on Disability
 - Nourish Hub
 - Somali Partners
 - Shepherd's Bush Family Project
 - LNHF Family Hubs
 - Our Lady Fatima Church

Achievement and Performance

Despite the challenges of increased demand and reduced capacity (due to low level of volunteers and recruitment challenges) we have had another very successful year:

- We have generated **£1,004,355** in fundraising enabling us to increase our service provision to clients.
- We have worked in partnership with other London LCAs to form a Pan-London Consortia - Citizens Advice London.

Leadership Self-Assessment

As part of our annual audit process we undertake a leadership self assessment that reviews and assesses our performance in 9 areas of leadership. We are audited by Citizens Advice. This Audit passports us to external quality marks as well as reviews the organisation against the 9 categories. On satisfactory completion of the audit, we are awarded our **AQS Quality Mark** for which we have to satisfy further requirements. We successfully passed our Year 1 Audit in all of the leadership areas:

1. Governance
2. Strategic Business Planning
3. Risk Management
4. Financial Management
5. People Management
6. Operational Performance Management
7. Partnership Working
8. Research & Campaigns
9. Equality Leadership

CAHF has also secured the AQS Quality Mark for Telephone Advice, Generalist Advice, and Generalist advice with casework for Debt and Welfare Benefits. In addition this year we are also very proud to secure the AQS Quality Mark for housing too.

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

Financial position

The results for the year to 31st March 2025, which are summarised in the Statement of Financial activities (SOFA), showed an overall excess of income over expenditure of £102,426 (2024 £77,156). Unrestricted funds at 31 March 2025 were £658,807 (2024 £584,361).

Principal funding sources

In common with most similar Citizens Advice offices, a major proportion of the charity's income comes from London Borough of Hammersmith and Fulham and the rest from a variety of sources including grants, service level agreements and contracts, which are usually to fund specific projects.

Reserves policy

CAHF holds its reserves under two categories: restricted and unrestricted.

Restricted reserves are restricted to the purpose for which the funder provided them. Normally restricted reserves are carried forward to cover the cost of the work not yet provided on each project. Amounts have been released to the SOFA due to the completion of the projects and as a result of the undercharged overhead recoveries in previous years. Any overspend has to be charged to unrestricted funds when the project ends.

Unrestricted reserves provide the general reserve to survive periods of difficulty and exceptional costs. The Trustee Board has established a policy whereby the total unrestricted reserve should be at the level of four months committed expenditure which is around £487,584 at the present time. Our unrestricted reserves at 31 March 2025 were £658,807 and the Board consider this a sufficient level to manage working capital requirements.

Principal Risks and Uncertainties

The Trustees have assessed and reviewed the major strategic, business and operational risks which the charity faces and confirm that systems are established to mitigate the charity's exposure to those risks.

The Trustee Board undertakes a risk assessment each year in collaboration with Citizens Advice. During this year the principal risks and priorities identified are:

- Ensuring that we have sufficient capacity in the organisation to meet increased levels of demand
- Continued and adequate funding for key contracts ensuring sustainability in line with inflation
- Maintaining the high quality service

Staff

Salaries and staff related costs were approximately 87% (2024 80%) of total expenditure.

Volunteers

Our volunteers are working extremely hard to meet the increased demand, particularly as we are struggling to recruit more volunteers. CAHF like many other voluntary sector organisations have experienced higher turnover of volunteers.

We recruited 77 volunteers. One third of whom were from Hammersmith and Fulham. 57 volunteers left, of which 32% went into full time work.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

FUTURE PLANS

Our key priorities for the next 12 months include:

- Streamlining our service to improve access to our services with a focus on improving access for "hard to reach" communities.
- Ensuring that our service will have improved capacity to meet more demand.
- Supporting our workforce and ensuring their well-being whilst they cope with working in extremely challenging times.
- Raising our profile to be seen as the partner of choice for all stakeholders (funders, clients, volunteers, partners, etc).
- Taking an evidence led approach to showcasing our impact and influencing commissioning priorities and policies.
- Sharing intelligence to remove inequalities and improve lives.
- Developing our funding portfolio to ensure the sustainability of our services.

Whilst LBHF provides us with a strong foundation for our core funding, individual project budgets are tight as funders are either reducing funding or holding them at the same cash level, whilst costs and key performance indicators are increasing. To ensure continued sustainability, our income generation objectives are to:

- Review and shift our cost base to enable us to be competitive but sustainable for the future.
- Ensure the LBHF core funding remains at current level and moves towards regular inflationary increases.
- Continue to raise unrestricted income wherever possible.
- Continue developing strong relationships with funders by successfully delivering project objectives and demonstrating the impact of our work to ensure renewal/securing of funds.
- Identify new funding streams for projects and submit bids to add to the portfolio of complementary services, with a particular focus on the health sector.
- Explore other methods of generating unrestricted income eg corporate fundraising, etc.

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Hammersmith and Fulham Citizens Advice Bureaux Service (HFCAB) is a charitable company, Limited by Guarantee, incorporated on 18 February 1996 as a private company, registered as number 3160526 and registered as a charity on 11 April 1996 with number 1054505. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. The company's initial Memorandum and Articles were updated by means of a Special Resolution of the company dated 28 November 2002. The Memorandum and Articles were further updated, at the company's AGM in 2006 and 2018, to widen the objects to take in the surrounding areas, as well as the borough of Hammersmith and Fulham. This amendment is in line with current Citizens Advice recommendations and was formally approved by the Charity Commission.

Recruitment and appointment of new trustees

The directors of the company are also charity Trustees for the purposes of charity law and are known as Trustees. Suitable individuals may be co-opted as trustees at any meeting of the Trustee Board. Trustees are then elected at the Annual General Meeting for a term of three years and may subsequently be re-elected for further three year terms.

The Trustee Board periodically reviews the skills and experience of its current members. We seek to fill any gaps identified and to maintain diversity among trustees. Most trustees have some personal connection with the local community and an interest in some specific aspect of the work of the service and its management.

Organisational structure and decision making

The Trustee Board meets at least quarterly and sets the strategic direction and policies of the charity.

The Chief Executive, assisted by the management team, is responsible for delivering all services, contracts and projects within the strategies and policies set by the Trustee Board.

Induction and training of new trustees

New trustees undergo a period of induction. This usually comprises attendance at a Citizens Advice briefing, meetings with staff, volunteers and other trustees and time spent in one of the bureaux.

Key management remuneration

The trustees are responsible for setting the remuneration of Key management. Remuneration of key management is reviewed annually and is comparable with similar local charities.

Wider network

HFCAB is a member of the national Citizens Advice service and the national charity sets and monitors standards for advice, policies, procedures and supports bureaux with an information system, training and other services. Operating policies are independently determined by the trustee board of HFCAB in order to fulfil its charitable objectives and comply with the national membership requirements.

Related parties

The charity cooperates and liaises with other advisory services, local charities and council departments on behalf of clients. Where one of the trustees is also involved with another relevant organisation, they may be involved in discussions about it but not in any decision-making process.

HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE (REGISTERED NUMBER: 03160526)

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

03160526 (England and Wales)

Registered Charity number

1054505

Registered office

Upper Floor Avonmore Library
7 North End Crescent
London
W14 8TG

Trustees

C Larnder (Chair)
D Walsh (Treasurer)
S W Harcourt
L Homan
B Gallagher
P Brough
R Holmes
V Farnell (resigned 26/11/24)
G Pope (resigned 26/11/24)
E M Kawonza (resigned 26/11/24)

Auditors

Hartley Fowler LLP
Statutory Auditors
Chartered Accountants
4th Floor Tuition House
27-37 St George's Road
Wimbledon
London
SW19 4EU

Bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME19 4JQ

Company Secretary and Chief Executive

Simi Ryatt

Senior Management Team

Ivy Lewis	Head of Resources
Samantha Dodd	Head of Business Development & Comms (left January 2025)
Fre Tekeleab	Head of Finance
Viki Phillips	Head of Advice Services

**HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE**

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2025**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Hammersmith And Fulham Citizens Advice Bureaux Service for the purposes of company law) are responsible for preparing the Report of the Trustees 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 those financial statements, the trustees are required to

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

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Hartley Fowler LLP, will be proposed for re-appointment at the forthcoming Annual General Meeting.

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

Approved by order of the board of trustees on 30 September 2025 and signed on its behalf by:



C Larnder - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF HAMMERSMITH AND FULHAM CITIZENS ADVICE BUREAUX SERVICE

Opinion

We have audited the financial statements of Hammersmith And Fulham Citizens Advice Bureaux Service (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. 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).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors 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.

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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF HAMMERSMITH AND FULHAM CITIZENS ADVICE BUREAUX SERVICE

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Our 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 a Report of the Independent Auditors 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We identify and assess risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion. In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and the charities activities;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities;
- any matters we identified having obtained and reviewed the charitable company's documentation of their policies and procedures relating to:
 - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
 - the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF HAMMERSMITH AND FULHAM CITIZENS ADVICE BUREAUX SERVICE

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud. In common with all audits we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory framework that the charitable company operates in. The key laws and regulations we considered in this context included the Charities Act 2011, UK Companies Act and tax legislation.

In addition we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty.

As a result of performing the above, we did not identify any key matters related to the potential risk of fraud or non-compliance with laws and regulations.

Our procedures to respond to risks identified included the following:


- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provision of relevant laws and regulations described as having a direct effect on the financial statements;
- enquiring of management concerning actual and potential litigation and claims;
- performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reviewing minutes of meetings of those charged with governance, reviewing internal reports, and
- in addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments, assessing whether the judgements made in making accounting estimates are indicative of a potential bias and evaluating the business rationale for any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indication of fraud or non-compliance with laws and regulations throughout the audit.

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 Report of the Independent Auditors.

Use of our report

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



Jonathan Askew FCA (Senior Statutory Auditor)
for and on behalf of Hartley Fowler LLP
Statutory Auditors
Chartered Accountants
4th Floor Tuition House
27-37 St George's Road
Wimbledon
London
SW19 4EU

30 September 2025

**HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE**

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	Unrestricted funds £	Restricted funds £	2025 Total funds £	2024 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	4,173	-	4,173	2,092
Charitable activities	5				
General advice and information		787,588	287,950	1,075,538	983,320
Training and advice projects		-	144,942	144,942	101,800
Money advice projects		31,290	448,248	479,538	522,005
Investment income	4	27,453	-	27,453	15,041
Other income	6	98	-	98	287
Total		<u>850,602</u>	<u>881,140</u>	<u>1,731,742</u>	<u>1,624,545</u>
EXPENDITURE ON					
Charitable activities	7				
General advice and information		754,398	477,167	1,231,565	953,397
Training and advice projects		-	100,403	100,403	68,761
Money advice projects		22,185	275,590	297,775	508,918
Total		<u>776,583</u>	<u>853,160</u>	<u>1,629,743</u>	<u>1,531,076</u>
NET INCOME		74,019	27,980	101,999	93,469
Other recognised gains/(losses)					
Actuarial gains/(losses) on defined benefit schemes		427	-	427	(16,313)
Net movement in funds		<u>74,446</u>	<u>27,980</u>	<u>102,426</u>	<u>77,156</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		584,361	58,517	642,878	565,722
TOTAL FUNDS CARRIED FORWARD		<u><u>658,807</u></u>	<u><u>86,497</u></u>	<u><u>745,304</u></u>	<u><u>642,878</u></u>

The notes form part of these financial statements

**HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE**

**STATEMENT OF FINANCIAL POSITION
31 MARCH 2025**

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible assets	14	8,454	-
CURRENT ASSETS			
Debtors	15	68,287	29,567
Cash at bank		1,116,373	1,190,699
		<u>1,184,660</u>	<u>1,220,266</u>
CREDITORS			
Amounts falling due within one year	16	(368,116)	(489,767)
NET CURRENT ASSETS		<u>816,544</u>	<u>730,499</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		824,998	730,499
PENSION LIABILITY	20	(79,694)	(87,621)
NET ASSETS		<u>745,304</u>	<u>642,878</u>
FUNDS	19		
Unrestricted funds		658,807	584,361
Restricted funds		86,497	58,517
TOTAL FUNDS		<u>745,304</u>	<u>642,878</u>

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

The financial statements were approved by the Board of Trustees and authorised for issue on 30 September 2025 and were signed on its behalf by:


C Larnder - Trustee


D Walsh - Trustee

The notes form part of these financial statements

**HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025**

	Notes	2025 £	2024 £
Cash flows from operating activities			
Cash generated from operations	1	(86,725)	289,737
Net cash (used in)/provided by operating activities		(86,725)	289,737
Cash flows from investing activities			
Purchase of tangible fixed assets		(15,054)	(2,479)
Interest received		27,453	15,041
Net cash provided by investing activities		12,399	12,562
Change in cash and cash equivalents in the reporting period		(74,326)	302,299
Cash and cash equivalents at the beginning of the reporting period		1,190,699	888,400
Cash and cash equivalents at the end of the reporting period		1,116,373	1,190,699

The notes form part of these financial statements

**NOTES TO THE STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net income for the reporting period (as per the Statement of Financial Activities)	101,999	93,469
Adjustments for:		
Depreciation charges	6,600	22,783
Interest received	(27,453)	(15,041)
(Increase)/decrease in debtors	(38,720)	47,259
(Decrease)/increase in creditors	(121,651)	148,767
Difference between pension charge and cash contributions	(7,500)	(7,500)
Net cash (used in)/provided by operations	<u>(86,725)</u>	<u>289,737</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1/4/24 £	Cash flow £	At 31/3/25 £
Net cash			
Cash at bank	1,190,699	(74,326)	1,116,373
	<u>1,190,699</u>	<u>(74,326)</u>	<u>1,116,373</u>
Total	<u>1,190,699</u>	<u>(74,326)</u>	<u>1,116,373</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

1. GENERAL INFORMATION

The charity is private company incorporated and domiciled in England and Wales. The address of its registered office is Upper Floor Avonmore Library, 7 North End Crescent, London W14 8TG. The registered number of the company is 03160526. The registered number of the charity is 1054505. The charitable company is limited by guarantee.

The financial information presented is for the year ended 31 March 2025 and 31 March 2024. The financial information is presented in sterling.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Preparation of the financial statements on a going concern basis

The financial statements have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves and the expected level of income and expenditure for 12 months from authorising these financial statements. There are no material uncertainties about the charity's ability to continue as a going concern.

Critical accounting judgements and key sources of estimation uncertainty

Preparation of the financial statements requires the trustees and management to make significant judgements and estimates.

The items in the financial statements where judgements and estimates have been made include:

- actuarial assumptions used in the calculation of the defined benefit pension liability.

Income

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

The main source of income for the charity is contracts for services and grants with the London Borough of Hammersmith and Fulham.

Voluntary income is received by way of grants, donations and gifts and is included in full in the Statement of Financial Activities when receivable.

Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant. Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to the consideration by its performance. Grant income relating to a later period is therefore deferred to that period and treated as deferred income in the balance sheet.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

2. ACCOUNTING POLICIES - continued

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fee and costs linked to the strategic management of the charity.

Allocation and apportionment of costs

Support costs have been allocated on a percentage basis calculated by the funds brought forward plus income received in the year.

Tangible fixed assets

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Additions to leasehold property straight line over the period of the lease

Fixtures and equipment straight line over 3 years (or, the duration of the project - if shorter)

Individual assets purchased and costing less than £500 are directly written off in the statement of financial activities and therefore not capitalised. Assets capitalised are held at historic cost.

Capital grants in respect of fixed assets are credited to an unrestricted fund into which the cost of the assets acquired is charged over their expected useful life by way of depreciation - if a funder requires asset retention. Otherwise, if the restriction is satisfied by purchase of the specified assets, the restricted capital fund becomes unrestricted and is transferred to general funds.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Defined benefit pension schemes

The charitable company participated in two defined benefit schemes during the year.

(i) National Association of Citizens Advice Bureaux (NACAB) "The Plan". This is a traditional defined benefit scheme with pensions determined by years of service and final salary. The pension costs are assessed in accordance with actuarial advice and based on the most recent actuarial valuation of the scheme. These costs have been accounted for on the basis of charging the cost of providing pensions over the period during which the charity benefits from the employees' services. This scheme, which had been closed to new employees in London Bureaux for a number of years, was closed to future accrual with effect from 31 March 2009. Further details are provided in the notes to the accounts. A replacement defined contribution stakeholder scheme operated by Aviva has been offered to existing NACAB scheme members with effect from 1 April 2009.

(ii) The Pensions Trust Growth Plan. This previously had been classified as a defined contribution pension scheme, but has now been redesignated a defined benefit scheme because of the guarantee within the scheme that the value attributed to each member will not be less than the accumulated contributions. Consequently this also places a potential contingent liability on employers. The pension contributions charged in these financial statements represent the amounts payable by the charitable company for this scheme in respect of the year ended 31 March 2024. Further details are provided in the notes to the accounts.

Financial instruments

All loans, investments and short term deposits held by the charity are classified as basic financial instruments. These financial instruments are initially recorded at the transaction price and are subsequently measured at their settlement value.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

2. ACCOUNTING POLICIES - continued

Financial instruments

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.

Debtors are recognised at the settlement amount due. Prepayments are valued at the invoice amount prepaid.

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

3. DONATIONS AND LEGACIES

	2025	2024
	£	£
Donations	<u>4,173</u>	<u>2,092</u>

4. INVESTMENT INCOME

	2025	2024
	£	£
Deposit account interest	<u>27,453</u>	<u>15,041</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2025	2024
		£	£
Grants and contract income	General advice and information	1,075,538	983,320
Grants and contract income	Training and advice projects	144,942	101,800
Grants and contract income	Money advice projects	479,538	522,005
		<u>1,700,018</u>	<u>1,607,125</u>

Grants received, included in the above, are as follows:

	2025	2024
	£	£
London Borough of Hammersmith & Fulham Advice Station Service Level Agreement	674,193	626,892
Citizens Advice - HelpThrough Hardships Helpline Grants	287,768	312,522
The National Lottery Community Fund - RC London and South East London - Help Hub Grant	109,926	80,000
Toynbee Hall - The Debt Free Advice Project	127,815	124,885
London Borough of Hammersmith & Fulham - Help Hub	-	23,500
Young Lives vs Cancer	80,297	37,000
City Bridge Trust Grant	44,913	51,460
The Henry Smith Charity	68,000	34,530
London Borough of Hammersmith & Fulham - Affordability Project	39,372	46,500
National Citizens Advice - Energy Advice Programme	64,645	41,300
Midaye Grant	-	8,450
West London Welcome Grant	27,185	37,000
Upper Room grant	5,000	4,102
Greater London Authority - Crisis	42,000	36,666
Greater London Authority - Specialist	42,500	50,000
Foodbank - Trussel Trust Grant	27,665	36,887
Hammersmith United & Dr Edward Bishop Kings	-	19,947
Carried forward	<u>1,641,279</u>	<u>1,571,641</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

5. INCOME FROM CHARITABLE ACTIVITIES - continued

	2025 £	2024 £
Brought forward	1,641,279	1,571,641
Citizens Advice CSDF Innovation Grant	31,290	23,662
Other small grants	11,439	11,822
Propel Grant	16,010	-
	<u>1,700,018</u>	<u>1,607,125</u>

6. OTHER INCOME

	2025 £	2024 £
Sundry income	<u>98</u>	<u>287</u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
General advice and information	1,110,908	120,657	1,231,565
Training and advice projects	84,101	16,302	100,403
Money advice projects	279,118	18,657	297,775
	<u>1,474,127</u>	<u>155,616</u>	<u>1,629,743</u>

2024 Comparatives for charitable activities costs

	Direct costs £	Support costs £	Totals £
General advice and information	827,808	125,589	953,397
Training and advice projects	58,319	10,442	68,761
Money advice projects	484,071	24,847	508,918
	<u>1,370,198</u>	<u>160,878</u>	<u>1,531,076</u>

8. SUPPORT COSTS

	Support costs £	Governance costs £	Totals £
General advice and information	112,850	7,807	120,657
Training and advice projects	15,262	1,040	16,302
Money advice projects	16,285	2,372	18,657
	<u>144,397</u>	<u>11,219</u>	<u>155,616</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

8. SUPPORT COSTS - continued

2024 Comparatives for support costs

	Support costs £	Governance costs £	Totals £
General advice and information	119,527	6,062	125,589
Training and advice projects	10,017	425	10,442
Money advice projects	22,328	2,609	24,487
	<u>151,782</u>	<u>9,096</u>	<u>160,878</u>

Support costs, included in the above, are as follows:

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025 £	2024 £
Auditors' remuneration	6,200	5,900
Other non-audit services	4,169	2,500
Depreciation - owned assets	6,600	22,783
Operating leases	<u>16,900</u>	<u>12,640</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

11. STAFF COSTS

	2025 £	2024 £
Wages and salaries	1,272,054	1,186,506
Social security costs	110,219	104,788
Other pension costs	31,871	34,529
	<u>1,414,144</u>	<u>1,325,823</u>

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

	2025	2024
Advisors and assessors	41	44
Management and administration	5	5
	<u>46</u>	<u>49</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

11. STAFF COSTS - continued

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

	2025	2024
£60,001 - £70,000	-	1
£70,001 - £80,000	1	-
	<u>1</u>	<u>1</u>

The key management team is considered to be the senior management team. Remuneration of £266,833 (2024 £261,336) was paid to Key Management Personnel. This includes pension scheme contributions of £11,457 (2024 £11,060).

Volunteers

We recruited 77 volunteers. One third of whom were from Hammersmith and Fulham. 57 volunteers left, of which 32% went into full time work.

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	2,092	-	2,092
Charitable activities			
General advice and information	719,744	263,576	983,320
Training and advice projects	-	101,800	101,800
Money advice projects	23,662	498,343	522,005
Investment income	15,041	-	15,041
Other income	287	-	287
Total	<u>760,826</u>	<u>863,719</u>	<u>1,624,545</u>
EXPENDITURE ON			
Charitable activities			
General advice and information	667,319	286,078	953,397
Training and advice projects	3,273	65,488	68,761
Money advice projects	22,145	486,773	508,918
Total	<u>692,737</u>	<u>838,339</u>	<u>1,531,076</u>
NET INCOME	68,089	25,380	93,469
Transfers between funds	17,256	(17,256)	-
Other recognised gains/(losses)			
Actuarial gains/(losses) on defined benefit schemes	(16,313)	-	(16,313)
Net movement in funds	<u>69,032</u>	<u>8,124</u>	<u>77,156</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	515,329	50,393	565,722

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>584,361</u>	<u>58,517</u>	<u>642,878</u>

13. TAXATION

Hammersmith and Fulham Citizens Advice Bureaux Service is a registered charity and therefore potentially exempt from taxation of its income and gains, as Hammersmith and Fulham Citizens Advice Bureaux Service falls within the definition of a charitable company as defined in Part 1, Schedule 6 of the Finance Act 2010. No tax charge has arisen during the year.

14. TANGIBLE FIXED ASSETS

	Short leasehold £	Plant and machinery £	Totals £
COST			
At 1 April 2024	2,133	196,131	198,264
Additions	-	15,054	15,054
At 31 March 2025	<u>2,133</u>	<u>211,185</u>	<u>213,318</u>
DEPRECIATION			
At 1 April 2024	2,133	196,131	198,264
Charge for year	-	6,600	6,600
At 31 March 2025	<u>2,133</u>	<u>202,731</u>	<u>204,864</u>
NET BOOK VALUE			
At 31 March 2025	<u>-</u>	<u>8,454</u>	<u>8,454</u>
At 31 March 2024	<u>-</u>	<u>-</u>	<u>-</u>

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Contract income receivable	50,118	10,325
Other debtors and prepayments	18,169	19,242
	<u>68,287</u>	<u>29,567</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
	£	£
Operational creditors	23,355	20,302
Social security and other taxes	21,044	29,165
Other creditors and accruals	84,504	93,678
Deferred income	239,213	346,622
	<u>368,116</u>	<u>489,767</u>
	£	£
<u>Deferred Income</u>		
Deferred income brought forward	346,622	229,706
Amounts released to incoming resources	(224,559)	(105,945)
Amount deferred in the year	117,150	222,861
	<u>239,213</u>	<u>346,622</u>

Deferred income comprises income received during the year which relates to the next financial year.

17. LEASING AGREEMENTS

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

	2025	2024
	£	£
Within one year	16,650	16,650
Between one and five years	33,000	49,950
	<u>49,650</u>	<u>66,600</u>

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	£	£	£	£
Fixed assets	8,454	-	8,454	-
Current assets	1,022,444	162,216	1,184,660	1,220,266
Current liabilities	(292,397)	(75,719)	(368,116)	(489,767)
Pension liability	(79,694)	-	(79,694)	(87,621)
	<u>658,807</u>	<u>86,497</u>	<u>745,304</u>	<u>642,878</u>

2024 Comparatives for net assets between funds

	Unrestricted funds	Restricted funds	2024 Total funds
	£	£	£
Current assets	1,116,754	103,512	1,220,266
Current liabilities	(444,772)	(44,995)	(489,767)
Pension liability	(87,621)	-	(87,621)
	<u>584,361</u>	<u>58,517</u>	<u>642,878</u>

**HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

19. MOVEMENT IN FUNDS

	At 1/4/24 £	Net movement in funds £	Transfers between funds £	At 31/3/25 £
Unrestricted funds				
General fund	671,982	73,119	(15,054)	730,047
General fund - Capital	-	(6,600)	15,054	8,454
Pension reserve	(87,621)	7,927	-	(79,694)
	<u>584,361</u>	<u>74,446</u>	<u>-</u>	<u>658,807</u>
Restricted funds				
Debt Free London	(5,126)	(5,569)	-	(10,695)
Foodbank - Hammersmith and Fulham	30,009	9,736	-	39,745
Citizens Advice - Energy Advice Programme	25,606	18,595	-	44,201
City Bridge Trust Fund	2,130	1,030	-	3,160
Midaye Fund	3,392	-	-	3,392
The National Lottery Community Fund - RC				
London and South East Region - Help Hub	(13,685)	731	-	(12,954)
West London Welcome	10,052	(3,132)	-	6,920
Greater London Authority	2,161	6,196	-	8,357
Young Lives vs Cancer	3,978	2,546	-	6,524
Propel	-	(2,153)	-	(2,153)
	<u>58,517</u>	<u>27,980</u>	<u>-</u>	<u>86,497</u>
TOTAL FUNDS	<u>642,878</u>	<u>102,426</u>	<u>-</u>	<u>745,304</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	850,602	(777,483)	-	73,119
General fund - Capital	-	(6,600)	-	(6,600)
Pension reserve	-	7,500	427	7,927
	<u>850,602</u>	<u>(776,583)</u>	<u>427</u>	<u>74,446</u>
Restricted funds				
Debt Free London	133,231	(138,800)	-	(5,569)
Foodbank - Hammersmith and Fulham	320,433	(310,697)	-	9,736
Citizens Advice - Energy Advice Programme	64,645	(46,050)	-	18,595
City Bridge Trust Fund	44,913	(43,883)	-	1,030
The National Lottery Community Fund - RC				
London and South East Region - Help Hub	109,926	(109,195)	-	731
West London Welcome	27,185	(30,317)	-	(3,132)
Greater London Authority	84,500	(78,304)	-	6,196
Young Lives vs Cancer	80,297	(77,751)	-	2,546
Propel	16,010	(18,163)	-	(2,153)
	<u>881,140</u>	<u>(853,160)</u>	<u>-</u>	<u>27,980</u>
TOTAL FUNDS	<u>1,731,742</u>	<u>(1,629,743)</u>	<u>427</u>	<u>102,426</u>

**HAMMERSMITH AND FULHAM
CITIZENS ADVICE BUREAUX SERVICE**

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

19. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/23 £	Net movement in funds £	Transfers between funds £	At 31/3/24 £
Unrestricted funds				
General fund	573,833	83,372	14,777	671,982
General fund - Capital	20,304	(22,783)	2,479	-
Pension reserve	(78,808)	(8,813)	-	(87,621)
	<u>515,329</u>	<u>51,776</u>	<u>17,256</u>	<u>584,361</u>
Restricted funds				
Debt Free London	3,402	(8,528)	-	(5,126)
Foodbank - Hammersmith and Fulham	9,928	20,081	-	30,009
Citizens Advice - EBD Extra Advice	15,340	-	(15,340)	-
Citizens Advice - Energy Advice Programme	19,306	6,300	-	25,606
Citizens Advice - Universal Credit	3,052	-	(3,052)	-
City Bridge Trust Fund	880	1,250	-	2,130
Midaye Fund	2,587	805	-	3,392
City Bridge Trust TNLCF COVID-19 Response Fund	1,553	-	(1,553)	-
The National Lottery Community Fund - RC				
London and South East Region - Help Hub	(13,435)	(250)	-	(13,685)
Kickstart	(2,689)	-	2,689	-
West London Welcome	10,875	(823)	-	10,052
Greater London Authority	-	2,161	-	2,161
Young Lives vs Cancer	(406)	4,384	-	3,978
	<u>50,393</u>	<u>25,380</u>	<u>(17,256)</u>	<u>58,517</u>
TOTAL FUNDS	<u>565,722</u>	<u>77,156</u>	<u>-</u>	<u>642,878</u>

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

19. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Movement in funds £
Unrestricted funds				
General fund	760,826	(677,454)	-	83,372
General fund - Capital	-	(22,783)	-	(22,783)
Pension reserve	-	7,500	(16,313)	(8,813)
	760,826	(692,737)	(16,313)	51,776
Restricted funds				
Debt Free London	124,885	(133,413)	-	(8,528)
Foodbank - Hammersmith and Fulham	373,458	(353,377)	-	20,081
Citizens Advice - Energy Advice Programme	41,300	(35,000)	-	6,300
City Bridge Trust Fund	51,460	(50,210)	-	1,250
Midaye Fund	8,450	(7,645)	-	805
The National Lottery Community Fund - RC London and South East Region - Help Hub	103,500	(103,750)	-	(250)
West London Welcome	37,000	(37,823)	-	(823)
Greater London Authority	86,666	(84,505)	-	2,161
Young Lives vs Cancer	37,000	(32,616)	-	4,384
	863,719	(838,339)	-	25,380
TOTAL FUNDS	<u>1,624,545</u>	<u>(1,531,076)</u>	<u>(16,313)</u>	<u>77,156</u>

Unrestricted Funds

Pension reserve - a designated reserve set aside to cover the liability for the obligation on the defined benefit scheme.

Fixed asset Fund - a designated fund representing amounts expended by the charity to acquire fixed assets for the continuing benefit of the charity.

Restricted Funds

Debt Free London - Debt Free London delivers specialist Debt Advice across Hammersmith & Fulham. The fund is rolled out from Money Advice and HFCAB subcontracted the project from Toynbee Hall.

Foodbank - this project is funded by the Trussel Trust for another year and the project is successfully completed.

Citizens Advice Energy Advice Programme - Funding from the National Association of Citizens Advice for the provision of energy advice.

City Bridge Trust Fund - Funding for a full time community outreach senior adviser and associated project costs to provide outreach advice to communities who do not usually access mainstream advice services.

Midaye Fund - Funding to provide specialist advice services to residents and Midaye clients within Wormholt and White City.

The National Lottery Community Fund - RC London and South East Region "Help Hub" - funding to delivery 4 outreach hubs in the local community.

Greater London Authority - Funding towards costs of living advice.

London Funders Propel programme - Funding to help inform and develop our approach towards trainee recruitment, induction and support with the aim of developing the advice sector's workforce to reflect lived experience.

West London Welcome - Funding towards the salary of an outreach worker at West London Welcome.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

19. MOVEMENT IN FUNDS - continued

Young Lives vs Cancer - Funding to support the service.

Transfers between funds

During the year amounts were transferred from general funds to restricted funds to finance a deficit on the restricted funds.

During the year balances on some restricted funds were transferred to general funds as these projects had finished and no amounts were considered owing to the funders.

20. EMPLOYEE BENEFIT OBLIGATIONS

(i) Pension costs: The National Association of Citizens Advice Bureaux Pensions and Assurance Plan (1991)

Citizens Advice ('the Principal Employer') operates a defined benefit scheme ('the Plan') in the UK which provides both pensions in retirement and death benefits to members. Pension benefits are related to the members' final salaries at retirement and their length of service at the date they retired or left pensionable service. The Plan closed to future accrual on 31 March 2008. The Plan also contains some money purchase AVCs and protected rights funds, which are not included in these disclosures.

In accordance with the schedule of contributions agreed by the Employer and Trustee in August 2023, the contributions to the Plan for the year ending 31 March 2025 have been £3,218,000, which includes £2,918,000 towards the deficit and £300,000 as an allowance for administration expenses and all scheme levies.

The Plan is a registered scheme under UK legislation. The Plan is subject to the scheme funding requirements outlined in UK legislation. The Plan is governed by the Plan's Trust Deed and Rules dated 4 April 2011. The Trustee is responsible for the operation and the governance of the Plan, including making decisions regarding the Plan's funding investment strategy (although they are required to consult the Principal Employer).

An actuarial valuation of the Plan was carried out as at 31 March 2025 by a qualified independent actuary, based upon membership data as at 31 March 2022, allowing for assumed membership movements over the period from this date, and any material membership movements significantly different from those assumed (e.g. transfers out).

The most recent formal actuarial valuation of the Plan was as at 31 March 2022 and revealed a funding deficit of £53,536,000. In the recovery plan agreed following the valuation, the Principal Employer and other participating employers agreed to pay deficit reduction contributions of £2,918,000 per annum with the view to eliminating the deficit by 30 September 2040.

The liabilities of the Plan are based on the current value of expected benefit payment cashflows to members of the Plan over the next 60 or more years. The average duration of the liabilities is approximately 10 years.

The Plan is exposed to actuarial risks such as market (investment) risk, interest rate risk, inflation risk, currency risk and longevity risk.

The major assumptions used by the actuary were (in nominal terms) as follows:

	31.3.2025	31.3.2024
Discount rate	5.80%	4.90%
Inflation (RPI)	3.10%	3.20%
Inflation (CPI)	2.75%	2.80%
Revaluation of deferred pensions in excess of GMP	2.75%	2.80%
Pension in payment increases of:		
- CPI or 5% p.a. if less	2.70%	2.80%
- CPI inflation since retirement or 5% p.a. compound if less	2.70%	2.80%
- CPI or 3% p.a. if less	2.30%	2.50%

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

	75% of HMRC maximum	75% of HMRC maximum
Commutation of pension for cash at retirement		
	31.3.2025	31.3.2024
Assumed life expectancies on retirement at age 65 are:		
Retiring today - Males	20.6	20.6
Retiring today - Females	23.4	23.4
Retiring in 20 years time - Males	21.9	21.8
Retiring in 20 years time - Females	24.6	24.5
	Value at 31.3.2025 £000s	Value at 31.3.2024 £000s
The assets in the Plan were:		
Multi asset funds	25,527	26,047
Structured equity and LDI	29,553	33,448
Cash	831	1,100
Fair value of Plan assets	55,911	60,594
The actual return on assets over the period was:	(2113)	307
Present value of funded obligations	96,535	107,082
Fair value of Plan assets	55,911	60,594
Surplus/(deficit) in funded scheme	(40,624)	(46,448)
Present value of unfunded obligations	-	-
Unrecognised actuarial gains/(losses)	-	-
Adjustment in respect of asset ceiling	-	-
Net liability in balance sheet	40,624	46,448
Reconciliation of opening and closing balances of the present value of the defined benefit obligation	31.3.2025 £000s	31.3.2024 £000s
Benefit obligation at beginning of year	107,082	111,169
Current service cost	604	693
Interest cost	5,122	5,250
Contributions by Plan participants	-	-
Actuarial (gains)/losses	(10,485)	(5,079)
Benefits paid and expenses	(5,788)	(5,676)
Past service cost	-	1,375
Settlements	-	-
Business combinations	-	-
Exchange rate	-	-
Benefit obligation at end of year	96,535	107,082

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

Reconciliation of opening and closing balances of the fair value of Plan assets

	31.3.2025 £000s	31.3.2024 £000s
Fair value of Plan assets at beginning of year	60,594	60,745
Interest income on Plan assets	2,907	2,905
Return on assets, excluding interest income	(5,020)	(2,598)
Contributions by employers	3,218	5,218
Contributions by Plan participants	-	-
Benefits paid and expenses	(5,788)	(5,676)
Business combinations	-	-
Settlements	-	-
Exchange rate	-	-
Fair value of Plan assets at end of year	55,911	60,594

The amounts recognised in profit or loss:

	31.3.2025 £000s	31.3.2024 £000s
Service cost - including current & past service costs, & settlements	-	1,375
Service cost - administrative cost	604	693
Net interest on the net defined benefit liability	2,215	2,345
Total expense	2,819	4,413

Remeasurements of the net defined benefit liability (asset) to be shown in OCI:

	31.3.2025 £000s	31.3.2024 £000s
Actuarial (gains)/losses on the liabilities	(10,485)	(5,729)
Return on assets, excluding interest income	5,020	2,598
Changes in the effect of the asset ceiling excluding interest income	-	-
Total remeasure of the net defined liability (asset) to be shown in OCI	(5,465)	(3,131)

(ii) Pension costs: The Pensions Trust Growth Plan

Following a change in legislation in September 2005 there is a potential debt on the employer that could be levied by the Trustee of the Plan and The Pensions Act 2011 has more recently altered the definition of Series 3 of the Growth Plan so that a liability arises to employers from membership of any Series except Series 4. The debt is due in the event of the employer ceasing to participate in the Plan or the Plan winding up.

The debt for the Plan as a whole is calculated by comparing the liabilities for the Plan (calculated on a buy-out basis i.e. the cost of securing benefits by purchasing annuity policies from an insurer, plus an allowance for expenses) with the assets of the Plan. If the liabilities exceed assets there is a buy-out debt.

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 MARCH 2025**

20. EMPLOYEE BENEFIT OBLIGATIONS - continued

The leaving employer's share of the buy-out debt is the proportion of the Plan's liability attributable to employment with the leaving employer compared to the total amount of the Plan's liabilities (relating to employment with all the currently participating employers). The leaving employer's debt therefore includes a share of any 'orphan' liabilities in respect of previously participating employers. The amount of the debt therefore depends on many factors including total Plan liabilities, Plan investment performance, the liabilities in respect of current and former employees of the employer, financial conditions at the time of the cessation event and the insurance buy-out market. The amounts of debt can therefore be volatile over time.

The bureau has been notified by The Pensions Trust of the estimated employer debt on withdrawal from the Plan based on the financial position of the Plan as at 30 September 2022. As of this date the estimated employer debt was £8,573.

The trustees of The Pensions Trust have determined that Series 3 only employers will not be asked to make any contributions to the deficit but may review the decision at the next valuation.

Employer's contributions totalling £31,924 - (2024 £25,969) were paid into the scheme during the year in respect of 42 (2024 - 42) members of staff.

21. CONTINGENT LIABILITIES

The charitable company has potential financial obligations in respect of:

i) Pension entitlements in respect of past and present staff arising under both the NACAB and Pensions Trust defined benefit pension schemes. In the case of the Pension Trust Growth Plan scheme it has been confirmed that on the basis of the actuarial assessment of the buyout funding position at 30 September 2022, the employer debt on withdrawal liability for Hammersmith & Fulham CAB is £8,573.

22. RELATED PARTY DISCLOSURES

There were no related party transactions for the year 31 March 2025 and 31 March 2024.

23. LIMITED BY GUARANTEE

The charity is a private company limited by guarantee, without share capital. The members of the company guarantee the sum of £1 whilst they remain members of the company and for one year thereafter, in accordance with the provisions of the Memorandum of Association. The company is controlled by the members that include all of the trustees.