

ANNUAL REPORT
2024
2025



Registered Company Number: 03253764 (England And Wales)

Registered Charity Number: 1058262

Report of the Trustees and financial statements for the year ended 31 March 2025

For

**The CHIRP Charitable Trust
(a company limited by guarantee)**

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The Trustees present their Annual Report together with the audited financial statements for the period of 1 April 2024 to 31 March 2025.

The Annual Report serves the purposes of both a Trustees' report and a Directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the charitable company's governing document, and the provisions of the Statement of Recommended Practice (SORP), 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).

This report has been compiled in compliance with the Charity Commission guidance on public benefit and as required by the Charities (Accounts and Reports) Regulations 2008, describes below CHIRP's achievements throughout the period of the report in gathering, analysing, and disseminating safety-related reports for public benefit.

FOREWORD FROM THE CHAIR

On behalf of CHIRP's Board of Trustees, I am delighted to be introducing this report on CHIRP's activities during the year ending 31 March 2025.

CHIRP holds a unique place in the aviation and maritime safety world, listening and responding to individuals on the front line, and amplifying their voice by engaging with those who can make change happen - locally, nationally and internationally.

This variety demands a corresponding range of skills. From the ability and experience to analyse individual circumstances in forensic detail, to the knowledge and vision required to step back and take a strategic view of the landscape and horizon. And, like any complex enterprise, it takes a lot of different people working in tandem to achieve.

At the core is our small staff team, supported by an even smaller number of specialist contractors and the Board of Trustees. Beyond them, nearly two hundred expert volunteers provide essential subject-matter expertise via the Advisory Boards and another hundred promote awareness of CHIRP via our Ambassadorship programme.

This is all made possible by the support of our generous funders. And at its base, underpinning the whole structure - rarely visible due to the tight confidentiality of our reporting model - are the reporters. The individual mariners, aviators, engineers, ground handlers and others working in the aviation and maritime industries who have seen incidents

or behaviours of concern and take the time to report them. Generally, for little personal benefit and primarily for the benefit of the whole community.

This collective effort has always been, and remains, the essence of CHIRP. Over the last year we have seen it in action in many ways - as we work both directly, and in partnership with other organisations, to improve safety at sea and in the air by addressing human factors.

Of course, this activity occurs in the context of a changing world. Some of the most significant changes are described elsewhere in this report, but I would like to take this opportunity to mention changes to the Board of Trustees. Captain Andrew Moll, Chief Inspector of the Marine Accident Investigation Branch, and John Lloyd FNI, Chief Executive of the Nautical Institute, both retired at the end of their Trustee terms (Andrew in February 2025, John just into the new financial year, in April 2025). Both had contributed an enormous amount to CHIRP and will be greatly missed. But we are pleased to welcome three new trustees: Adelle Roberts, Kevin Gregory and, Glenn Bradley as our CAA-nominated trustee. They join us at a significant time, as we complete work on our revised strategy with the aim of using our strengths to expand our impact.

To all our past and present Trustees, our staff, contractors, volunteers, funders and reporters: thank you.

Ruth Kaufman OBE

A YEAR IN REVIEW

EXECUTIVE DIRECTOR

Last year, CHIRP was able to provide significant assistance to people making reports within the aviation and maritime industries providing the bespoke, confidential, and independent service that sets the charity apart in safety reporting. We responded to everything from abandoned crew reports and enclosed spaces concerns in Maritime, to fatigue issues and company management policies in Aviation. A common theme across both programmes was how company policy shaped the human factors safety environment. CHIRP was able to raise concerns with several companies, and with the regulators and flag states where necessary, ensuring issues were heard and addressed where possible. On closure of reports, service users reported high satisfaction levels with the service they had received.

During the year we reviewed our communications capacity, seeing it as one of the keys to unlock opportunities to communicate safety messages better to our current audiences and reach new audiences in the future. We strengthened our website and social media presence and appointed a dedicated, albeit part time, role to take forward our communications.

We saw changes of personnel during the year and were sorry to say goodbye to Steve Forward as Aviation Director as he took retirement, grateful to him for the incredible work of the past four years but also very pleased to welcome Nicky Smith to the team as his replacement. At the end of the year, Phil Young our Engineering Programme Manager also took retirement, handing over his excellent work to Kuldeep Nothey's able hands.

Technological innovation is driving change in the world, and no less in aviation and maritime industries. That calls for a different sort of approach. Such an approach needs to be informed of the opportunities ahead as well as the risks, but be able to adapt to, and incorporate, the best of technology. It also requires recognition that human beings, companies and organisations each react differently to technology, are at various stages of adaptation to it and may have newly entered the aviation and maritime spaces because of it. Consequently, different levels of awareness of human factors safety regarding the use of technologies exist. We aim to better understand this in the future, as we set our strategy for the next five years - ensuring we too can adapt and respond to these opportunities to continue to contribute to safety in the air and at sea.

Liz Hughes OBE

OBJECTIVES AND ACTIVITIES

OUR GOALS

Vision

A world in which aviation and maritime safety are continuously improved by tackling human factors related to safety and underpinned by a strong safety culture.

Mission

CHIRP's mission is to improve aviation and maritime safety and build a Just Culture by managing an independent and influential programme for the confidential reporting of human factors safety-related issues.

We do this by:

- Receiving and considering reports from people working in aviation and maritime industries of close-calls and other safety-related concerns that might not otherwise be submitted through formal reporting processes.
- Following up issues reported to address concerns, with the reporter's permission.
- Analysing the data to identify issues and trends.
- Disseminating safety-related reports and trends that we consider will be of public benefit in supporting insight, learning, and improvement.

CHIRP's unique approach combines independence, confidentiality, impartiality, focus on human factors and follow-up on relevant themes and issues with relevant stakeholders within the aviation and maritime communities. We communicate messages drawn from this analysis to inform policy and practice more widely, working with others to achieve this.

Strategic outcomes

- Better leadership, awareness, and attitude towards safety issues.
- Improved safety culture by changing behaviours - so that practices, processes, and procedures are as safe as they can be.
- Adoption of safety outcomes identified in CHIRP reports by regulators, managers, and individuals.

The charity operates two programmes - an Aviation programme and a Maritime programme. Aviation is focused on operations in the UK's airspace, whilst Maritime has a global purview. Both programmes have wide recognition in the safety world.

How do we convert reports received to learning and change?

CHIRP's secretariat team and set of specialist consultants work alongside six Advisory Boards comprising specialist volunteers in the fields of aviation, maritime and human factors. The Advisory Boards review reports to provide advice for resolution, ensuring that the most recent analysis of human factor safety issues in their field, together with many years of practical experience from broad contexts, informs the actions that the Secretariat takes in relation to the concerns raised.

REVIEW 2024-2025

Significant changes in the environment

CHIRP operated in an unpredictable and turbulent external environment in 2024. The combination of US and UK elections created uncertainty in various arenas whilst economically the situation in the UK continued to be difficult. This meant a cost-of-living crisis for many, a challenging operating environment for businesses and a fragile working environment for employees. We are in a world where we can take nothing for granted, whether that be the dynamics and forces affecting aviation and maritime operations, people's willingness and ability to report safety concerns, or future continuation of the funding levels that we have enjoyed up to now.

Key stats

*770 reports accepted across aviation (477) and maritime (300)

142 reports raised () with regulators, flag states and companies (aviation 69; maritime 73)

*Aviation personnel were reached with FEEDBACK distribution broken down as follows:

- Air Transport 67,900
- Cabin Crew 23,800
- Drone/UAS 30,600
- General Aviation 54,000
- Cabin Crew FEEDBACK distributed through 14 commercial operators and Unite.
- 416 airfields and flying clubs receive printed copies of GA FEEDBACK
- 820 Cabin Crew training centres with four UK-based operators receive printed copies of CC FEEDBACK

*Maritime personnel were reached through different channels of communications:

- Website visits 133K (unique visits)
- Social Media posts 105K
- Annual digest subscription 3K
- Email subscription 3K
- Podcast subscription 4k

More than 3,400 maritime personnel reached through FEEDBACK distribution

- Maritime
- Superyacht,
- Search & Rescue,
- Offshore
- Ferry

(*With the permission of the person reporting the issue and having disidentified the report. Once a report is raised, follow up action and exchange can take several months to finalise an outcome.)

PROGRAMME REPORTS

The below analysis of the type of reports we received laid the foundations to CHIRP's intervention when agreed with companies, regulators and flag states. Different taxonomies have been used to categorise the issues identified in reports and to identify trends in the system.

Aviation

During the FY2024-25 period, 477 aviation reports were received by CHIRP for further progression.

Reporting Sector	FY 2024-25
Air Traffic Control	20 (4.2%)
Cabin Crew	354 (74.2%)
Drones & UAS	3 (0.6%)
Engineering	19 (4%)
Flight Crew (commercial)	52 (11%)
Display Flying	2 (0.4%)
General Aviation	21 (4.4%)
Ground Handling & Security	6 (1.3%)
Total	477

Our Aviation Programme conducts analysis based on 2 taxonomies - an internal CHIRP Human Factors 'Key Issues' taxonomy and the International Civil Aviation Organisation (ICAO) Accident/Incident Data Reporting (ADREP)¹ taxonomy. The former provides a high-level view of the overall Human Factors themes and trends, whilst the ADREP system provides greater granularity. Both sets of statistics add their own value in understanding the underlying issues but broadly reflect the same overall themes.

Historically, 'Duty' and 'Fatigue' have represented the two most prominent reporting issues. This year though, 'Fatigue' was almost matched in reporting levels by 'Pressures/Goals' as the second-most reported issue, with indications that stresses in the system may be leading to people taking short-cuts to meet the task.

For each sector, however, specific themes emerged. For example, many Flight Crew reports related to concerns about company policies and management relations. There was often a sense of distrust in management, manifested in comments about a lack of Just Culture where some reporters were concerned about reporting issues through their company system. Cabin Crew reported concerns about rosters, rest and duty length, fatigue management and insufficient time to secure the cabin adequately, amongst other issues. Air Traffic Control reports described concerns also with company policies as well as an inability to deliver the level of service required in part resulting from the overall deficiency in controller numbers. These themes have informed our discussions with companies, regulators and other stakeholders. Engineering and drone reporting numbers were insufficient to draw conclusions on key

themes whilst General Aviation reports focused on individual errors and lack of situational awareness in the air.

The total number of reports received represents a decrease of 2.7% on last year's and is part of a longer-term trend of a significant reduction over the last 5 years. In particular, the number of Flight Crew reports dropped from 98 in 2023/4 to 52 in 2024/5. There are several possible reasons for this, and we will be investigating further over the coming year to establish whether we should be concerned or reassured by the changes.

Maritime

Our maritime programme received 300 reports from individuals and a further 980 from companies who were willing to share their internal reports with us. This compares very favourably with the 5-year average of 224 reports, demonstrating that individual seafarers continue to value our reporting programme and that we are increasingly being viewed positively by organisations.

Reporting Sector (individual reports)	FY 2024-25
General maritime	181 (60%)
Super yachts	35 (11.6%)
Commercial fishing	12 (4%)
Ferry and cruise	21 (7%)
Search and rescue	40 (13.3%)
Ports and harbours	11 (3.6%)
Total	300

Like the aviation programme, the maritime programme also analyses all reports using 2 taxonomies: in Maritime's case, the 'Deadly Dozen' human factors adopted by the UK's MCA (based originally on CHIRP's findings between 2003 and 2013) and the SHIELD(*) SafeMode taxonomy that was developed by the University of Strathclyde as part of the EU's SAFEMODE programme. The latter permits greater fidelity of analysis; however, we publish against the Deadly Dozen because it is more intuitive for our international audiences for whom English may be a 2nd or 3rd language.

Across all maritime sectors, we identified several common human factors: capability, culture, local practices, and pressure (see below). As in previous years, these suggest that the mismatch between workload and time/people resource continues to be misaligned, which is affecting safety culture. This is manifest in several ways, with increased local practices (i.e. short-cuts, or workarounds) by seafarers who are not capable (i.e. prepared, briefed, trained or current) undertaking the tasks, in turn affecting teamwork and situational awareness. This supports the separate findings of Lloyds Register Foundation(*), Seafarers' International Research Centre, and the Australian Maritime Safety Authority(*) which each posit that many accidents occur because of board room decisions.

(* Safety Human Incident and Error Learning Database.)

(* Role of evidence in safety at sea | Lloyd's Register Foundation)

(* assessing-the-determinants-consequences-of-safety-culture-in-maritime-ind.pdf)

1 ADREP <https://www.icao.int/safety/airnavigation/aig/pages/adrep-taxonomies.aspx> accessed 26/2/2025.

WHAT WE
ACHIEVED

WHAT WE ACHIEVED

Outcome 1: Better leadership, awareness, and attitudes towards safety issues.

CHIRP's role is to remind organisations of best practices, highlight potential risks, and provide comment on company policies or processes that might be having unintended consequences.

CHIRP is founded on the belief that an incident reporting system is transformational in making a safety culture effective. A major step forward this year was introducing an incident reporting system to the International Search and Rescue (SAR) community

Case study

CHIRP received reports that Search and Rescue (SAR) organisations can find it difficult to share incident learning. This led us to work with the International Maritime Rescue Federation (IMRF) to address the issue.

IMRF subsequently launched the Global SAR Safety Learning Log, designed to share safety-related insights and lessons across the global maritime search and rescue community.

Publicised as #SaferSAR, the new system is powered by CHIRP's reporting platform. It supports safer, more effective SAR operations by encouraging a culture of open learning, aiming to improve practices without apportioning blame. Together, CHIRP and IMRF are creating a safer maritime environment for all.

CHIRP's work with IMRF and that organisation's willingness to partner with CHIRP on the development of a new reporting programme, underpinned by CHIRP systems, demonstrates the reach, credibility and influence of our own programmes.

Case study

Enclosed spaces on board vessels can be hazardous, and CHIRP has taken action to reduce the risk by addressing raising awareness with better signage. Although SOLAS(*) and other regulations make clear that enclosed spaces(*) on board vessels should be identified with appropriate signage, no standard symbology exists. This is an issue because in 2/3 of all fatal enclosed space incidents, lack of awareness is cited as a primary contributing factor.

(* SOLAS: The UN's International Convention of Safety of Life at Sea)

(* Enclosed spaces are not designed or ventilated for continuous worker occupancy, and their atmosphere may thus present a risk to life.)

Case study

Safety concerns related to enclosed spaces on sea-going vessels remain dangerously common. CHIRP has received reports of fatalities arising from entry into

unsafe enclosed spaces and even of a commercial owner claiming that a particular superyacht contained no enclosed spaces.

Enclosed spaces exist on all vessels and pose serious risks. These range from oxygen depletion and toxic gas accumulation to the potential for fires and explosions. Given these dangers, crews must both understand and execute the proper processes for working in enclosed spaces.

CHIRP is working with the British Standards Institute (BSI) to address these safety risks. We have designed and submitted for consideration new standardised safety signs intended to increase crew awareness of the risks and mitigations of working in enclosed spaces. We expect the signs to be adopted imminently.

The development of these new signs demonstrates CHIRP's ability to identify systemic issues and then take proactive action - working effectively with the international organisations best placed to contribute solutions.

We successfully conducted Project CREW (Continuous Reporting to Evaluate Risk). This was a field-based approach to monitoring the health and wellbeing of seagoing crews and associated safety incident reports to determine whether the contributory human factor causalities could be proactively identified. It ran on six UK-flagged vessels over a 6-month period. The trial was successful in that it demonstrated the utility of collecting reports in near-real-time, but the sample size was too small to definitively prove the links between data submitted by an individual and a raised risk of that person subsequently being involved in a safety incident. However, as a proof of concept, this trial demonstrated that there is potential for such an approach to be adopted.

Our maritime ambassador programme expanded to some 80 volunteers in 39 different countries; up from 72 ambassadors last year providing more opportunity to highlight safety culture issues and raise awareness of the value of reporting.

CHIRP has continued to promote better leadership, awareness and attitudes in the aviation domain across several key areas of focus. These include a focus on company policies such as fatigue management and perceived operating pressures/ goals that might induce normalisation of deviation from established procedures due to people taking short-cuts. Sub-optimal workforce/ management relationships and internal communications have also been key themes in the year. CHIRP has followed these up with the companies concerned and the regulator, where reporters have given permission.

Case study

Cabin crew regularly report safety concerns arising from the combination of pressure to remain on schedule and the need to conduct adequate safety checks - including around embarkation and disembarkation.

In one report, ground staff attempted to declare boarding as complete while cabin crew were managing a queue of passengers between the threshold of a boarding door and the galley. This report fits neatly into the theme of cabin crew

perceiving themselves to be under commercial pressure to avoid delays while working under time pressure to adequately and comprehensively complete their safety-related tasks.

Following receipt of this report, CHIRP worked with the company concerned who reiterated its commitment to encouraging staff to follow Standard Operating Procedures (SOPs) and altered its policy around embarkation and disembarkation to reduce the likelihood of misunderstandings.

The case study shows that through its partnership with the Civil Aviation Authority and effective lines of communication with operators, CHIRP drives constant, iterative improvements in aviation safety for a range of different issues.

Outcome 2: Improved safety culture by changing behaviours, so that practices, processes, and procedures are as safe as they can be.

The nature of CHIRP's work is such that it is difficult to know for sure how many people are reached by the organisation and therefore what behaviours, practices, processes, and procedures may have been improved due to our outputs. This is because the work is distributed across many different contexts and communities. However, towards the end of this year we introduced processes within our reporting system to track changes to regulations that resulted from specific reports. Although still in its infancy, the 3 examples of changes noted so far related to:

- Changes introduced by one aviation operator to increase the time from arrival at the reporting point to off stand in recognition of pressures on crews resulting from increased delays in transiting the terminal.
- Recognition by another operator of the implied pressures that might be felt due to contact from the company duty pilot when dealing with delays and requirements for the activation of procedures to manage unforeseen circumstances.
- Remedial actions taken by another company following a report made to CHIRP about an aircraft being flown with open tech-log entries that should have been closed before flight.

The insights gained from the analysis of 300 direct reports for Maritime and 980 reports from other organisations were published in our FEEDBACK newsletters and online via our social media channels. They were additionally included in the various online webinars and in-person events that we attended. We published 11 FEEDBACK newsletters (4 Maritime, 4 Superyacht, 1 Search & Rescue, 1 Offshore and 1 Ferry) as well as seven Sea Views podcasts.

We also co-hosted the 3rd International Maritime Human Factors Symposium, held at the IMO headquarters in London. Separately we also co-hosted the Maritime Professional Council's Kind Leadership conference, also held in London. Both fora were opportunities to highlight and share the importance of safety culture to a wide range of maritime participants.

The collapse of the Baltimore Bridge because of a collision by a large container vessel was the catalyst for a collaborative project with CROSS (Collaborative Reporting for Safer Structures) to publish a report ([https://www.cross-safety.org/sites/default/files/2024-11/cross_safety](https://www.cross-safety.org/sites/default/files/2024-11/cross_safety_alert_bridge_strikes_by_large_vessels.pdf)

[alert_bridge_strikes_by_large_vessels.pdf](https://www.cross-safety.org/sites/default/files/2024-11/cross_safety_alert_bridge_strikes_by_large_vessels.pdf)) about the risks of bridge strikes by large vessels, which prompted several large ports (including Rotterdam, Singapore, and Sydney Harbour) to introduce new or revised navigational safety procedures and monitoring systems as a result.

Outcome 3: Adoption of safety outcomes identified in CHIRP reports by regulators, managers, and individuals.

Unsafe working at height is a particular issue for superyachts. Most of the global superyacht fleet is registered to just seven flag states, with whom CHIRP Maritime liaised to tackle unsafe working at height.

Case study

Working at height is a high-risk activity that requires an industry-standard permit. Flag states and management companies are strongly encouraged to focus on this aspect of superyacht safety.

Over the previous year we have received several reports related to working at height and the number of reports is not decreasing. CHIRP has been told of incidents ranging from a safety line detaching (leading to a fall into the water), to new vessels being built with too few harness attachment points for use by those working at height.

Following repeat reports that working at height practices are not being followed, we raised the issue with flag states and secured agreement from them to address this directly with captains and owners.

The case study provides an example of how by collating individual reports into a larger data set, CHIRP can identify recurrent themes that may otherwise be treated as isolated incidents. We can then work with the relevant authorities to address them.

For many aspects of safety, the engagement of the regulator is crucial. This can be a particular challenge with maritime, where CHIRP has no official connection with any flag states and so can only influence through sharing its expertise. Over the course of the year, we approached 15 different flag states regarding several safety concerns reported to our maritime programme. In all but two cases, action was taken to address our concerns, resulting in far wider benefit than can be achieved by individual action.

Having received numerous reports over the year about sickness, fatigue, and rostering policies, CHIRP Aviation has contributed to several regulator activities. Regulations clearly state that crews should only operate when fit to do so, but financial and perceived management pressures can conspire to tempt crews to operate when they should not. Although confidentiality concerns limit the ability to reference many specific outcomes, the CHIRP Aviation Programme has successfully highlighted several fatigue, rostering and absence management concerns to industry and the regulator. CAA Flight Operations staff were able to conduct focused oversight activities that resulted in some companies modifying their behaviours, policies, and processes. In FY2024-25 CHIRP activities contributed to the initiation of a CAA, post-implementation review into Flight Duty Periods

(FDP)/Flight Time Limitations (FTL). This was intended to examine assumptions within the whole UK rostering and FTL/FDP regulatory document set in order to determine whether there are any areas that could be better defined, harmonised or re-evaluated now that we are no longer part of the European Aviation Safety Authority (EASA) regulatory regime.

WHO WE WORKED WITH

CHIRP programme beneficiaries are a large and diverse community that, in the broadest sense, includes all those whose lives are touched by the aviation and maritime industries and who benefit from CHIRP's mission. Those communities include:

- Individuals who are directly affected by improved safety: aviation and maritime practitioners (flight crew, cabin crew, air traffic controllers, engineers, ground handlers, security staff, drone operators, private pilots, superyacht crew, fishing crew, ports and harbour workers, and general maritime workers), and the public.
- Individuals and organisations that could or do play a role in improving safety.
- Regulators who set safety policies, approved means of compliance and guidance material.

Whilst it is important to seek collaborative partnerships, it is also important that CHIRP retains an independent and confidential approach. The CAA is the sole funding agency for CHIRP Aviation and represents our primary partner. Independence from the CAA is ensured by CHIRP having its own autonomous, secure, and confidential IT and database systems to which the CAA have no access or oversight. Any interaction with the CAA is conducted using only processed, anonymised safety intelligence, concerns, and themes.

Aviation - insights into service users and their preferences.

During the year we analysed the results of work initiated in FY2023-24 requesting feedback from the aviation community in respect of our Air Transport, Cabin Crew and General Aviation FEEDBACK newsletters and their relevance. We received over 1,700 responses. In all 3 cases the results were instructive. The demographics of respondents suggest an older current readership, albeit slightly younger for the cabin crew sector as might be expected. This has confirmed CHIRP's growing sense that attracting the next generation of service users is an area of strategic focus for the future. It was also invaluable to understand preferences for FEEDBACK content, what areas the readership relied upon and found most useful - and which areas were of less interest. There was a clear preference for the FEEDBACK 'Reports' sections, indicating that people find this core aspect of our work to be the key area of interest. This is closely followed by the 'I Learned About Human Factors From That (ILAHFFT)' section which is not yet a regular feature of the Cabin Crew FEEDBACK newsletter. We will incorporate these findings into a revision of the approach we take with FEEDBACK. We will also develop our communications to reach current

audiences with materials they prefer, and we will diversify our communications to reach new audiences. We are grateful to all those who participated in the survey.

FACTORS AFFECTING THE CHARITY

Human resources

CHIRP's people are its most valuable asset and comprise an Executive team of Executive Director, Programme Directors for Aviation and Maritime, Cabin Crew Programme Manager and Admin and Finance Manager, all of whom work part time with volunteers and contractors to deliver the charity's services.

Volunteers support the charity through six Advisory Boards covering:

- maritime operations
- superyacht activities
- commercial air transport operations including Flight Crew, Air Traffic Control, Engineering
- cabin crew safety related tasks
- drone operations
- general aviation activities

These Advisory Boards consist of experienced subject matter specialists who meet regularly through the year to provide their counsel on reporting issues. This enables CHIRP to provide its safety service with expertise and authority, playing a crucial role in helping to maintain and improve safety culture and practice - with a real impact on lives and wellbeing. CHIRP is hugely grateful to all its Advisory Board members for all that they do. Without them, the charity could not provide its vital service.

During 2024-2025, CHIRP saw some changes in its Executive team with the return of the Admin and Finance Manager from maternity leave in June 2024 and the retirement of the Aviation Director after 4 highly successful years with the charity, handing over to a new Director in January 2025.

CHIRP's Engineering Programme Manager also retired at the end of the year, handing over to an experienced new contractor for the programme.

At the same time, additional capacity was added to the team through the appointment of a new contractor covering Air Transport and Advanced Air Mobility, and a temporary communications capacity to strengthen social media. This has now been succeeded by a long-term Communications Lead for the charity recognising the importance of communications in all we do.

Funding

CHIRP continued to enjoy a stable funding base despite a difficult funding environment for charities in general. Restricted funding successfully covered all programme

requirements for the year and covered the core costs of the charity. All projects were delivered within budget and in accordance with the funding agreement.

By agreement with the CAA, unspent funds intended for new programmes in Advanced Air Mobility and the Space sector for FY 2023/24 were carried into FY 2024/25. Towards the end of the financial year, we were able to appoint additional personnel for the Aviation programme whose remit is to lead on the development of these new programmes. There are still unspent funds with regards to the start of these two programmes, but these will be carried forward into FY25/26 and are anticipated to be fully spent by the end of the year.

We also entered the third year of a four-year grant with the Lloyds Register Foundation and second year of a three-year grant with the TK Foundation. The final award from TK Foundation is due to be paid in March 2025 for the FY25/26.

Lastly, ITF Seafarers, The Seafarers Charity and Trinity House renewed our annual grants to fund the Maritime Programme.

The Seafarers Charity	£60,000
ITF Seafarers Trust	£65,000
Lloyds Register Foundation	£65,000
TK Foundation	£49,777
The Corporation of Trinity House	£21,000

During the year, we explored funding opportunities on an unrestricted basis and secured small donations from several companies and grant making organisations. We also embarked on an exploration of new business models that might enable us to raise more unrestricted funding for the future. Whilst we are extremely grateful to all our donors

for their generous and continuing support, we hope to establish an unrestricted funding capacity to: strengthen our financial resilience; diversify our funding base; and, provide a research and development capacity to undertake pilot programmes that are not yet mature enough for a restricted funding application.

CHIRP remains grateful to all its donors for their generous and ongoing support, without which the charity could not do its vital work.

Risks

The Board of Trustees reviews the risks that the Charity is exposed to every six months. During 2024-2025, all risks were estimated to be in the low to medium bracket. However, several of the key risks identified in last year's report were issues that needed proactive management during the year. For example, low levels of reporting in certain sectors such as Ground handling, Engineering and the Drone programme continued to be an issue along with the reducing numbers in Flight Crew reporting. Whilst there may be multiple factors for this, communicating with potential reporters was seen to be a gap contributing to lower awareness of the charity's services. CHIRP has not had dedicated communications capacity in the past and so focused on a revision to the website to make it more appealing and unified across different parts of the charity. Building on this, a temporary marketing consultant was contracted in Q4 of the year to promote CHIRP through social media. The aim was to focus on, and test, the charity's approach to social media communications and explore new options for this. By the end of the financial year, it was clear that with some adjustments, audience numbers were increasing, and it would be worthwhile to further strengthen the charity's communications. A long-term communications consultant has now been contracted to do this.

Future risks	
Risk	Mitigation
Loss of confidence in CHIRP because of failing IT systems or data breaches through poor data management.	CHIRP is registered under the Cyber Essential kitemark and is reviewed annually. Cyber Essentials sets a high standard of security for an IT system and CHIRP maintains its compliance with this.++CHIRP is undertaking a review of its data management to ensure that a highly resilient standard of confidentiality is maintained with regular updates on this to the board.++All personnel have an annual reminder of IT security policy and training in data protection procedures and policy.
CHIRP fails to secure relevant high-quality reports.	Marketing and communications are being scaled up to reach audiences that might benefit from CHIRP's reporting service.
Business is unable to remain effective due to lack of suitable staff or staff retention.	Business continuity and succession plans are maintained.++Established recruitment procedures are documented for timely replication.++HR policies are up to date, fair, transparent, and reviewed as needed by the board.
New funding grants are not secured in time to replace old grants (Q4 of this financial year).	CHIRP develops an engaging and fundable strategy and operational plan for the next phase of the charity's service offer.++New donor relationships are brokered and secured during the year.

A second risk that materialised was the loss of key staff with the retirement of the Director of the Aviation Programme. This was mitigated with a timely recruitment, the flexibility of both the outgoing and incoming Directors to facilitate a handover and the appointment of an additional contractor to manage the workload. There was no interruption to the delivery of the service through these changes.

Thirdly, a risk that was threatened but did not materialise was the loss of confidence in CHIRP's data processing systems. There was a failure of the website technically in Q4 last year that meant new reporters could not make a report. Although in the short term this was serious enough to be considered a critical incident internally, while the issue was rectified the situation was mitigated externally with the addition of information to the website regarding alternative ways of reporting. The issue was caused by a licencing issue by CHIRP's IT service provider.

On the positive side, the charity continued to maintain its funding base and steward its finances to benefit from better rates of interest on reserves, ending the year with an increase on unrestricted reserves.

FORWARD LOOK

The coming year is an exciting time for CHIRP as we embark on a new strategy for the charity. Whilst the strategy process was initiated in 2024-2025 the final plans will be approved and disseminated by the end of 2025-2026.

This will set a course for the charity for the next five years, positioning the service to be relevant and accessible for the aviators and mariners of 2030.

Specifically, we will aim to better understand the barriers and opportunities in reporting, aiming to reach those working in challenging situations and sectors in diverse ways. We will build on our current partnerships with new coalitions to influence system change and work to embed safety culture with employers by sharing knowledge and lessons from safety reporting. We will engage new and future generations of reporters - many in industries developing aviation and maritime capacities without the historical experience of safety that more established aviation and maritime companies have. We will ensure the charity's sustainability and independence is maintained and developed throughout.

This year we will work towards the above through

- The development of an explicit values-led leadership culture within the charity at board and executive level.
- An open dialogue with donors and partners about what more we can do together to promote safety in aviation and maritime industries.
- An expanded communications capacity as we continue to deliver excellence in safety reporting in our current aviation and maritime sectors.

Key to achieving these goals will be to ensure higher reporting levels in specific areas of CHIRP's work and securing the donor support we require to grow and move forward. We look forward to reaching out to current and future donors to join us on this journey.

GOVERNANCE

Governing document

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

Board of Trustees

A Board of up to 12 trustees has overall responsibility for the legal compliance, strategic direction, and risk management of the charity's business. Key areas of focus during the reporting year were approval of, and participation in, a strategy development process, review of the Board of Trustees membership and priorities, and fundraising.

The board administers its responsibilities with the help of three sub committees:

- Finance and Investment Committee (FIC)
- Remunerations Committee
- Nominations Committee

During the year, the committees each reviewed and adjusted their terms of reference. The FIC met quarterly to review the management accounts, charity budget and investment plans. The Remunerations Committee met to recommend a salary increase for staff, and reviewed recent legislative changes of employment law - ensuring statutory requirements are incorporated into the charity's policies. The Nominations Committee met several times through the process of recruiting new trustees.

A timebound fundraising group met twice in the year, to review fundraising for unrestricted funding and provide ideas and actions to progress this.

The full board met on five occasions (four meetings and an away day). During the latter, the board considered the strategic direction of the charity, building on previous discussions at board meetings.

Recruitment of new trustees

During the year, two trustees retired from the board and, since there were also vacancies on the board from the previous year, the Nominations Committee led an open recruitment process, based on a skills audit defining the skills required to refresh the board. This resulted in the appointment of three trustees, Adelle Roberts, Kevin Gregory and Kirsten Riensema. Kirsten had served on the board previously as CAA representative, but following her retirement from the CAA handed over this representative role to Glenn Bradley and undertook the open recruitment process for a new role on the board, as an independent trustee.

New trustees were inducted through 1-1 meetings with the Executive team and Chair of the Board and through a comprehensive online course provided pro bono by ICAEW https://learningshop.icaew.com/product?catalog=Trustee_Training_Modules_Member

As with subject matter volunteers, the charity could not function without the support of the board and is grateful for the hard work each trustee contributes to ensure effective governance and leadership of the charity.

Legal Membership

Most members of the advisory boards are eligible also to become legal members of CHIRP. A yearly review of members is conducted in preparation for the AGM, and all those who are eligible to become a new member of CHIRP are invited by the relevant Programme Manager and the Chair of Trustees. This yearly review also removes members who are no longer eligible or may not wish to continue.

In 2024/25 10 new members were welcomed to CHIRP: with two joining the Air Transport Advisory Board, three joining the General Aviation Advisory Board, three joining the Cabin Crew Advisory Board and two on the Maritime Advisory Board.

Financial Summary

Income for the year was £553,213 (2024: £587,238). Funds were distributed across aviation and maritime programme activities and the core costs of the Charity.

Direct total charitable expenditure for the year was £537,805 (2024: £585,191). As a service provider, CHIRP's single largest cost lies in its salary and consulting costs where personnel provide analysis and insights to deliver a FEEDBACK service and promote CHIRP's services to reporting audiences. Other significant expenditure included continued investment in the website upgrade project. Expenditure on travel also provided important capacity to achieve the year's objectives.

A surplus of £15,408 (2024: £2,047) was added to the previous carry forward balances to give funds carried forward of £184,605 (2024 £169,197).

CHIRP's policy in respect of cash funds is to deposit appropriate amounts in separate institutions to minimise exposure risk. CHIRP has no invested funds.

Reserves policy

The reserves policy was reviewed by the Board of Trustees during the year and revised to better reflect the intent of the board.

The reserves policy is intended to ensure sustainability of services in the event of income or expenditure risk materialising, and to include a General Reserve Fund to give CHIRP flexibility in meeting unbudgeted or unexpected expenditure requirements.

Some funders wish to restrict their funding to one or other of the two main programmes. CHIRP, therefore, holds three funds: an Aviation Fund; a Maritime Fund; and an Unrestricted General Reserve Fund.

The intention behind the Aviation and Maritime Funds is to ensure that programme delivery can continue smoothly in the event of short-term funding fluctuations. For 2024/25, the target minimums were based on three months operating costs: the Aviation Fund limit was therefore set at £60k and Maritime Fund at £69k. However, the Maritime Fund was below the anticipated level at the beginning of the financial

year and although the programme was fully funded during the year, the level has not increased. This is not considered a problem currently given the fact that the 2025/26 planned activity is fully funded.

The intention behind the Unrestricted General Reserve Fund is to be able to meet unexpected additional costs regardless of whether they are due to programme costs or shared overhead costs. The medium-term goal is to build up an Unrestricted General Reserve Fund of £60,000 (target based on the potential for £20k of unbudgeted cost for each programme and general overheads).

Progress towards building up the Unrestricted General Reserve Fund was monitored throughout the year and a net surplus of £9,056 was successfully achieved bringing the Unrestricted General Reserve Fund to £20,614. We continue to work towards achieving the reserves target.

REFERENCE AND ADMINISTRATIVE DETAILS

Current Trustees

Ms Ruth Kaufman OBE (Chair)
Commander Michael Cripps
Mr Ryan Hall
Captain Jeremy Kinder
Mrs Stella Macaskill
Ms Kirsten Riensema
Captain Don Cockrill MBE
Dr Simon Gill
Captain Jeremy Burrows
Mrs Adelle Roberts - Appointed 15.02.2025
Mr Kevin Gregory - Appointed 15.02.2025
Mr Glenn Bradley (Civil Aviation Authority representative) - Appointed 15.02.2025

Retired/Resigned Trustees

Captain Andrew Moll OBE - Retired 15 February 2025
Captain John Lloyd RD MBA FNI - Retired 30 April 2025

Executive Director

Ms Liz Hughes OBE

Company Secretary

Mrs Stephanie KC Dykes

Registered Office Address:

167-169 Great Portland Street, 5th Floor, London, W1W 5PF

Registered Charity Number: 1058262

Company Registration Number: 03253764

Bankers

NatWest Bank PLC, 12 High Street, Hitchin,
Hertfordshire, SG5 1YY

Nationwide Building Society, Kings Park Road,
Northampton, NN3 6NW

Flagstone Group Ltd, 1st Floor, Clareville House,
26-27 Oxendon Street, London, SW1Y 4EL

Independent Auditor

Gibson Whitter, Larch House, Parklands Business Park,
Denmead, Hampshire, PO7 6XP

FINANCIAL REVIEW

THE CHIRP CHARITABLE TRUST

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 MARCH 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of The CHIRP Charitable Trust 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.

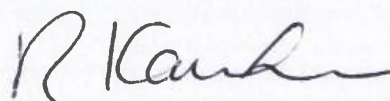
AUDITORS

The auditors, Gibson Whitter Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on

19/9/25

and signed on the board's behalf by



Ruth Kaufman OBE - Chair

THE CHIRP CHARITABLE TRUST

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE CHIRP CHARITABLE TRUST

Opinion

We have audited the financial statements of The CHIRP Charitable Trust (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and 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.

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.

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:

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

- We obtained an understanding of the legal and regulatory framework in which the company operates. The key laws considered included the Charities Act. We have corroborated our enquiries through review of Trustee minutes.
- We have evaluated management incentives and opportunities for fraudulent manipulation of the financial statements including management override of controls and the application of revenue recognition at cut-off and considered that the principal risk was related to the posting

of inappropriate journal entries to alter the results before the year end. We have addressed this by assessing journal entries as part of our planning audit approach.

- We have enquired of management and those charged with governance in respect of known or suspected instances of non-compliance with laws and regulations.
- We have also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

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.



Gavin Whitter

(Senior Statutory Auditor) for and on behalf of
Gibson Whitter Limited Statutory Auditors

Larch House, Parklands Business Park
Denmead, Hampshire PO7 6XP

Date: 19/09/2025

THE CHIRP CHARITABLE TRUST

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	31.3.25 Total Funds £	31.3.24 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	2,260	–	2,260	1,000
Charitable activities	4				
Aviation		–	279,508	279,508	289,000
Maritime		5,000	260,445	265,445	291,399
Investment income	3	6,000	–	6,000	5,839
Total		<u>13,260</u>	<u>539,953</u>	<u>553,213</u>	<u>587,238</u>
EXPENDITURE ON					
Charitable activities	5				
Aviation		–	269,256	269,256	268,844
Maritime		4,204	264,345	268,549	316,347
Total		<u>4,204</u>	<u>533,601</u>	<u>537,805</u>	<u>585,191</u>
NET INCOME		9,056	6,352	15,408	2,047
RECONCILIATION OF FUNDS					
Total funds brought forward					
As previously reported		11,558	157,639	169,197	167,150
TOTAL FUNDS CARRIED FORWARD		<u>20,614</u>	<u>163,991</u>	<u>184,605</u>	<u>169,197</u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

The charity has no recognised gains or losses other than those dealt with in the statement of financial activities.

THE CHIRP CHARITABLE TRUST

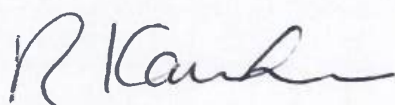
BALANCE SHEET 31 MARCH 2025

	Notes	31.3.25 £	31.3.24 £
FIXED ASSETS			
Tangible assets	12	–	1,169
CURRENT ASSETS			
Debtors	13	3,233	2,659
Cash at bank and in hand		<u>262,440</u>	<u>266,982</u>
		265,673	269,641
CREDITORS			
Amounts falling due within one year	14	<u>(81,068)</u>	<u>(101,613)</u>
NET CURRENT ASSETS		<u>184,605</u>	<u>168,028</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>184,605</u>	<u>169,197</u>
NET ASSETS		<u>184,605</u>	<u>169,197</u>
FUNDS	16		
Unrestricted funds		20,614	11,558
Restricted funds		<u>163,991</u>	<u>157,639</u>
TOTAL FUNDS		<u>184,605</u>	<u>169,197</u>

The financial statements were approved by the Board of Trustees and authorised for issue on

19/9/25

and were signed on its behalf by: :



Ruth Kaufman OBE – Chair

The notes form part of these financial statements

THE CHIRP CHARITABLE TRUST

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

	Notes	31.3.25 £	31.3.24 £
Cash flows from operating activities			
Cash generated from operations	1	(10,542)	25,683
Net cash provided by/(used in) operating activities		(10,542)	25,683
Cash flows from investing activities			
Interest received		6,000	5,839
Net cash used in investing activities		6,000	5,839
Change in cash and cash equivalents in the reporting period		(4,542)	31,522
Cash and cash equivalents at the beginning of the reporting period		266,982	235,460
Cash and cash equivalents at the end of the reporting period		262,440	266,982

THE CHIRP CHARITABLE TRUST

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

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

	31.3.25 £	31.3.24 £
Net income for the reporting period (as per the Statement of Financial Activities)	15,408	2,047
Adjustments for:		
Depreciation charges	1,169	1,139
Interest received	(6,000)	(5,839)
(Increase)/decrease in debtors	(574)	12,679
(Decrease)/increase in creditors	(20,545)	15,657
Net cash provided by/(used in) operations	<u>(10,542)</u>	<u>25,683</u>

II. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.24 £	Cash flow £	At 31.3.25 £
Net cash			
Cash at bank and in hand	<u>266,982</u>	<u>(4,542)</u>	<u>262,440</u>
	<u>266,982</u>	<u>(4,542)</u>	<u>262,440</u>
Total	<u>266,982</u>	<u>(4,542)</u>	<u>262,440</u>

THE CHIRP CHARITABLE TRUST

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

1. 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.

Going Concern

The Charity's activities, together with the factors likely to affect its future development, performance and position are set out in this report and the financial summary is set out below:

The Trustees have reviewed the financial position of the charity including assumptions about future costs and income, and the forecast cash flow through to March 2027. They judge that the assumptions are prudent and realistic; this judgement is informed by the Board's practice throughout the year of routinely reviewing CHIRP's main sources of income, main costs and cost drivers, and relationships with key funders, and Trustees' own expert knowledge of the external environment. The Trustees are confident that routine reporting at Board meetings will enable timely monitoring of the actual income and costs, and that in the event of a reduction in income or unexpected cost, the charity will have time and capacity to cut costs in line with this. They therefore have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, the financial statements continue to be prepared on a going concern basis.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the Charitable Company's accounting policies, the trustee directors may be required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on the historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and

future periods. There are currently no critical estimates or judgements requiring disclosure in addition to the accounting policies described.

Income

Income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods; or
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Investment income is earned through funds held on deposit.

Income from activities to generate funds, such as services provided, and investment income are recognised on a receivable basis.

Volunteers and donated services

The value of services provided by volunteers is not incorporated into these financial statements.

Where goods or services are provided to the charity as a donation that would normally be purchased from suppliers, this contribution is included in the financial statements at an estimate based on the value of the contribution to the charity.

Expenditure

Expenditure is recognised when a liability is incurred. Contractual arrangements are recognised as goods or services are supplied.

- Charitable activities include expenditure to support the delivery of the charity's objects. Charitable activities include both the direct costs and support costs relating to these activities.
- Support costs include central functions and governance costs and have been allocated to activities on a basis consistent with the use of resources (See note 9).

VAT

The charity is not registered for VAT and is unable to recover VAT incurred on its expenses. On this basis all costs are recorded inclusive of VAT within the financial statements throughout the current and previous year.

Tangible fixed assets

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

Fixtures and fittings	- 15% on cost
Computer equipment	- 33% on cost

Assets over £1,500 are capitalised.

THE CHIRP CHARITABLE TRUST

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

1. ACCOUNTING POLICIES – continued

Taxation

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

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or

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

Pension costs and other post-retirement benefits

The charity contributes to a multi stakeholder defined contribution pension scheme for its employees that the charity has selected, or to a pension scheme of the employee’s own choice. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
Donations	<u>2,260</u>	<u>–</u>	<u>2,260</u>	<u>1,000</u>

3. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	31.3.25 Total Funds	31.3.24 Total Funds
Interest received	<u>6,000</u>	<u>–</u>	<u>6,000</u>	<u>5,839</u>

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.3.25 £	31.3.24 £
Grants	Aviation	279,508	289,000
Grants	Maritime	<u>265,445</u>	<u>291,399</u>
		<u>544,953</u>	<u>580,399</u>

4. INCOME FROM CHARITABLE ACTIVITIES – continued

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

	31.3.25 £	31.3.24 £
Civil Aviation Authority (CAA)	279,508	289,000
The Seafarers Charity	60,000	59,950
Trinity House Maritime Charity	20,667	46,000
TK Foundation	49,778	51,955
ITF Seafarers Trust	65,000	65,000
Lloyd's Register Foundation	65,000	64,594
American Club	–	3,900
International Maritime Rescue Federation (IMRF)	5,000	–
	<u>544,953</u>	<u>580,399</u>

5. CHARITABLE ACTIVITIES EXPENDITURE

	Direct costs (see note 6) £	Support costs (see note 7) £	Totals £
Aviation	202,393	66,863	269,256
Maritime	<u>193,371</u>	<u>75,178</u>	<u>268,549</u>
	<u>395,764</u>	<u>142,041</u>	<u>537,805</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	31.3.25 £	31.3.24 £
Staff costs	230,973	216,565
Contractors	70,869	68,613
Direct programme costs	32,831	60,889
General office costs	1,000	–
Travel and meeting costs	24,298	22,670
Projects – Maritime Programmes	34,415	47,386
Projects – Aviation Programmes	<u>1,378</u>	<u>35,457</u>
	<u>395,764</u>	<u>451,580</u>

7. SUPPORT COSTS

	Management £	Governance costs £	Totals £
Aviation	62,361	4,502	66,863
Maritime	70,051	5,127	75,178
	<u>132,412</u>	<u>9,629</u>	<u>142,041</u>

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

Management:

	Aviation £	Maritime £	31.3.25 Total activities £	31.3.24 Total activities £
Staff costs	23,779	23,817	47,596	40,962
IT software, consumables and website support	15,519	14,943	30,462	30,480
Contractors	5,432	5,432	10,864	16,516
Project – website upgrade	9,705	9,705	19,410	23,610
Travel and meeting costs	1,844	1,341	3,185	5,503
General office costs	6,082	14,813	20,895	7,220
General office costs	–	–	–	1,139
	<u>62,361</u>	<u>70,051</u>	<u>132,412</u>	<u>125,430</u>

Governance costs:

	Aviation £	Maritime £	31.3.25 Total activities £	31.3.24 Total activities £
Auditors' remuneration	3,795	3,796	7,591	7,230
Trustees' expenses and training	148	148	296	951
Travel and meeting costs	–	624	624	–
General office costs	559	559	1,118	–
	<u>4,502</u>	<u>5,127</u>	<u>9,629</u>	<u>8,181</u>

8. NET INCOME/(EXPENDITURE)

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

	31.3.25 £	31.3.24 £
Auditors' remuneration	7,591	7,230
Depreciation – owned assets	<u>1,169</u>	<u>1,139</u>

9. TRUSTEES' REMUNERATION AND BENEFITS

During the year no Trustees received remuneration from the charitable company (31.3.24: £Nil).

Trustees' expenses

During the year four (31.3.24: five) trustees were reimbursed expenses by the charitable company for travel and subsistence totalling £297 (31.3.24 :£928).

10. STAFF COSTS

	31.3.25 £	31.3.24 £
Wages and salaries	241,662	220,277
Social security costs	22,688	19,236
Other pension costs	<u>14,219</u>	<u>18,014</u>
	<u>278,569</u>	<u>257,527</u>

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

	31.3.25	31.3.24
Maritime	1	1
Aviation	2	2
Support	<u>2</u>	<u>2</u>
	<u>5</u>	<u>5</u>

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

	31.3.25	31.3.24
£60,001 - £70,000	<u>2</u>	<u>2</u>

The average full time equivalent number of employees is 3.5 (31.3.24: 3.5).

The remunerated management personnel of the charity comprise the Executive Director, the Aviation Director, Maritime Director and Finance and Admin Manager/Company Secretary. The total employee benefits including employer's pension contributions were £248,539 (31.3.24: £226,786).

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES (31 MARCH 2024)

	Unrestricted Funds £	Restricted Funds £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	1,000	–	1,000
Charitable activities			
Aviation	–	289,000	289,000
Maritime	3,900	287,499	291,399
Investment income	5,839	–	5,839
Total	<u>10,739</u>	<u>576,499</u>	<u>587,238</u>
EXPENDITURE ON			
Charitable activities			
Aviation	–	268,844	268,844
Maritime	5,539	310,808	316,347
Total	<u>5,539</u>	<u>579,652</u>	<u>585,191</u>
NET INCOME/(EXPENDITURE)	5,200	(3,153)	2,047
RECONCILIATION OF FUNDS			
Total funds brought forward	6,358	160,792	167,150
TOTAL FUNDS CARRIED FORWARD	<u>11,558</u>	<u>157,639</u>	<u>169,197</u>

12. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2024	848	9,966	10,814
Disposals	–	(2,279)	(2,279)
At 31 March 2025	<u>848</u>	<u>7,687</u>	<u>8,535</u>
DEPRECIATION			
At 1 April 2024	848	8,797	9,645
Charge for year	–	1,169	1,169
Eliminated on disposal	–	(2,279)	(2,279)
At 31 March 2025	<u>848</u>	<u>7,687</u>	<u>8,535</u>
NET BOOK VALUE			
At 31 March 2025	<u>–</u>	<u>–</u>	<u>–</u>
At 31 March 2024	<u>–</u>	<u>1,169</u>	<u>1,169</u>

The notes form part of these financial statements

13. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Prepayments and accrued income	<u>3,233</u>	<u>2,659</u>

14. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Trade creditors	17,171	18,834
Social security and other taxes	6,564	6,606
Other creditors	5,327	5,693
Deferred income	43,886	44,149
Accrued expenses	<u>8,120</u>	<u>26,331</u>
	<u>81,068</u>	<u>101,613</u>

Deferred income

Deferred income comprises grants received in advance.

	31.3.25 £	31.3.24 £
Balance brought forward	44,149	46,128
Amount released to incoming resources	(44,149)	(46,128)
Amount deferred in the year	<u>43,886</u>	<u>44,149</u>
Balance carried forward	<u>43,886</u>	<u>44,149</u>

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	31.3.25 Total Funds £	31.3.24 Total Funds £
Fixed assets	–	–	–	1,169
Current assets	20,614	245,059	265,673	269,641
Current liabilities	<u>–</u>	<u>(81,068)</u>	<u>(81,068)</u>	<u>(101,613)</u>
	<u>20,614</u>	<u>163,991</u>	<u>184,605</u>	<u>169,197</u>

16. MOVEMENT IN FUNDS

	At 14.24	Net movement in funds	At 31.3.25
	£	£	£
Unrestricted funds			
General fund	11,558	9,056	20,614
Restricted funds			
Aviation programme	90,562	10,252	100,814
Maritime programmes			
General	49,575	184	49,759
Lloyd's Register Foundation	5,079	2,730	7,809
Thomas Miller	73	–	73
ITF Seafarers Trust	26	664	690
IFAN Group	11	–	11
TK Foundation	656	(1,035)	(379)
The Seafarers Charity	5,141	(1,742)	3,399
Trinity House	6,516	(4,701)	1,815
	<u>157,639</u>	<u>6,352</u>	<u>163,991</u>
TOTAL FUNDS	<u>169,197</u>	<u>15,408</u>	<u>184,605</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	13,260	(4,204)	9,056
Restricted funds			
Aviation programme	279,509	(269,257)	10,252
Maritime programmes			
General	–	184	184
Lloyd's Register Foundation	65,000	(62,270)	2,730
ITF Seafarers Trust	65,000	(64,336)	664
TK Foundation	49,778	(50,813)	(1,035)
The Seafarers Charity	59,998	(61,740)	(1,742)
Trinity House	20,668	(25,369)	(4,701)
	<u>539,953</u>	<u>(533,601)</u>	<u>6,352</u>
TOTAL FUNDS	<u>553,213</u>	<u>(537,805)</u>	<u>15,408</u>

The notes form part of these financial statements

16. MOVEMENT IN FUNDS – continued

Comparatives for movement in funds

	At 1.4.23	Net movement in funds	At 31.3.24
	£	£	£
Unrestricted funds			
General fund	6,358	5,200	11,558
Restricted funds			
Aviation programme	70,406	20,156	90,562
Maritime programmes			
General	49,575	–	49,575
Lloyd's Register Foundation	10,104	(5,025)	5,079
Thomas Miller	73	–	73
ITF Seafarers Trust	–	26	26
IFAN Group	12,445	(12,434)	11
TK Foundation	13,040	(12,384)	656
The Seafarers Charity	11,695	(6,554)	5,141
Trinity House	(6,546)	13,062	6,516
	<u>160,792</u>	<u>(3,153)</u>	<u>157,639</u>
TOTAL FUNDS	<u>167,150</u>	<u>2,047</u>	<u>169,197</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	10,739	(5,539)	5,200
Restricted funds			
Aviation programme	289,000	(268,844)	20,156
Maritime programmes			
Lloyd's Register Foundation	64,594	(69,619)	(5,025)
ITF Seafarers Trust	65,000	(64,974)	26
IFAN Group	–	(12,434)	(12,434)
TK Foundation	51,955	(64,339)	(12,384)
The Seafarers Charity	59,950	(66,504)	(6,554)
Trinity House	46,000	(32,938)	13,062
	<u>576,499</u>	<u>(579,652)</u>	<u>(3,153)</u>
TOTAL FUNDS	<u>587,238</u>	<u>(585,191)</u>	<u>2,047</u>

The notes form part of these financial statements

16. MOVEMENT IN FUNDS – continued**Funds are restricted as follows:****Aviation programme**

Funding to support an independent, voluntary, confidential reporting system. This also covers the general costs associated with running such a system.

Maritime programme - General

Funding to support CHIRP's general maritime activities offering an independent, voluntary, confidential reporting medium to those working in maritime.

Maritime programme - Annual Digest (2023 only)

Fund to support the production of the CHIRP Maritime Annual Digest.

Maritime programme - Lloyd's Register Foundation

Funding support for core programme costs, database upgrades, development and coding and international travel to raise awareness of the programme.

Maritime programme - Thomas Miller

To promote safety and awareness for international seafarers.

Maritime programme - IFAN Group

Funding to produce animations to address safety topics in the Maritime community.

Maritime programme - ITF Seafarers Trust

To promote safety and awareness for international seafarers.

Maritime programme - TK Foundation

Supporting the core costs of the Maritime programme and advancing CHIRP's operation in the maritime community, a multi year funded programme until December 2025.

Maritime programme - The Seafarers Charity

Supporting the core costs of the Maritime programme.

Maritime programme - Trinity House

To promote safety and awareness for international seafarers.

17. EMPLOYEE BENEFIT OBLIGATIONS

The charity contributes to a multi stakeholder defined contribution pension scheme for its employees that the charity has selected, or to a pension scheme of the employee's own choice. Contributions payable are charged to the Statement of Financial Activities in the period to which they relate.

The employer's contribution to pension schemes on behalf of its employees during the year was £17,986 (31.3.24: £18,014). At the balance sheet date £Nil (31.3.24: £4,273) was payable in respect of pension contributions.

18. RELATED PARTY DISCLOSURES

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

19. ULTIMATE CONTROLLING PARTY

The charitable company is under the control of its members. No one member has control of the charitable company.



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