

ONE25 LIMITED

England & Wales · Charity number 1062391

Details

Other names	THE ONE 25 PROJECT
Status	Registered
Legal form	Charitable company
Company number	03362644
Registered	1997-05-14
Register	View on the Charity Commission register

Contact

Address	138a Grosvenor Road Bristol BS2 8YA
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Website	www.one25.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ("OBJECTS") ARE SPECIFICALLY RESTRICTED TO THE FOLLOWING:1. TO PROMOTE SOCIAL INCLUSION FOR THE PUBLIC BENEFIT BY PREVENTING PEOPLE, PARTICULARLY WOMEN IN THE BRISTOL AREA WHO ARE, MAY BECOME OR HAVE BEEN ENGAGED IN THE SEX INDUSTRY, FROM BECOMING SOCIALLY EXCLUDED, RELIEVING THE NEEDS OF SUCH PEOPLE WHO ARE SOCIALLY EXCLUDED AND ASSISTING THEM TO INTEGRATE INTO SOCIETY.FOR THE PURPOSE OF THIS CLAUSE 'SOCIALLY EXCLUDED' MEANS BEING EXCLUDED FROM SOCIETY, OR PARTS OF SOCIETY, AS A RESULT OF ONE OR MORE OF THE FOLLOWING FACTORS:I. UNEMPLOYMENT;II. FINANCIAL HARDSHIP;III. SUBSTANCE ABUSE OR DEPENDENCY INCLUDING ALCOHOL AND DRUGS;IV. DISCRIMINATION ON THE GROUNDS OF SEX, RACE, DISABILITY, ETHNIC ORIGIN, RELIGION, BELIEF, CREED, SEXUAL ORIENTATION OR GENDER RE-ASSIGNMENT;V. POOR EDUCATIONAL OR SKILLS ATTAINMENT;VI. RELATIONSHIP AND FAMILY BREAKDOWN;VII. POOR HOUSING (THAT IS HOUSING THAT DOES NOT MEET BASIC HABITABLE STANDARDS);VIII. CRIME (EITHER AS A VICTIM OF CRIME OR AS AN OFFENDER REHABILITATING INTO SOCIETY).

Activities: To enable women marginalised from mainstream society through involvement in street-based sex work to access appropriate services and to become aware of alternative possibilities for their lives. We also

seek to serve as a voice for these women in our society.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, The Prevention Or Relief Of Poverty
- **Who:** Other Defined Groups

Geography

- **Area of benefit:** BRISTOL
- Bristol City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£1,569,291	£1,288,986	£1,726,727	31
2024-04-30	£1,597,924	£1,386,203	£1,446,422	32
2023-04-30	£1,698,352	£1,922,641	£1,234,701	48
2022-04-30	£1,417,707	£1,752,064	£1,458,990	45
2021-04-30	£1,577,866	£1,447,055	£1,793,347	41

Trustees

Name	Role	Appointed
Rachel Clark	Chair	2024-03-04
Anastasia Beatrice Blaize		2023-12-04
Angela Caroline Spreadbury		2025-06-17
Eleanor Remes		2024-06-10
Georgina Sandra Filipe		2024-12-04
Karen Black		2020-06-08
Lynn Marie Martin		2023-12-04
Shiona Ann MacPherson		2023-12-04
Zoe Jane Davies		2023-12-04

ONE25 LIMITED

England & Wales - Charity number 1062391

Accounts

ONE25 LIMITED
REPORT AND AUDITED FINANCIAL STATEMENTS
30 APRIL 2025

Company Registration Number 3362644
Charity Number 1062391

Contents	Pages
Report of the trustees	2 - 17
Independent auditor's report to the members of One25 Limited	18 - 22
Reference and administrative details of the charity	23 - 24
Statement of financial activities	25
Balance sheet	26
Cashflow statement	27
Notes to the financial statements	28 - 40
Acknowledgements	41

Chair and Chief Executive Officer's Introduction

Women who street sex work in Bristol are largely invisible and their needs poorly understood. One25 is proud to come alongside and provide life-changing support to women who have experienced profound disadvantage at every stage of life.

This year we refined our focus to support women in greatest need. As the number of women using our van outreach has more than doubled in three years (up from 94 women in 2021-22 to 192 in 2024-25), our work has never been more urgent.

Over the last year, we supported 242 women facing unimaginable challenges. Because of our outreach, health hub, and casework, these women were safer, healthier, and more connected to the support they need. Most powerfully, **43 women exited street sex work – a 19% increase from last year.**

"[One25 makes me feel] safe, loved and supported. I am really grateful for One25, [it] has helped me to start to rebuild my life." - Simone (Mar 2025)

This work happens because of the extraordinary compassion and skill of our staff, volunteers, and supporters. Working together, we have enabled One25 to be a lifeline – meeting women where they are, without judgement.

In the light of changing needs of women and a challenging socioeconomic context, we reviewed and sharpened the focus of our strategic goals to increase our impact:

- **Delivering excellent services** – we aim to maximise the services wrapped around each woman we are in contact with.
- **Strengthening our finances** – a new Income Generation Strategy that builds on previous success and adapts to a challenging financial climate.
- **Empowering our people** - maintaining our focus on diversity and inclusion, increasing access to learning and development, and embedding a trauma-informed approach.
- **Influencing systems change** - to increase responsiveness to gender and the unique needs of women involved in street sex work.

We embedded our values – compassion, justice, and learning – across recruitment, training, and everyday actions. And we are proud to continue hosting Bridging Gaps, our lived experience consultancy group, who have shaped training, governance, and advocacy from the inside out.

The above actions enable us to do our best work, to achieve our mission of helping women move from crisis and trauma towards independence in the community.

Thank you for standing with us – and with the women who need us most.

With hope and gratitude

Rachel Clark (Chair of trustees)

Jennifer Riley (CEO)

Aims and Objectives

Purposes

One25's purposes, as set out in the objects contained in the company's articles of association, are:

'To promote social inclusion for the public benefit by preventing people, particularly women in the Bristol area who are, may become or have been engaged in the sex industry from becoming socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society.'

Vision: A world where all women are safe, feel loved and thrive.

Mission: To meet women who street sex work where they are, supporting them to move from crisis and trauma towards independence in the community.

Ensuring One25's work delivers our aims

One25 refers to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning future activities. This year, we intensified our commitment to supporting women involved in street sex work in Bristol.

We have refreshed the strategic plan for 2025-28 in line with learning from last year to a format that includes milestones and metrics for oversight by our Board. This strategy outlines four outcome areas: service delivery, financial sustainability, team experience, and impact and influence.

The Senior Management Team, together with the Finance Manager, reviews and develops operational and strategic plans in monthly meetings and planning days and work to an annual business plan which has been approved by the Board. Progress updates are shared quarterly with Trustee sub committees with specified areas of focus, and all relate back to the strategic goals. New areas of work are considered in line with our strategic aims and our mission to support street sex-working women in Bristol.

Strategic priorities

Our strategic plan aims are to:

1. Provide quality services and develop partnerships to meet the women's needs
 2. Grow and diversify our income to secure our service delivery
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3. Empower our people to deliver their best work
4. Influence the wider system to better meet the needs of women who street sex work

Our services

Van outreach

We have seen more women street sex-working over the last year. 192 women used the van outreach service a total of 1,903 times (average 6.2 women per shift). Increased use of this service (visits up 4% from 1,829 in 2023-24) indicates that the challenges that women face are increasingly acute, and that the impact of over-stretched budgets and increased demand on services are making things increasingly difficult for marginalised women.

Health hub

Health hub provides vital access to healthcare for women who might otherwise go without. It was launched in partnership with BrisDoc (NHS healthcare provider) in June 2024. The increased focus on health and closer partnership with BrisDoc has enabled us to be much more intentional about delivering health interventions and we continue to learn more about the health inequalities that women experience as a result. 89 women used health hub this year. This was 9% more than the previous year (82 in 2023-24) and the number of visits increased by 6% to 887 (average 5.6 women per session compared with 5.1 in 2023-24).

Casework

Caseworkers have provided personalised one-to-one support for 128 women. During the year, One25's casework team included these specialist areas of expertise: drug treatment, housing and finance, mental health services, domestic and sexual violence, criminal justice system and multiple disadvantages.

We have adapted our approach to focus resources on working with women in most need and linking women with external support services when appropriate. This has led to a better understanding of endings and how to role model this in our work with women. We've also improved our incident reporting processes and safeguarding monitoring to better understand and respond to risk. We have launched a new case management system to improve efficiency and usability for the team and will embed this in the coming year. We hope that this will offer deeper analysis of the women's journeys and the impact that our services have.

Bridging Gaps

Since 2023, One25 took on the management of Bridging Gaps as the lived experience voice of One25, consulting on areas such as strategic goals, developing One25's training offer to other professionals, and recruitment. The group consists of women who have experienced trauma including addiction, homelessness, mental ill-health, sexual exploitation and street sex work,

domestic and sexual violence, and poverty. This year seven women attended across 26 sessions and were involved in 10 further workshops or presentations outside of this.

They are paid consultants and a crucial part of One25, helping to shape our services and challenge systemic barriers with their expertise to work as effectively as possible for women street sex-working in Bristol. They have also been consulted on the Health Needs Assessment of Sex Workers in Bristol (Public Health Bristol) and the Homelessness and Rough Sleeping 5 year Strategy (Bristol City Council).

"Bridging Gaps has been there for me. I've met inspirational women who are my friends and I've learnt that no matter how small the change, that we are people that have a voice and we matter, no matter what happens, and that together we can make change." - Bridging Gaps Member

Since the start of 2024, Bridging Gaps has trained over 200 professionals, including primary care professionals, GP trainees, Master's students, researchers and voluntary sector staff. This includes:

- Trauma-Informed Care training for ICS leaders and for Health Equity focussed trainees
- Co-Production in Primary Care training with the School for Primary Care Research
- Delivering 'Supporting Women who Street Sex Work' training, a co-produced and co-delivered training session to increase awareness of experiences of women who street sex work.

Bridging Gaps has also contributed to academic work, including [a paper about their work with Bristol GP practices](#), and an [article on how health inequalities can be tackled together in primary care](#). Recently Bridging Gaps contributed to Bristol City Council's strategy for homelessness and their health needs assessment for street sex workers.

Bridging Gaps has been recognised for their incredible work, winning awards including the 2022 University of Bristol Open Research Prize in the category of Widening Reach. Most recently, the group have been recognised in the Annual Recognition Awards in Trauma Research and Practice 2024 for their contribution to applied research or clinical initiative that focuses on improving the understanding management, or outcomes of the psychological trauma in marginalised populations.

How we measure impact

We monitor and evaluate outreach, health hub, and casework outcomes for women using a bespoke client database. In November 2024 we moved to a new case management system which has streamlined this process and increased our capability to monitor outcomes, safeguarding, Equality, Diversity and Inclusion, incident reports, and improve GDPR measures more effectively. We monitor outcomes for all women across nine areas: mental health,

physical health, substance misuse, safety (domestic/sexual violence), criminal justice, housing/homelessness prevention, finance, family & parenting, and life skills.

How our activities deliver public benefit

The trustees have given due consideration to Charity Commission published guidance on public benefit.

All our charitable activities focus on the prevention or relief of poverty by working with highly marginalised women. The women One25 work with face multiple and severe disadvantages. The challenges for women who use our street sex work services include poverty (100%), domestic or sexual violence (86%) and addiction to drugs and/or alcohol (84%). In addition, 76% have chronic mental ill health, 86% have chronic physical ill health, 95% are or have been recently homeless and many have disclosed childhood abuse (43%).

Considering the multiple barriers that women face, ensuring that our services are as inclusive as possible is important to us and we are working to improve our monitoring of those accessing the services according to the nine protected characteristics. Our electric van (funded by Bristol City Council's Resilience Fund) has greatly improved both reliability of the service and accessibility for women, e.g., there is lower lighting to cater for neurodiverse needs. All our services are provided free to service users.

The impact of our work goes far beyond those we support directly. It includes reducing distress to families and friends of our service users, as well as residents living in areas where street sex-working occurs. We use our unique position and deep insights to influence priorities of commissioners and policymakers and share learning through open mornings and affiliation with national networks including Beyond the Streets and Agenda Alliance. We promote best practice through specialist training delivered to various partners and placements for trainee social workers. We promote the women's voices at local and national level in academic research, statutory consultations and through the media and other communication networks.

Last year, 242 women benefitted from One25's services. Of these:

- 77 were connected to specialist services to get the support they needed
 - 123 women were safer; 29 used victim services
 - All (242) women were supported with health and wellbeing needs; 57 engaged with the GP at health hub
 - All (242) women were supported around addiction and treatment; 154 engaged in preparation for drug treatment; 33 engaged in drug or alcohol treatment
 - 23 women received support for criminal justice issues; 6 were referred to an external criminal justice agency
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- All (242) women received advice and support around housing and finance; 88 have been in safe accommodation
- 42 women were supported around family and parenting; 7 were supported around maternity; and 42 were supported around wider family relationships

Overview of impact in relation to street sex work for 2024-25:

- 21 women were supported to prevent them entering street sex work
- 46 abstained from street sex work for a period of three months
- 43 women exited street sex work for a period of six months or more
- 19 women maintained their exit from street sex work for a period of 12 months or more

We have seen fewer women entering street sex work this year (4 compared with 7 in 2023-24). We have seen a similar number of women abstaining (46 compared with 44 in 2023-24).

We have seen more women exiting street sex work (43 compared with 36 in 2023-24), and the number of women returning to the streets after exit has remained the same (13). We will continue to monitor this in the coming year to ensure that we are providing the best support for women and to better understand the key areas of support that enable women to exit.

Prioritising working with women who are street sex-working has meant that we have been signposting women who have maintained their exit for 12 months or more onto other support. Positively, we have seen fewer women who have maintained their exit for 12 months or more returning to street sex work (at 20% compared with 32% in 2023-24).

Plans for the future

In response to more women using our van, our strategic plan outlines key actions to deepen impact, expand reach, and strengthen long-term support:

- **Extend outreach:** plan to pilot later van outreach hours in 2027-28 to increase contact and support for women.
 - **Deepen support:** focus on women only seen at night, connecting them to casework and health services.
 - **Strengthen health hub:**
 - Expand from 3 to 5 days per week by 2026-27.
 - Build evidence of impact using NHS data on interventions delivered.
 - **New Move-On Caseworker:** (2026-30) introduce dedicated support for women further along in their recovery to reconnect with services, skills, and community - shaped by learnings from the former Peony project.
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- **Service User Voice:** deepen engagement through everyday feedback, annual consultations, and structured forums.
- **Coproduction and governance:**
 - Appoint a Co-production Coordinator in the coming year.
 - Develop a lived experience advisory board to shape strategic decisions, co-designed with Bridging Gaps members.
- **Equity, Diversity & Inclusion (EDI):** we will prioritise developing accessible spaces.
- **Efficiency & Partnership:** drive smarter, more collaborative ways of working to increase impact with existing resources.

Fundraising Approach

One25's fundraising approach is to build and grow a diverse range of income sources and ensure that we are not overly reliant on any one funder. We balance risk (blending low risk, low return activities with higher risk, higher return initiatives) to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy which aims to bring people closer to the experience of women so that they are inspired to advocate for the needs of women, volunteer and support our work financially.

One25 fundraises in line with the Code of Fundraising Practice. We continue to be registered with the Fundraising Regulator, the independent body that regulates charitable fundraising in the UK.

We are committed to fundraising ethically and take all reasonable steps to treat each donor fairly. This includes considering the needs of any potential donor who may be in a vulnerable circumstance or require additional care and support to make an informed decision. We do not exploit the credulity, lack of knowledge, apparent need for care and support or vulnerable circumstance of any donor at any point in time. We have not received any complaints about One25's fundraising activity.

This year, we have reviewed our existing income generation strategy and have built on our learnings to develop a new strategy for 2025/28. This will increase our financial sustainability and help to develop a more diverse funding portfolio. By 2028, we aim to grow One25's income by 45% to £1.8 million per annum. To achieve this, we will focus our time and resources on three goals:

1. Unlocking our full potential by focusing on the opportunities with the greatest potential for financial growth and impact.

2. Igniting support for bold new initiatives that inspire confidence, attract new funders, and deepen the commitment of our existing supporters.
3. Building a sustainable funding balance that gives One25 the freedom to adapt, innovate and drive lasting change.

Financial review

One25's income in 2024-25 came from a variety of sources, including grants (55%), one-off donations (14%), commissioned income (14%), regular donations (6%), community fundraising (6%) and other income (4%).

We ended the year with a financial surplus of £280,305, of which £259,400 worth of grants are in respect of funding restricted to be used during 2025/26. At year end, our free reserves totalled £994,641 after transfers into and out of designated funds.

Investment policy

One25 seeks to maintain the capital value of its assets, maintain liquidity and produce the best financial return within an acceptable level of risk, whilst acting in accordance with its ethical standards. One25 needs cash to support its day-to-day operations but will also hold cash and investments as a result of building free reserves, which may be used to develop new projects or services. The organisation's investment policy needs to remain aligned with its policy on free reserves, such that funds must be available to manage liquidity pressures when required.

The organisation's policy is as follows;

- At least 3 months of expenditure must be held as cash in instant access accounts;
- The balance up to the amount specified by the Board as the current target free reserves amount can be held in accounts or investments where a maximum of 95 days' notice is required; and
- Any amounts above the agreed free reserves target amount can be held in accounts or investments where notice of up to 13 months is required.

All cash balances will be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority, with the aim of maximising interest income. Cash deposits should be split so that no one institution holds all of One25's total cash balance, and consideration will be given to maintaining balances with different providers below the FSCS compensation level.

The Board will approve any non-cash investment activity (e.g., stocks and shares etc.) taking into account the proposed risk and potential rewards, proposed level of investment and the current financial position of the charity. The Finance Manager will monitor the cash and

investments position and actual and projected cash flow and report to the Finance, Audit, Risk and Governance sub-committee and to the Board.

Reserves policy

The Board of trustees has given consideration to appropriate levels of reserves retained for safe financial management. Its view is that One25 should hold between at least 3 and 9 months of total budgeted expenditure as a free reserve (for 2025-26 the total budgeted expenditure is £1,369,500), depending on the current position of the charity including the amount and certainty of actual and projected grant funding.

During each financial year, the Board agrees a reserves target within the overall range for free reserves at the forthcoming year end. This target will take account of the current performance and outlook of the organisation, including the current funding position, the position and attitude of current and potential funders and any specific requirements for funding existing and new services.

Reserves are required for the following reasons:

- As employers we have an obligation to maintain sufficient income to pay our staff;
- One25's income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding;
- Healthy reserves are necessary for One25 to flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

The success of our income generation strategy in 2024-25 meant that our free reserves totalled £994,641 at year end. This is equivalent to 8.7 months of budgeted expenditure and is at the upper end of our reserves policy and well above the target set by the board as part of its 2024-25 budget setting process. There remain ongoing challenges in securing funding and the Board has set a deficit budget for 2025-26 as One25 aims to achieve its challenging strategic goals. Starting 2025-26 with a higher than anticipated level of reserves gives us confidence that One25 will be able to deliver its objectives over the coming year while we embed a funding strategy to ensure that One25 remains financially sustainable.

Structure, Management and Governance

We have completed a Governance review with an associated action plan. Key achievements from this include:

- Introduction of annual Board and Committee self-evaluations
 - Revised Trustee evaluation process
 - Board Development Programme
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- New role descriptions for Committee Chairs

We have identified top improvement priorities for 2025/26 which include:

- Impact metrics – to ensure clarity and consistent understanding and ensure that this informs improvement in the support we offer women
- Board diversity – to improve diversity in background, ethnicity, skills and lived experience.
- Hearing women's voices and lived experience – to integrate this at Board level and clarify how voices of women are represented in Board and Committee discussions.

We have recruited two new Trustees to succeed our Treasurer and HR lead. We have further developed our approach to risk management to ensure that we have a sound understanding of our risk profile compared to our risk appetite.

Governing document

One25 is a private company limited by guarantee and also a charity registered with the Charity Commission. The organisation is governed by its Articles of Association dated 30 April 1997, which were amended 15 October 2001, 18 October 2004, 24 October 2005, 30 October 2010, and 21 January 2019.

Recruitment and appointment of Trustee Board

On 30 April 2025 the trustee board consisted of twelve trustees. We recruit trustees as required being mindful of the skills needed to support across the organisation. A nominations committee, chaired by the One25 Vice Chair, continues to support the Chair in the effective recruitment of trustees. Members of this committee interview with the Chair for potential trustees and the CEO is also involved in the process. Appointment recommendations are then put to the Board for approval. Trustee tenure is three years, after which they may stand for re-election for two further terms before being required to stand down. A key priority in future recruitment is increasing trustee diversity, we plan to engage recruitment specialists to support this ambition.

Trustee induction and training

We have established a Board Development Programme which outlines three categories of development:

1. Core Governance: What you need to be an effective trustee (Induction).
 2. Ongoing and mandatory development: Training to fulfil Trustee duties safely and effectively e.g. safeguarding, data protection.
 3. Contextual and cultural understanding: What you need to be an effective Trustee at One25 e.g. Working with women who street sex work, One25 finances, fundraising knowledge.
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We'll aim to deliver training in proportionate and engaging ways, recognising the time commitment trustees already make.

New Trustee induction consists of a further meeting with the Chair and SMT, including a tour of the premises and introductions to any staff present, plus an information package including the Articles of Association, Annual Report and Accounts and Charity Commission booklets describing the responsibilities of the trustee role, as well as internal information about the charity. New trustees complete training around Data Protection, Safeguarding and Governance. Further training and support is available around Supporting Street Sex Workers, Trauma Informed approaches, Fundraising and Finance.

Staff structure and remuneration

The team (end of April 2025) consisted of 30 members of staff. The CEO assesses all new job roles against One25's salary bands and salaries are set accordingly. This year we have developed a new salary grading framework which offers staff increased transparency around how salaries are graded and a pay point system where salary levels are more transparent. This action came following discussion at a staff forum which highlighted the need for greater transparency around this to support staff aspirations and understanding of potential development. The CEO and Senior Management team's remuneration is assessed and reviewed by the Board.

Volunteer support

Over the course of the year, an amazing team of 105 volunteers have supported One25 giving over 4,500 hours of support. Outreach, and health hub could not operate effectively without them, and we also greatly value the support of those who come into the offices to help with admin tasks and housekeeping duties like clothes sorting and restocking the van.

We have embedded a specialist team leader pathway so that we can recruit and train specifically for this role more quickly than relying on recruitment from our current volunteers. In the last year we recruited 31 new volunteers and held 3 inductions. We have continued to deliver a rolling programme of volunteer training. Topics covered included professional boundaries, early evidence kit training, and safeguarding. We have improved volunteer retention and ensure that all volunteers are fully supported and supervised.

Risk management

The senior management team reviews the risks to which the charity is exposed on a bimonthly basis and records these in a risk register, along with systems and procedures put in place to mitigate the risks. This risk register is shared and discussed with the board and the sub committees. One25's risk management approach takes account of its risk appetite, which is the amount of risk that an organisation is prepared to tolerate. We have implemented and

completed actions from the risk management review. We have also undertaken a safeguarding audit this year, with improved capturing of risk data on the new case management system.

Significant Risks

The trustees have identified that the most significant risks to the organisation at the time of writing this report are:

1. **The risk** to the financial sustainability of One25 in the coming year and beyond.
Risk impact - We need to grow One25's income to sustain services and to respond to the needs of the women by developing services. Inability to achieve financial sustainability could lead to reduced program delivery, loss of donor and stakeholder confidence, inability to meet strategic goals, and ultimately threaten the charity's long-term viability and impact.
Mitigations - We have a renewed income generation strategy in place and resourcing in place to deliver on it. We continue to strive for a diverse funding mix, although we recognise that grants are likely to continue to account for most of our income. Our flexible approach will balance risk and generate an optimal mix of unrestricted and restricted income. We are also mindful of the need to sustain existing commissioned income and secure new business. We are working hard to build stronger partnerships and develop our evidence base to meet strategic aims of statutory partners.
2. **The risk** of ineffective safeguarding of women, staff and volunteers.
Risk impact - failure to safeguard women, staff, and volunteers can result in serious physical harm, legal consequences, reputational damage, loss of funding, and operational disruption, severely impacting the organisation's ability to fulfil its mission.
Mitigations - We have conducted a safeguarding audit resulting in a new safeguarding policy. Our new case management system has streamlined our risk management plans and now provides safeguarding alerts to better manage this operational risk.

Organisational structure

One25's trustees meet regularly as a Board (at least four times a year). In addition, there is at least one trustee away day and an additional away day with the staff, trustees and Bridging Gaps members together. These away days allow time for fuller discussion of strategic development or other important issues, as well as team building, connection and appreciation of everyone's contribution.

One25 have three subcommittees:

- Finance, Audit, Risk and Governance Committee (FARG)
 - Services and Operations Committee (SOC)
 - Remuneration and Nomination Committee
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Trustees are expected to be part of FARG and/or SOC. Committees focus on specialist issues relating to their subject and take responsibility for relevant risks. The chair of each committee will make recommendations for strategic decisions to the board. The CEO and other senior staff members submit written reports and attend all board meetings. Decisions are made through voting by trustees only, with due regard to the constitutional requirement for a quorum.

Once the board has agreed the overall strategic priorities, delivery of the business plan and operational decisions are delegated to the CEO. The CEO is held to account for progress towards the plan through regular reports to the board and through one-to-one meetings with the Chair, where the CEO's objectives are set and reviewed. The Chair conducts an annual appraisal with the CEO, and a summary of the appraisal is shared with the board.

Partnership Working

Working in partnership is essential to the success of our work and we collaborate with over 60 statutory, commercial, and voluntary organisations to advocate for systemic change in Bristol.

We seek active partnerships to deliver contracts across the sector. We have existing contracts with St Mungo's (Assertive Contact and Engagement Service), Turning Point (Horizons), and SafeLink (Victim Services). An opportunity around the new SafeLink partnership is that now the Office for the Police and Crime Commissioner is specifically looking at the experiences of sexual violence in women who are street sex-working. We also have good links with Bristol City Council Commissioners. We work closely with BrisDoc to deliver our health hub. Another key long-term partnership is with Avon & Somerset Police, and this is widely recognised as a best practice example of connecting vulnerable people with the Police.

We continue to input into around 25 local strategy groups to raise awareness of women's needs and advocate for better support for them. This year, our CEO has continued to co-chair a group to focus on women's homelessness and rough sleeping, which reports into the Bristol Reducing Rough Sleeping Partnership Group. One of the main aims of the group was to deliver a women's homelessness census which took place in 2024. As women facing homelessness have such unique experiences, this work is hugely important to ensure each woman is receiving the best support. We hope that tangible changes from this work will include building a gendered approach to homelessness. For example, for a service to be trauma-informed, the impact of gender on a person's experience and response to trauma should be understood and services should be adapted to be more appropriate for women who have experienced street sex work. The group are now planning for the census to be

done annually. We have supported a Bridging Gaps member to join this group and plan to recruit another member to ensure that their expertise shapes this strategic approach.

One25 cultivates relationships nationwide so we can introduce new ways of working into Bristol and welcomes shadowing from partners across the UK. This year our CEO has linked up with Basis (street sex work charity in Leeds) and Leeds City Council to learn about a whole-systems approach to sex work in the city which is an example of best practice in the UK. This has highlighted that our local systems are not set up to work collaboratively and local strategies do not recognise the needs of women involved in street sex work. In response we are exploring ways to bring opportunities for solutions to the system. This currently involves working to support better information sharing between the Police and the local authority to provide a clearer evidence base to encourage action.

We were pleased to support and encourage women to input into a Health Needs Assessment of street sex workers which has been undertaken by Public Health in Bristol. The results are yet to be published but we know that there is commitment from them to take forwards recommendations in the assessment. One recommendation was to ensure that organisations are sharing data on the women's health needs and interventions. One25 are looking to achieve this by securing more data from BrisDoc to understand more about the referrals made from our health hub and what health outcomes are achieved for women after they are referred. Another is to make sure that Public Health are notified of deaths and that there is a 'street sex work' code so that these deaths are clearly recorded. We hope that this will provide a strong basis to develop services which better support the women.

We are particularly involved in work around domestic abuse, sexual violence, and women's safety. Our CEO sits on the Multi-Agency Domestic Abuse and Sexual Violence Delivery Group, the Domestic Homicide Review panel (to decide collectively if there should be a statutory review into a death related to domestic abuse) and Safeguarding Adults Review panel (to decide collectively if there should be a statutory review into a death or a case of serious harm). We also convene the monthly Bristol Sexual Violence Forum, which continues to bring 14 agencies together to help catch our city's most vulnerable from falling through the cracks of service provision.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting

Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 charity and of the income and expenditure of the charity 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 Charities Statement of Recommended Practice;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

ONE25 LIMITED

TRUSTEES REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2025

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the One25 trustees on 1 September 2025 and signed on its behalf by:

Rachel Clark

R Clark
Chair

Independent auditor's report to the members of One25 Limited

Opinion

We have audited the financial statements of One25 (the 'charity') for the year ended 30 April 2025 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity'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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
 - the financial statements are not in agreement with the accounting records and returns;
 - certain disclosures of trustees' remuneration specified by law are not made;
-

- we have not obtained all the information and explanations necessary for the purposes of our audit; or
- the directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees 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 they 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 charity'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 charity 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

- (1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.
 - (2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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 auditor's report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2025

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 charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Godfrey

Date: 2 September 2025

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 3362644, and has charitable status, Reg. No. 1062391.

Principal address and registered office

The Grosvenor Centre, 138a Grosvenor Road, St. Pauls, Bristol, BS2 8YA

Company secretary

R Kennedy (appointed 05/12/24)

Trustees

The trustees (who are directors for the purposes of company law) who served during the year and since the year end were as follows:

F Ashfield (appointed 04/12/24, resigned 05/07/25)

M Bentley (Treasurer)

K Black (Vice Chair)

A Blaize

R Clark (Chair)

Z Davies

R Dunn

G Filipe (appointed 04/12/24)

J Goozee (resigned 21/04/25)

J Hall (appointed 14/12/24, resigned 20/01/25)

S MacPherson

L Martin

F Parfitt (resigned 02/12/24)

E Remes (appointed 10/06/24)

S Rixon (resigned 23/09/24)

M Russell

K Sloggett (resigned 14/06/24)

A Spreadbury (appointed 17/06/25)

Auditors

Godfrey Wilson Limited, 5th Floor, Mariner House, 62 Prince Street, Bristol, BS1 4QD

Bankers

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham, B1 2BR

Triodos Bank, Deanery Road, Bristol, BS1 5AS

ONE25 LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

YEAR ENDED 30 APRIL 2025

Staff Management Team

Chief Executive Officer:

J Riley

Senior Managers:

R Collins-White, A Sutcliffe, J Thurston

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Donations	3	360,166	24,292	384,458	376,278
Charitable activities					
Grants	4	711,600	159,300	870,900	820,408
Income received for commissioned services	5	-	218,370	218,370	357,743
Other trading activities					
Fundraising events		47,650	740	48,390	31,512
Investments					
Bank interest		39,884	-	39,884	9,564
Other income		2,342	4,947	7,289	2,419
Total income		1,161,642	407,649	1,569,291	1,597,924
Expenditure on:					
Raising funds	6	266,684	100,000	366,684	313,426
Charitable activities	7	558,453	363,849	922,302	1,072,777
Total expenditure		825,137	463,849	1,288,986	1,386,203
Net income	8	336,505	(56,200)	280,305	211,721
Transfers between funds	14	-	-	-	-
Net movement in funds		336,505	(56,200)	280,305	211,721
Total funds at 1 May		1,122,422	324,000	1,446,422	1,234,701
Total funds at 30 April		1,458,927	267,800	1,726,727	1,446,422

Fund comparatives are shown in Note 2

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 28 to 40 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****YEAR ENDED 30 APRIL 2025****COMPANY NO. 3362644**

	Note	2025 £	2024 £
Fixed assets			
Tangible assets	11	392,686	385,376
Current assets			
Debtors	12	29,477	187,490
Current asset investments		478,089	446,094
Cash at bank		899,797	518,410
		<u>1,407,363</u>	<u>1,151,994</u>
Creditors: amounts falling due within one year	13	(73,322)	(90,948)
Net current assets		1,334,041	1,061,046
Net assets	15	<u>1,726,727</u>	<u>1,446,422</u>
Funds			
General funds	14	994,641	881,046
Designated funds	14	464,286	241,376
Unrestricted funds	14	<u>1,458,927</u>	<u>1,122,422</u>
Restricted funds	14	267,800	324,000
		<u>1,726,727</u>	<u>1,446,422</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the trustees on 1 September 2025 and are signed on their behalf by:

Rachel Clark

R Clark
Trustee

The notes on pages 28 to 40 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2025**

	2025	2024
	£	£
STATEMENT OF CASHFLOWS		
Cash flows from operating activities:	398,194	(23,479)
Cash flows from investing activities:		
Dividends, interest and rents from investments	39,884	9,564
Purchase of property, plant and equipment	(24,696)	(53,700)
Net cash provided by / (used in) investing activities	15,188	(44,136)
Change in cash and cash equivalents in the reporting period	413,382	(67,615)
Cash and cash equivalents at the beginning of the reporting period	964,504	1,032,119
Cash and cash equivalents at the end of the reporting period	1,377,886	964,504

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2025	2024
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	280,305	211,721
Adjustments for:		
Depreciation charges	17,386	18,089
Dividends, interest and rents from investments	(39,884)	(9,564)
(Increase)/decrease in debtors	158,013	(66,264)
Increase/(decrease) in creditors	(17,626)	(177,461)
Net cash provided by (used in) operating activities	398,194	(23,479)

Analysis of cash and cash equivalents	2025	2024
	£	£
Current asset investments	478,089	446,094
Cash at bank	899,797	518,410
Cash and cash equivalents at the end of the reporting period	1,377,886	964,504

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 28 to 40 form part of these financial statements

1 Accounting policies

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard 102 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The accounts have been prepared on the assumption that the charity is able to continue as a going concern. The trustees have considered the impact of this issue on the charity's current and future financial position. As the charity holds unrestricted reserves of £1,248,927, a cash balance of £1,377,886 and has already secured significant funding in 25/26, the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.
- b) The charity is a public benefit entity.
- c) Income from donations is included in income when it is receivable, except as follows:
 - I. When donors specify that donations given to the charity must be used in future accounting periods, the income is held in a designated reserve until those periods;
 - II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- d) For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- e) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- f) 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.
- g) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- h) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Donated facilities are included at the value to the charity where this can be quantified and a third party bearing the cost. No amounts are included in the financial statements for services donated by volunteers.
- i) Costs of generating funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, i.e. attracting grants and donations, fundraising activities and events.
- j) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- k) Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. Support and governance costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff numbers or usage of floor area (for premises costs).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

1 Accounting policies (continued)

- l) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

Freehold Property	2% per annum on a straight line basis
Equipment	25% per annum on a straight line basis
Furniture and fittings	25% per annum on a straight line basis
Motor vehicles	25% per annum on a straight line basis

Repairs and maintenance to One25 premises are only capitalised if they are additions or improvements; fixed assets under £1,000 are written off in the year of acquisition.

- m) Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- n) Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value. All funds held with Flagstone are classified as current asset investments as they are held for investment purposes rather than to meet short-term commitments.
- o) Cash and cash equivalents comprise cash in hand, call deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.
- p) Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- q) The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- r) The charity has arranged a defined contribution scheme for its staff. Pension costs charged in the SOFA represent the contributions payable by the charity in the period.
- s) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- t) 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 raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.
- u) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on 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.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1 l) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

2 The comparative figures for the Statement of Financial Activities for the year ended 30 April 2024 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Income from:			
Donations	333,246	43,032	376,278
Charitable activities			
Grants	510,200	310,208	820,408
Income received for commissioned services	-	357,743	357,743
Other trading activities			
Fundraising events	31,512	-	31,512
Investments			
Bank interest	9,564	-	9,564
Other income	2,419	-	2,419
Total income	886,941	710,983	1,597,924
Expenditure on:			
Raising funds	313,426	-	313,426
Charitable activities	392,537	680,240	1,072,777
Total expenditure	705,963	680,240	1,386,203
Net income	180,978	30,743	211,721
Transfers between funds	53,700	(53,700)	-
Net movement in funds	234,678	(22,957)	211,721
Total funds at 1 May	887,744	346,957	1,234,701
Total funds at 30 April	1,122,422	324,000	1,446,422

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

3 Donations	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Regular donations	95,846	-	95,846
Other donations	203,214	24,292	227,506
Donated goods and services	20,773	-	20,773
Community fundraising	40,333	-	40,333
	<u>360,166</u>	<u>24,292</u>	<u>384,458</u>

Donations include £740 donated by One25 Trustees and / or related parties (2024: £770).

2024 comparative figures for donations are shown below:

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Regular donations	78,995	2,165	81,160
Other donations	219,153	19,115	238,268
Donated goods and services	2,838	21,752	24,590
Community fundraising	32,260	-	32,260
	<u>333,246</u>	<u>43,032</u>	<u>376,278</u>

4 Grants from trusts and foundations	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Casework support			
National Lottery Community Fund	-	50,000	50,000
Oak Foundation 25/26	-	49,400	49,400
Grants less than £10,000	-	9,400	9,400
Health Hub			
Bristol City Council	-	10,000	10,000
Outreach service			
Charles Hayward Foundation	-	25,000	25,000
Grants less than £10,000	-	13,000	13,000
Core support			
Oak Foundation 25/26	210,000	-	210,000
Grants less than £10,000	-	2,500	2,500
Unrestricted grants			
Oak Foundation	200,000	-	200,000
Aquila Family Foundation	40,000	-	40,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
Garfield Weston Foundation	50,000	-	50,000
Henry Smith Charity	60,000	-	60,000
John James Bristol Foundation	15,000	-	15,000
Michael Bishop Foundation	10,000	-	10,000
Nisbet Trust	15,000	-	15,000
Odin Charitable Trust	10,000	-	10,000
Anonymous	15,000	-	15,000
Grants less than £10,000	56,600	-	56,600
	<u>711,600</u>	<u>159,300</u>	<u>870,900</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

4 Grants from trusts and foundations (continued)

The charitable company receives government funding as grants and commissioned income to fund charitable activities; government funding being defined as funding from the National Lottery Community Fund and Bristol City Council. The total value of such income in the period ending 30 April 2025 was £219,219 (2024: £383,357). There are no unfulfilled conditions or contingencies attaching to this income in 2024/25.

2024 comparative figures for grants are shown below:

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Casework support			
National Lottery Community Fund	-	50,000	50,000
Grants less than £10,000	-	4,346	4,346
Drop-in centre			
Grants less than £10,000	-	1,900	1,900
Outreach service			
Bristol City Council	-	68,462	68,462
Charles Hayward Foundation	-	25,000	25,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	23,000	23,000
Core support			
Nisbet Trust	-	20,000	20,000
Grants less than £10,000	-	7,500	7,500
Fundraising			
Community St John the Baptist	-	100,000	100,000
Unrestricted grants			
Batchworth Trust	20,000	-	20,000
Aquila Family Foundation	40,000	-	40,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
Forrester Family Trust	20,000	-	20,000
Henry Smith Charity	60,000	-	60,000
John James Bristol Foundation	16,000	-	16,000
Michael Bishop Foundation	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Oak Foundation	200,000	-	200,000
Odin Charitable Trust	10,000	-	10,000
Roy Proctor Foundation	20,000	-	20,000
Southampton Hospitals Charity	10,000	-	10,000
Grants less than £10,000	64,200	-	64,200
	510,200	310,208	820,408

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Casework Support			
ARA	-	11,973	11,973
Bristol City Council	-	142,856	142,856
OPCC	-	4,175	4,175
St Mungo's	-	30,426	30,426
Second Step	-	21,504	21,504
Health Hub			-
NHS BNSSG ICB	-	7,436	7,436
	-	218,370	218,370

5 Commissioned Services (continued)

2024 comparative figures for commissioned income are shown below:

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Casework Support			
ARA	-	26,700	26,700
Bristol City Council	-	169,282	169,282
St Mungo's	-	36,654	36,654
Second Step	-	26,466	26,466
Peony			
University of Bristol	-	20	20
Pause			
Bristol City Council	-	95,612	95,612
Core			
University of Bristol	-	3,009	3,009
	-	357,743	357,743

6 Raising funds

	Salaries £	Direct Costs £	Support Costs £	Total 2025 £
Raising funds	240,989	51,091	74,604	366,684

	Salaries £	Other Support Costs £	Total 2025 £
Raising funds	52,173	22,431	74,604

2024 comparative figures raising funds and support costs are shown below:

	Salaries £	Direct Costs £	Support Costs £	Total 2024 £
Raising funds	213,359	38,505	61,562	313,426

	Salaries £	Other Support Costs £	Total 2024 £
Raising funds	42,587	18,975	61,562

ONE25 LIMITED

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

7 Charitable activities	Salaries	Direct Costs	Support Costs	Total 2025
	£	£	£	£
Casework support	331,202	64,403	173,637	569,242
Health Hub	26,209	55,358	53,435	135,002
Outreach service	65,479	45,294	107,285	218,058
	<u>422,890</u>	<u>165,055</u>	<u>334,357</u>	<u>922,303</u>

Support costs	Salaries	Other Support Costs	Total 2025
	£	£	£
Casework support	130,451	43,186	173,637
Health Hub	40,139	13,296	53,435
Outreach service	80,590	26,695	107,285
	<u>251,180</u>	<u>83,177</u>	<u>334,357</u>

Included in other support costs are governance costs of £17,174 (2024: £11,310).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

7 Charitable activities (continued)

2024 comparative figures charitable activities and support costs are shown below:

Charitable activities	Salaries £	Direct Costs £	Support Costs £	Total 2024 £
Casework support	302,451	73,916	122,604	498,971
Drop-in centre	10,982	14,332	6,905	32,219
Health Hub	23,113	33,949	45,228	102,290
Outreach service	67,706	45,559	82,330	195,595
Pause Bristol	110,513	52,298	47,829	210,640
Peony	13,412	8,132	11,518	33,062
	<u>528,177</u>	<u>228,186</u>	<u>316,414</u>	<u>1,072,777</u>

Support costs	Salaries £	Other Support Costs £	Total 2024 £
Casework support	87,989	34,615	122,604
Drop-in centre	4,956	1,949	6,905
Health Hub	32,459	12,769	45,228
Outreach service	59,086	23,244	82,330
Pause Bristol	34,326	13,503	47,829
Peony	8,266	3,252	11,518
	<u>227,082</u>	<u>89,332</u>	<u>316,414</u>

8 Net income

This is stated after charging:

	2025 £	2024 £
Depreciation	17,386	18,089
Auditors' remuneration (excluding VAT)	7,000	6,100
Audit under accrual from prior year	2,600	-
Trustees' reimbursed expenses	<u>58</u>	<u>196</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

9 Staff costs and numbers

	2025	2024
	£	£
The aggregate payroll costs were:		
Wages and salaries	859,538	906,210
Social security costs	83,854	81,864
Pension contributions	23,840	23,131
	<u>967,232</u>	<u>1,011,205</u>

Included in salaries and wages for 2024 are redundancy and termination costs totalling £9,620, comprising solely statutory redundancy payments. These were funded from unrestricted general funds.

The Senior Management Team is made up of the following positions within the organisation:

Chief Executive Officer
 Operations Manager
 Fundraising & Communications Manager
 Organisational Support Manager

The total remuneration, benefits and pensions paid to the SMT in the year was:

2025	2024
£	£
<u>192,533</u>	<u>194,525</u>

No members of staff received more than £60,000 remuneration this year or last year.

The average number of employees during the year in total and calculated on the basis of full time equivalents, was as follows:

	2025	2024	2025	2024
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	10	7	9.5	6.2
Caseworkers	11	10	10.5	9.1
Fundraising	7	7	6.5	6.1
Communications	1	2	0.8	2.4
Drop-in	-	-	-	0.3
Outreach	2	3	1.9	1.7
Pause BNSSG	-	3	-	2.7
Health Hub	0	-	0.7	0.4
	<u>31</u>	<u>32</u>	<u>29.9</u>	<u>28.9</u>

Over the year the staff team has been supported by 105 volunteers. 75 Outreach, 28 Health Hub, 2 administrative, 13 trustees. Total hours support was 4,564.5 (4,322 + 242.5 of trustees support)

None of the trustees have received remuneration or other benefits.

In 2025 1 trustee claimed travel expenses totalling £58 (2024: 3 trustees claimed travel expenses totalling £196).

10 Taxation

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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

11 Tangible fixed assets

	Freehold Property	Equipment	Furniture and Fittings	Motor Vehicles	Total 2025
	£	£	£	£	£
Cost					
At 1 May 2024	434,665	34,997	8,338	73,200	551,200
Additions	12,473	1,092	-	11,131	24,696
At 30 April 2025	<u>447,138</u>	<u>36,089</u>	<u>8,338</u>	<u>84,331</u>	<u>575,896</u>
Depreciation					
At 1 May 2024	105,196	34,464	6,664	19,500	165,824
Charge for the year	8,693	265	1,674	6,754	17,386
At 30 April 2025	<u>113,889</u>	<u>34,729</u>	<u>8,338</u>	<u>26,254</u>	<u>183,210</u>
Net Book Value					
At 30 April 2024	<u>329,469</u>	<u>533</u>	<u>1,674</u>	<u>53,700</u>	<u>385,376</u>
At 30 April 2025	<u>333,249</u>	<u>1,360</u>	<u>-</u>	<u>58,077</u>	<u>392,686</u>

12 Debtors

	2025	2024
	£	£
Trade debtors	2,173	51,531
Prepayments	15,779	1,832
Accrued income	8,266	100,000
Other debtors	3,259	34,127
	<u>29,477</u>	<u>187,490</u>

13 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,626	747
Other creditors	4,226	8,364
Pension contributions payable	4,034	4,115
Accruals	18,410	19,562
Taxation and social security	20,648	58,160
Deferred income	24,378	-
	<u>73,322</u>	<u>90,948</u>

13 Creditors: amounts falling due within one year (continued)

Deferred income movements

	2025 £	2024 £
At 1 May 2024	-	166,857
Deferred during the year	24,378	-
Released during the year	-	(166,857)
At 30 April 2025	24,378	-

Deferred income relates to commissioned income received in advance of delivery.

14 Movement in funds

	At 1 May 2024 £	Income £	Expenditure £	Transfers £	At 30 April 2025 £
Restricted funds					
Casework support	-	325,834	276,434	-	49,400
Outreach service	-	38,075	38,075	-	-
Health Hub	-	41,240	41,240	-	-
Core costs	-	2,500	2,500	-	-
140 building fund	224,000	-	5,600	-	218,400
Fundraising	100,000	-	100,000	-	-
Total restricted funds	324,000	407,649	463,849	-	267,800
Unrestricted funds					
<i>Designated funds</i>					
Oak Foundation fund	-	210,000	-	-	210,000
Fixed asset fund	161,376	-	-	12,910	174,286
Infrastructure support fund	80,000	-	-	-	80,000
<i>Total designated funds</i>	241,376	210,000	-	12,910	464,286
Free reserves	881,046	951,642	825,137	(12,910)	994,641
Total unrestricted funds	1,122,422	1,161,642	825,137	-	1,458,927
Total funds	1,446,422	1,569,291	1,288,986	-	1,726,727

Purpose of restricted funds:

Casework support - One25's specialist caseworkers provide individual support to help women make positive changes; they meet women at times and places that suit them and help them identify and make the changes that they want e.g. finding a safe place to live or getting drug treatment for their addiction.

The Health Hub, is a safe, homely place where service users can access health care, along with practical and emotional support.

One25's outreach service is a van that goes out 7 nights a week and is often where women first meet and engage with One25.

The core costs fund is restricted funding for organisation central costs.

140 building fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The buildings net book value is £218,400; because of the restrictions attached to the donation it is held as a restricted asset.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2025

14 Movement in funds (continued)

Purpose of designated funds:

Oak Foundation fund - a grant to support core costs across the organisation, designated for use during 25/26.

Fixed Asset fund - represents the value of One25s assets. The transfer of £12,910 between general funds and fixed asset fund represents the cost of assets purchased adjusted for assets disposed of and the depreciation charge for the year.

Infrastructure Support Fund - This is a designated fund to provide for property and infrastructure development and maintenance.

2024 comparative figures for the movement in funds are shown below

Movement in funds	At 1 May 2023	Income	Expenditure	Transfers	At 30 April 2024
	£	£	£	£	£
Restricted funds					
Casework support	4,400	342,674	347,074	-	-
Drop-in centre	-	1,960	1,960	-	-
Outreach service	-	138,631	84,931	(53,700)	-
Core costs	-	31,136	31,136	-	-
140 building fund	229,600	-	5,600	-	224,000
Pause Bristol	112,957	96,082	209,039	-	-
Peony Service	-	500	500	-	-
Fundraising	-	100,000	-	-	100,000
Total restricted funds	346,957	710,983	680,240	(53,700)	324,000
Unrestricted funds					
Designated funds					
Fixed asset fund	120,165	-	-	41,211	161,376
Infrastructure support fund	80,000	-	-	-	80,000
Total designated funds	200,165	-	-	41,211	241,376
Free reserves	687,579	886,941	705,963	12,489	881,046
Total unrestricted funds	887,744	886,941	705,963	53,700	1,122,422
Total funds	1,234,701	1,597,924	1,386,203	-	1,446,422

15 Analysis of net assets between funds

	At 30th April 2025		
	Tangible Fixed assets	Other Net assets	Total
	£	£	£
Restricted funds	218,400	49,400	267,800
	218,400	49,400	267,800
Unrestricted funds			
Oak Foundation fund	-	210,000	210,000
Fixed asset fund	174,286	-	174,286
Infrastructure support fund	-	80,000	80,000
Free reserves	-	994,641	994,641
	174,286	1,284,641	1,458,927
Total funds	392,686	1,334,041	1,726,727

2024 comparative figures for the analysis of net assets between funds are shown below:

	At 30th April 2024		
	Tangible Fixed assets	Other Net assets	Total
	£	£	£
Restricted funds	224,000	100,000	324,000
	224,000	100,000	324,000
Unrestricted funds			
Fixed asset fund	161,376	-	161,376
Infrastructure support fund	-	80,000	80,000
Free reserves	-	881,046	881,046
	161,376	961,046	1,122,422
Total funds	385,376	1,061,046	1,446,422

16 Company limited by guarantee

The charity is a company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £10 each.

Thanks to the following funders who have made a huge difference to the lives of women who street sex work in the last year:

Aquila Family Charitable Trust, Bristol City Council, Dame Violet Wills Charitable Trust, Dame Violet Wills Will Trust, David & Ruth Lewis Family Charitable Trust, David Family Foundation, Desmond Harris Charitable Trust, Eleanor Hamilton Educational Trust, Fortuna Charitable Trust, G F Eyre Charitable Trust, Garfield Weston Foundation, Greyfriars Trust, Harapan Trust, John James Bristol Foundation, Lyons Charitable Trust, Marsh Charitable Trust, Maurice and Hilda Laing Charitable Trust, National Lottery Community Fund, Noel Buxton Trust, Oak Foundation, One Stop Community Partnership, Sir Jules Thorn Charitable Trust, Spielman Charitable Trust, The 29th May 1961 Charity, The Basil Brown Charitable Trust, The Britland Charitable Trust, The Burges Salmon Charitable Trust, The Charles Hayward Foundation, The Emerton-Christie Charity, The Florence Shute Millennium Trust, The Gibbs Charitable Trust, The Henry Smith Charity, The James Tudor Foundation, The Josephine Butler Educational Trust, The Medlock Charitable Trust, The Michael Bishop Foundation, The Nisbet Trust, The Odin Charitable Trust, The Pat Newman Memorial Trust, The Rhododendron Trust, The St Stephen and St James Trust, and The Trelix Charitable Trust

With heartfelt thanks also to all the businesses, social groups, churches and individuals who have so generously supported One25's work this year.

ONE25 LIMITED

England & Wales - Charity number 1062391

Accounts

ONE25 LIMITED

**REPORT AND AUDITED
FINANCIAL STATEMENTS**

30 APRIL 2024

Company Registration Number 3362644
Charity Number 1062391

Contents	Pages
Report of the trustees	2 - 16
Independent auditor's report to the members of One25 Limited	17 - 21
Reference and administrative details of the charity	22
Statement of financial activities	23
Balance sheet	24
Cashflow Statement	25
Notes to the financial statements	26 - 37
Acknowledgements	38

Chair and Chief Executive Officer's introduction

It's been a year of change at One25. Our services reduced with the closure of our drop-in and Peony, followed by the end of Pause Bristol and our involvement in Pause North Somerset & South Gloucestershire. In June, we launched our health hub. Through the year we have refocused our energy and resources to prioritise women involved in street sex work, and our outreach, health hub and casework all support this aim.

Between May 2023 and April 2024, One25 supported 260 women. Of these:

- 104 were connected to the specialist services they need;
- 127 were safer;
- 213 were healthier; and
- 36 exited street sex work.

"One25 gave me a purpose again. At times (all the time) when I have felt I have nobody, someone is always here" - Kayleigh (Mar 2024)

This has been made possible by the hard work and commitment of our staff, volunteers, and amazing supporters. We are so grateful for each and every one.

The need for One25's unique provision for women street sex-working in Bristol continues to grow. Over the last two years, the number of women using our outreach van has increased by a staggering 76% (up from 94 women in 2021-22 to 165 in 2023-24). We are thankful to continue to be able to meet women in this dark and dangerous place.

We are encouraged to have seen more women exit street sex work this year (up 24%), although sadly we have also seen an increase in the number of women returning to the streets. It is vital that we continue to meet women where they are, listen to what they need and shape support in response.

This year we have developed a 3-year strategic plan outlining our ambitions to deliver the best quality services, build our financial sustainability, empower our teams and improve wider systems.

We have also redefined our values this year. They are:

- Compassion – we care;
- Justice – we fight for change; and
- Learning – we grow together.

One25 only exists because of the passion, commitment and support from all in our community. Thank you for continuing to stand with us.

Rachel Clark
Chair of Trustees

Jennifer Riley
CEO

Aims and objectives

Purposes

One25's purposes, as set out in the objects contained in the company's articles of association, are:

'To promote social inclusion for the public benefit by preventing people, particularly women in the Bristol area who are, may become or have been engaged in the sex industry from becoming socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society'.

Vision: A world where all women are safe, feel loved and thrive.

Mission: To meet women who street sex work where they are, supporting them to move from crisis and trauma towards independence in the community.

Ensuring One25's work delivers our aims

One25 refers to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning future activities. The funding pressures of the last year led to a reduction of One25's services and this has enabled a moment of re-setting. We are now more tightly focused on our remit to support women involved in street sex work in Bristol.

In consultation with staff, volunteers, the Board, and the women we have developed a strategic plan for 2024-27. This outlines four outcome areas: service delivery; financial sustainability; team experience; and impact and influence. In addition, we recognise two enabling threads which run throughout our strategy. These are: equality, diversity and inclusion; and communications.

The Senior Management Team, together with the Finance Manager, review and develop operational and strategic plans in monthly meetings and planning days and work to a business plan which has been approved by the Board. Progress updates are shared quarterly with Trustee sub committees with specified areas of focus. New areas of work are considered in line with our strategic aims and our mission to support street sex-working women in Bristol.

Strategic goals

Our new strategic plan aims are to:

1. Provide quality services and develop partnerships to meet the women's needs;
2. Grow and diversify our income to secure our service delivery;
3. Empower our people to deliver their best work; and
4. Influence the wider system to better meet the needs of women who street sex work.

Plans for the future

Our strategic plan outlines milestones for the next three years to achieve our ambitious aims.

In response to the increased numbers of women using our outreach van, we want to strengthen this resource. We will digitise record keeping to improve efficiency. We also plan to improve the recruitment and support of volunteers to ensure that we have confident van teams who are retained and upskilled through training offers and peer support.

The One25 health hub has provided continued access to healthcare without the need to make an appointment, with care offered in a place where women feel safe and free from stigmatisation. We have seen an increase in women seeing the GP. In the coming year we want to listen to women's views and further develop the service to meet their needs. We know that the women face health inequalities and part of this is around barriers to them accessing routine screenings that can prevent serious illness (e.g. cervical screening). We are working creatively with BrisDoc to offer flexible, choice-based access to health screening. For example, we will be introducing a 'health menu' which will raise awareness of the support that women can receive and encourage access to preventative care interventions. It's not just about accessing the healthcare, it's also about understanding why women may not want to, and responding to this.

We will also continue to increase the flow of women from outreach to health hub and casework to ensure that women who are street sex-working get rapid, high quality holistic support.

In the last year, we've taken positive steps towards increasing equality, diversity and inclusion at One25. We have redeveloped our Equality and Diversity policy to establish a clearer framework for organisational development. We have explored the needs of our stakeholder groups and we are now setting up a neurodiversity working group in response to staff feedback. We also want to diversify our supporter base and are exploring ways to progress

this. We've embedded a more strategic approach to digital, following development of One25's first ever digital strategy. We plan to build on all of these areas in the coming year.

We've continued to prioritise listening to service users and sharing information with them to seek their views and suggestions. This engagement has been achieved through day-to-day interactions as well as through an annual consultation and service user forums. In the coming year, hosting of the established Bridging Gaps group will be brought in-house to One25. This is an exciting opportunity to hear more from women with lived experience and ensure that they can input into all aspects of One25. Women are 'paid' for their participation as experts, and we'll also be offering support to understand what each woman wants to learn and develop from being a member of the group.

We plan to work smarter and build both efficiencies and new ways of working with partners to enable us to do more with less.

How our activities deliver public benefit

The trustees have given due consideration to Charity Commission published guidance on public benefit.

All our charitable activities focus on the prevention or relief of poverty by working with highly marginalised women. Covid exacerbated women's needs, and the rising cost of living has only made things worse. The women One25 work with face multiple and severe disadvantages. The challenges for women who use our street sex work services include poverty (100%), domestic or sexual violence (98%) and addiction to drugs and/or alcohol (98%). In addition, 94% have chronic mental ill health, 89% have chronic physical ill health, 72% are or have been recently homeless and many have disclosed childhood abuse (54%).

Equal access to our services is important to us and we do our best to monitor those accessing the services according to the nine protected characteristics. We are now introducing new monitoring around neurodiversity and care leavers. This will help us to build a clearer picture of the needs of the women we're working with and how we may need to tailor support. In the coming year, we will launch a new electric van (funded by Bristol City Council's Resilience Fund) which will greatly improve both reliability of the service and accessibility for women, e.g. there is lower lighting to cater for neurodiverse needs and we are currently exploring options for handrails and a ramp to improve physical access. All our services are provided free to service users.

The impact of our work goes far beyond those we help directly. It includes reducing distress to families and friends of our service users, as well as residents living in areas where street sex-working occurs. We influence priorities of commissioners and policymakers and share

learning through open mornings and affiliation with national networks including Beyond the Streets and Agenda Alliance. We promote best practice through specialist training delivered to various partners and placements for trainee social workers. We promote the women's voices at local and national level in academic research, statutory consultations and through the media and other communication networks.

Last year, 260 women benefitted from One25's services. Of these:

- 104 were connected to specialist services to get the help they needed;
- 127 women were safer;
 - 33 used victim services;
- 213 women were supported with health and wellbeing needs;
 - 56 engaged with the GP at health hub;
- 125 women were supported around addiction and treatment;
 - 99 engaged in preparation for drug treatment;
 - 40 engaged in drug or alcohol treatment;
- 38 women received support for criminal justice issues;
 - 18 were referred to an external criminal justice agency;
- 168 women received advice and support around housing and finance;
 - 40 were supported to prevent homelessness and 91 have been in safe accommodation;
- 37 women were supported around family and parenting;
 - 5 were supported around maternity; 5 received parenting support; and 34 were supported around wider family relationships;
- 23 women have developed life skills and independence; and
 - 20 took part in creative, skills and recreation activities at One25.

Overview of impact in relation to street sex work for 2023-24:

- 25 women were supported to prevent them entering street sex work;
- 44 abstained from street sex work for a period of three months;
- 36 women exited street sex work for a period of six months or more; and
- 25 women maintained their exit from street sex work for a period of 12 months or more.

We have seen a similar number of women entering street sex work this year (7 compared with 5 in 2022-23). We have seen more women abstaining (44 compared with 36 in 2022-23).

We have seen more women exiting street sex work (36 compared with 29 in 2022-23), although we have seen a small rise in women returning to the streets after exit (13 compared with 9 in 2022-23).

Noticeably, we have worked with fewer women who have maintained their exit for 12 months or more (25 compared with 47 in 2022-23). This is primarily owing to a shift in our focus as, with reduced resource, we have worked to prioritise women who are street sex-working and are signposting women who have maintained exit on to other support. This does not seem to be having a detrimental impact as the proportion of women who have maintained exit and then returned to street sex work has stayed level from last year to this year (at 32%). Of those who do return, we often see that this is only for a short period before then exiting street sex work again. We will continue to monitor this in the coming year to ensure that we are providing the best support for women.

Outreach

We have seen more women street sex-working over the last year. 165 women used the van outreach service a total of 1,829 times (average 6.7 women per shift). The number of visits is up 12% on the previous year. Increased use of this service indicates that the challenges that women face are increasingly severe, and that the compounding factors of emerging from a pandemic (including poor mental health), as well as the rising cost of living are making things increasingly difficult for these marginalised women.

Health hub

Health hub was launched in partnership with BrisDoc in June 2023. Before this, we ran a drop-in service which sadly had to close owing to financial pressures. The data here therefore includes one month of outcomes from drop-in and eleven months from health hub. We are extremely grateful to have launched the health hub and have seen it have a positive impact in increasing take up of health services at our centre. The increased focus on health and closer partnership with BrisDoc has enabled us to be much more intentional about delivering health interventions and we continue to learn more about the health inequalities that they experience as a result.

82 women used health hub this year. This was 20% less than used drop-in the previous year (103 in 2022-23) and the number of visits reduced by 27% to 839. However, health hub is only open three afternoons a week instead of drop-in's four and so the average per session stayed stable (average 5.1 women per session compared with 5.4 in 2022-23). The number of women seeing the GP is up 12% and the number of contacts with the GP is up 83%. We hope to build on this in the coming year.

Casework

Caseworkers have provided personalised one-to-one support for 134 women. During the year, One25's casework team included these specialist areas of expertise: drug treatment, housing and finance, mental health services, domestic and sexual violence, criminal justice system and multiple disadvantages.

We have adapted our approach to focus resources on working with women in most need, seeking to close cases where appropriate. This has led to a better understanding of endings and how to role model this in our work with women. We've also improved our incident reporting processes and safeguarding monitoring to better understand and respond to risk. In the coming year, we will be launching a new case management system to improve efficiency and usability for the team.

Peony

Peony was One25's holistic wellbeing service for women in recovery to overcome trauma, build resilience and learn life skills to thrive in the community. Peony was for women facing multiple disadvantages (i.e. at least three of: domestic and sexual violence, removal of children, addiction, homelessness, offending, mental health issues and street sex work). Peony provided a programme of therapeutic and meaningful activities, specialised group work and one-to-one support. 20 women were helped through Peony this year before the service closed in May 2023.

Pause

In 2017 we opened Pause Bristol. Thanks to the success of this, in March 2022 we also started a pilot programme for Pause North Somerset & South Gloucestershire.

Pause is part of a national programme offering support to women who have had two or more children permanently removed from their care. The Pause programme is closely aligned with One25's values and approach to working with marginalised women. Working with women over 18 months, it gives women the chance to pause and take control of their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as significant cost to the taxpayer.

Pause practitioners work intensively with women, providing tailored support to help them tackle destructive patterns, develop new skills, and avoid further trauma. This helps women develop strong foundations on which they can build a more positive future for themselves. During 2023-24 we worked with 39 women across the two programmes.

Unfortunately, we were unable to continue hosting Pause owing to financial constraints. Pause Bristol ended in August 2023 owing to a lack of statutory funding. Pause North Somerset & South Gloucestershire was taken on by Pause National from August 2023 as it was no longer viable for One25 to deliver.

Fundraising approach

One25's fundraising approach is to build a diverse range of income sources and ensure that we are not overly reliant on any one funder. We balance risk (blending low risk, low return

activities with higher risk, higher return initiatives) to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy which aims to bring people closer to the women so that they are inspired to act and support our work.

One25 fundraises in line with the Code of Fundraising Practice. We continue to be registered with the Fundraising Regulator, the independent body that regulates charitable fundraising in the UK.

We are committed to fundraising ethically and take all reasonable steps to treat each donor fairly. This includes considering the needs of any potential donor who may be in a vulnerable circumstance or require additional care and support to make an informed decision. We do not exploit the credulity, lack of knowledge, apparent need for care and support or vulnerable circumstance of any donor at any point in time. We have not received any complaints about One25's fundraising activity.

This year, we have worked to embed our income generation strategy. This seeks to build on our fundraising success to date by expanding and developing our fundraising team and investing in both grants and donations. This will increase our financial sustainability and help to develop a more diverse funding portfolio. New activities this year included increasing grant applications, hosting a comedy night and implementing a small-scale trial of face-to-face fundraising to recruit new regular donors. We were successful in securing grant income of £68k to purchase and fit out our new electric van. The remainder of our fundraised income has grown by 21% compared to prior year. This includes a £100k grant awarded in 2023/24 but which is designated for 2024/25). We are confident that we can build on this strong foundation over the coming year.

Financial review

During 2023/24, we needed to make some difficult decisions and take decisive action to stabilise One25's financial position and ensure that its finances would be placed on a more sustainable footing moving forwards. The reduction of services reduced our expenditure, whilst the investment in our fundraising capability has created a solid platform to grow our fundraised income over the coming years.

We ended the year with a financial surplus of £211,721, which reflected a significant improvement from our prior year performance. Note that £100k of this surplus relates to a one-off grant which was awarded during 2023/24 but is designated for 2024/25. At year end, our free reserves totalled £881,046 after transfers into and out of designated funds, which was in line with our 2023/24 budget.

Our improved financial position gives us confidence that our action has effectively stabilised One25, ensuring that we can continue to support women who street sex work in Bristol into the future. However, due to further reductions in commissioned income this year, our reliance on fundraised income is growing. In 2024/25, we anticipate needing to secure 83% of our income from fundraising. Whilst our investment in fundraising has created a strong foundation for us to grow our fundraised income, we continue to be mindful of the importance of each donation in enabling us to deliver our key services to women in Bristol.

Investment policy

One25 seeks to maintain the capital value of its assets, maintain liquidity and produce the best financial return within an acceptable level of risk, whilst acting in accordance with its ethical standards. One25 needs cash to support its day-to-day operations but will also hold cash and investments as a result of building free reserves, which may be used to develop new projects or services. The organisation's investment policy needs to remain aligned with its policy on free reserves, such that funds must be available to manage liquidity pressures when required.

The organisation's policy is as follows:

- At least 3 months of expenditure must be held as cash in instant access accounts;
- The balance up to the amount specified by the Board as the current target free reserves amount can be held in accounts or investments where a maximum of 95 days' notice is required; and
- Any amounts above the agreed free reserves target amount can be held in accounts or investments where notice of up to 13 months is required.

All cash balances will be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority, with the aim of maximising interest income. Cash deposits should be split so that no one institution holds all of One25's total cash balance, and consideration will be given to maintaining balances with different providers below the FSCS compensation level.

The Board will approve any non-cash investment activity (e.g. stocks and shares etc.) taking into account the proposed risk and potential rewards, proposed level of investment and the current financial position of the charity. The Finance Manager will monitor the cash and investments position and actual and projected cash flow and report to the Finance, Audit, Risk and Governance sub-committee and to the board.

Reserves policy

The board of trustees has given consideration to appropriate levels of reserves retained for safe financial management. Its view is that One25 should hold between at least 3 and 9

months of total budgeted expenditure as a free reserve (for 2024-25 the total budgeted expenditure is £1,320,800), depending on the current position of the charity including the amount and certainty of actual and projected grant funding.

During each financial year, the board will agree a more specific target within the overall range for free reserves at the forthcoming year end. This target will take account of the current performance and outlook of the organisation, including the current funding position, the position and attitude of current and potential funders and any specific requirements for funding existing and new services.

Reserves are required for the following reasons:

- As employers we have an obligation to maintain sufficient income to pay our staff;
- One25's income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding;
- Healthy reserves are necessary for One25 to flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

We exited the year with free reserves of £881,046 which is equivalent to 8 months' budgeted expenditure. This level sits well within our reserves policy, giving us confidence that One25 will be able to continue to support women who street sex work in Bristol over the next 12 months.

Structure, management and governance

We have implemented actions from the risk management review. We will be conducting fresh reviews and a safeguarding audit this year. We undertook a new approach to recruiting trustees, using advertising with specific areas of expertise being sought. This resulted in 6 new trustees and a new Chair to our board. We have improved our risk register to assess which organisational risks are within or outside of our risk appetite.

Governing document

One25 is a private company limited by guarantee and also a charity registered with the Charity Commission. The organisation is governed by its Articles of Association dated 30 April 1997, which were amended 15 October 2001, 18 October 2004, 24 October 2005, 30 October 2010, 21 January 2019 and 4 March 2024.

Recruitment and appointment of trustee board

On 30 April 2024 the trustee board consisted of thirteen trustees. We recruit trustees as required being mindful of the skills needed to support across the organisation. A minority proportion of the trustees have current practical involvement in the work of the charity and

others are recruited because of their relevant professional skills. A nominations committee continues to support the Chair in the effective recruitment of trustees. Members of this committee interview with the Chair for potential trustees and the CEO is also involved in the process. Appointment recommendations are then put to the board for approval. Their period of tenure is for three years, after which they may stand for re-election for two further terms before being required to stand down.

Trustee induction and training

Trustee induction consists of a further meeting with the Chair, including a tour of the premises and introductions to any staff present, plus an information package including the Articles of Association, Annual Report and Accounts and Charity Commission booklets describing the responsibilities of the trustee role, as well as internal information about the charity. New trustees attend staff team meetings to get a deeper insight into One25's activities. Female trustees also shadow frontline shifts on night outreach and in the health hub. This has worked well, and we plan to continue this moving forwards. We also provide regular bulletins to the board to keep them updated. New trustees are also offered a session with the Finance Manager to ensure they understand the format of our accounts and can visit or shadow internal meetings and some external meetings, where appropriate, in line with the interests of the new trustee. Information on governance training opportunities is circulated periodically to all trustees.

Staff structure and remuneration

The team (at end of April 2024) consisted of 32 members of staff. The CEO assesses all new job roles against One25's salary bands and salaries are set accordingly. The CEO and Senior Management team's remuneration is assessed and reviewed by the board.

Volunteer support

Over the course of the year, an amazing team of 165 volunteers have supported One25 by giving around 2,800 hours of support. Outreach, drop-in, health hub and Peony could not have run without them, and we also greatly value the support of those who come into the offices to help with admin tasks and housekeeping duties like clothes sorting and restocking the van.

Volunteer numbers are lower than previous years owing to the changes in services. We also had a change in Volunteer Manager and so it took time for them to be inducted into role before we could move forwards with more recruitment. We have now developed a specialist team leader pathway so that we can recruit and train specifically for this role rather than relying on recruitment from our current volunteers. We expect to see the impact of this as the new year unfolds.

In the last year we recruited 18 new volunteers and held 3 inductions. We have continued to deliver a rolling programme of training. Topics covered included professional boundaries, self-harm and suicide awareness, and safeguarding. Our specialist caseworkers have also provided training sessions on their areas of expertise and how this benefits the women, as well as providing further information on the partners that each caseworker works with. We ensure that all volunteers are fully supported and supervised.

Risk management

The senior management team reviews the risks to which the charity is exposed bimonthly and records these in a risk register, along with systems and procedures put in place to mitigate the risks. This risk register is shared and discussed with the board and the sub committees.

Significant risks

The trustees have identified that the most significant risks to the organisation at the time of writing this report are:

1. The risk to the financial sustainability of One25 in the coming year and beyond. Sustaining One25's current work requires some income growth. We have a robust income generation strategy in place and have recruited the staff needed to deliver this. We continue to strive for a diverse funding mix, although we recognise that grants are likely to continue to account for most of our income. Our flexible approach will balance risk and generate an optimal mix of unrestricted and restricted income. We are also mindful of the need to sustain existing commissioned income and secure new business. We are working hard to build stronger partnerships and develop our evidence base to meet strategic aims of statutory partners.
2. The risk of ineffective performance of our client database. We are mitigating this by moving to a new system which will better meet our needs both operationally and in terms of impact reporting.
3. The risk of insufficient resource for frontline and central services to be able to deliver effective support. Following the restructure last year, our resource has reduced and is feeling stretched. We are working hard to develop efficiencies and prioritise support to ensure staff wellbeing. Our strategic plan prioritises increasing resource in this area with additional volunteer administration support in place and we are expediting plans to increase volunteer team leaders and drivers for the van to support these services.

Organisational structure

One25's trustees meet regularly as a board (at least four times a year). In addition, there is at least one trustee away day and an additional away day with the staff and trustees together.

These away days allow time for fuller discussion of strategic development or other important issues, as the need arises. Trustees are expected to be part of at least one of the two sub committees (the Finance, Audit, Risk and Governance Committee or the Services and Operations Committee). Committees focus on specialist issues relating to their subject and take responsibility for relevant risks. The chair of each committee will make recommendations for strategic decisions to the board. The CEO and other senior staff members submit written reports and attend all board meetings. Decisions are made through voting by trustees only, with due regard to the constitutional requirement for a quorum. Once the board has agreed the overall strategic priorities, delivery of the business plan and operational decisions are delegated to the CEO. The CEO is held to account for progress towards the plan through regular reports to the board and through one-to-one meetings with the Chair, where the CEO's objectives are set and reviewed. The Chair conducts an annual appraisal with the CEO, and a summary of the appraisal is shared with the board.

Partnership working

Working in partnership is essential to the success of our work and we collaborate with over 60 statutory, commercial and voluntary organisations to ensure that women can get the help that they need.

We seek active partnerships to deliver contracts across the sector. We have existing contracts with St Mungo's (Assertive Contact and Engagement Service), Second Step (Changing Futures), ARA (Specialist Housing Service) and Bristol City Council (ROADS Specialist Recovery Caseworker). We also have good links with Bristol City Council Commissioners. We work closely with BrisDoc to deliver our health hub. Another key long-term partnership is with Avon & Somerset Police, and this is widely recognised as a best practice example of connecting vulnerable people with the Police.

We continue to input into around 30 local strategy groups to raise awareness of women's needs and advocate for better support for them. This year, our CEO has co-chaired a group to focus on women's homelessness and rough sleeping, which reports into the Bristol Reducing Rough Sleeping Partnership Group. One of the main aims of the group is a women's homelessness census. This will be similar to a nightly street count but will involve in-depth surveys to understand how many women face homelessness in its different forms (from rough sleeping to temporary accommodation, to living with a friend or a coercive partner). As women facing homelessness have such unique experiences, this work is hugely important to ensure each woman is receiving the best support. Our CEO is also currently involved in reviewing and updating Bristol City Council's Homelessness and Rough Sleeping Strategy 2025-2030.

One25 cultivates relationships nationwide so we can introduce new ways of working into Bristol, such as Pause, and welcomes shadowing from partners across the UK.

We are particularly involved in work around domestic abuse, sexual violence, and women's safety. Our CEO sits on the Multi-Agency Domestic Abuse and Sexual Violence Delivery Group, the Domestic Homicide Review panel (to decide collectively if there should be a review into a death related to domestic abuse) and Safeguarding Adults Review panel (to decide collectively if there should be a review into a death or a case of serious harm). We have also been involved in developing the Keeping Bristol Safe Partnership's domestic abuse and sexual violence strategy. We also convene the monthly Bristol Sexual Violence Forum, which continues to bring 14 agencies together to help catch our city's most vulnerable from falling through the cracks of service provision.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 charity and of the income and expenditure of the charity 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 Charities Statement of Recommended Practice;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the One25 trustees on 12 September 2024 and signed on its behalf by:

P. Douglas

Patricia Douglas
Company Secretary

Rachel Clark

Rachel Clark
Chair of Trustees

Independent auditor's report to the members of One25 Limited

Opinion

We have audited the financial statements of One25 Limited (the 'charity') for the year ended 30 April 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and the related 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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 there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept 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 prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of the trustees

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

In preparing the financial statements, the trustees are responsible for assessing the charity'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 charity 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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 auditor's report.

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2024

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Date: 12 September 2024

Alison Godfrey

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 03362644, and has charitable status, Reg. No. 1062391.

Principal address and registered office

The Grosvenor Centre, 138a Grosvenor Road, St. Pauls, Bristol, BS2 8YA.

Trustees

The trustees (who are directors for the purposes of company law) who served during the year and since the year end were as follows:

M Bentley (Treasurer)	L Martin (appointed 04/12/23)
K Black	F Parfitt
A Blaize (appointed 04/12/23)	E Remes (appointed 10/06/24)
R Clark (Chair; appointed 04/03/24)	M Richardson (Chair; retired 04/03/24)
Z Davies (appointed 04/12/23)	S Rixon (appointed 04/12/23)
R Dunn	M Russell
C Edgar (Vice Chair; retired 21/03/24)	K Sloggett (retired 14/06/24)
J Goozee (appointed 04/12/23)	C Stanaway (retired 10/11/23)
S MacPherson (appointed 04/12/23)	H Styles (retired 05/02/24)

Secretary

P Douglas

Auditors

Godfrey Wilson Limited, 5th Floor, Mariner House, 62 Prince Street, Bristol, BS1 4QD.

Bankers

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham B1 2BR.
Triodos Bank, Deanery Road, Bristol BS1 5AS.

Staff Management Team

Chief Executive Officer:	J Riley
Senior Managers:	R Collins-White, A Sutcliffe, J Thurston

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Income from:					
Donations	3	333,246	43,032	376,278	292,483
Charitable activities					
Grants	4	510,200	310,208	820,408	638,923
Income received for commissioned services	5	-	357,743	357,743	728,074
Other trading activities					
Fundraising events		31,512	-	31,512	33,048
Investments					
Bank interest		9,564	-	9,564	5,616
Other income		2,419	-	2,419	208
Total income		886,941	710,983	1,597,924	1,698,352
Expenditure on:					
Raising funds	6	313,426	-	313,426	203,991
Charitable activities	7	392,537	680,240	1,072,777	1,718,650
Total expenditure		705,963	680,240	1,386,203	1,922,641
Net income	8	180,978	30,743	211,721	(224,289)
Transfers between funds	14	53,700	(53,700)	-	-
Net movement in funds		234,678	(22,957)	211,721	(224,289)
Total funds at 1 May		887,744	346,957	1,234,701	1,458,990
Total funds at 30 April		1,122,422	324,000	1,446,422	1,234,701

Fund comparatives are shown in Note 2

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 26 to 37 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****YEAR ENDED 30 APRIL 2024****COMPANY NO. 3362644**

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	11	385,376	349,765
Current assets			
Debtors	12	187,490	121,226
Current Asset Investments		446,094	443,908
Cash at bank		518,410	588,211
		<u>1,151,994</u>	<u>1,153,345</u>
Creditors: amounts falling due within one year	13	(90,948)	(268,409)
Net current assets		<u>1,061,046</u>	<u>884,936</u>
Net assets	15	<u><u>1,446,422</u></u>	<u><u>1,234,701</u></u>
Funds			
General Funds	14	881,046	687,579
Designated Funds	14	241,376	200,165
Unrestricted funds	14	<u>1,122,422</u>	<u>887,744</u>
Restricted funds	14	<u>324,000</u>	<u>346,957</u>
		<u><u>1,446,422</u></u>	<u><u>1,234,701</u></u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on 12 September 2024 and are signed on their behalf by:

Rachel Clark

Rachel Clark
Chair of Trustees

The notes on pages 26 to 37 form part of these financial statements

ONE25 LIMITED

CASHFLOW STATEMENT

YEAR ENDED 30 APRIL 2024

	2024	2023
STATEMENT OF CASHFLOWS	£	£
Cash flows from operating activities:	(23,479)	(145,273)
Cash flows from investing activities:		
Dividends, interest and rents from investments	9,564	5,616
Purchase of property, plant and equipment	(53,700)	(1,066)
Net cash provided by (used in) investing activities	(44,136)	4,550
Change in cash and cash equivalents in the reporting period	(67,615)	(140,723)
Cash and cash equivalents at the beginning of the reporting period	1,032,119	1,172,842
Cash and cash equivalents at the end of the reporting period	964,504	1,032,119

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2024	2023
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	211,721	(224,289)
Adjustments for:		
Depreciation charges	18,089	18,089
Dividends, interest and rents from investments	(9,564)	(5,616)
(Increase)/decrease in debtors	(66,264)	(70,296)
(Decrease)/increase in creditors	(177,461)	136,839
Net cash provided by (used in) operating activities	(23,479)	(145,273)
Analysis of cash and cash equivalents	2024	2023
	£	£
Current Asset Investments	446,094	443,908
Cash at bank	518,410	588,211
Cash and cash equivalents at the end of the reporting period	964,504	1,032,119

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 26 to 37 form part of these financial statements

1 Accounting policies

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard 102 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The accounts have been prepared on the assumption that the charity is able to continue as a going concern. The trustees have considered the impact of this issue on the charity's current and future financial position. As the charity holds unrestricted general reserves of £881,046 a cash balance of £964,504 and has already secured significant funding in 24/25, the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.
- b) The charity is a public benefit entity.
- c) Income from donations is included in income when it is receivable, except as follows:
- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is held in a designated reserve until those periods;
 - II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- d) For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- e) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- f) 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.
- g) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- h) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Donated facilities are included at the value to the charity where this can be quantified and a third party bearing the cost. No amounts are included in the financial statements for services donated by volunteers.
- i) Costs of generating funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, i.e. attracting grants and donations, fundraising activities and events.
- j) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- k) Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. Support and governance costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff numbers or usage of floor area (for premises costs).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

1 Accounting policies (continued)

- l) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

Freehold Property	2% per annum on a straight line basis
Equipment	25% per annum on a straight line basis
Furniture and fittings	25% per annum on a straight line basis
Motor vehicles	25% per annum on a straight line basis

Repairs and maintenance to One25 premises are only capitalised if they are additions or improvements; fixed assets under £1,000 are written off in the year of acquisition.

- m) Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- n) Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.
- o) Cash and cash equivalents comprise cash in hand, call deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.
- p) Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- q) The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- r) The charity has arranged a defined contribution scheme for its staff. Pension costs charged in the SOFA represent the contributions payable by the charity in the period.
- s) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- t) 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 raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.
- u) Accounting estimates and key judgements
In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on 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.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1 l) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2023 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Income from:			
Donations	199,360	93,123	292,483
Charitable activities			
Grants	484,300	154,623	638,923
Income received for commissioned services	-	728,074	728,074
Other trading activities			
Fundraising events	33,048	-	33,048
Investments			
Bank interest	5,616	-	5,616
Other income	208	-	208
Total income	722,532	975,820	1,698,352
Expenditure on:			
Raising funds	203,991	-	203,991
Charitable activities	752,065	966,585	1,718,650
Total expenditure	956,056	966,585	1,922,641
Net income	(233,524)	9,235	(224,289)
Transfers between funds	-	-	-
Net movement in funds	(233,524)	9,235	(224,289)
Total funds at 1 May	1,121,268	337,722	1,458,990
Total funds at 30 April	887,744	346,957	1,234,701

3 Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Regular donations	78,995	2,165	81,160
Other donations and legacies	219,153	19,115	238,268
Donated goods and services	2,838	21,752	24,590
Community Fundraising	32,260	-	32,260
	333,246	43,032	376,278

Donations include £770 donated by One25 Trustees and / or related parties (2023: £1,340).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

3 Donations and legacies (continued)

2023 comparative figures for donations are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Regular donations	91,696	240	91,936
Other donations and legacies	75,098	75,760	150,858
Donated goods and services	11,410	13,436	24,846
Community Fundraising	21,156	3,687	24,843
	199,360	93,123	292,483

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Casework support			
National Lottery Community Fund	-	50,000	50,000
Grants less than £10,000	-	4,346	4,346
Drop-in centre			
Grants less than £10,000	-	1,900	1,900
Outreach service			
Bristol City Council	-	68,462	68,462
Charles Hayward Foundation	-	25,000	25,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	23,000	23,000
Core support			
Nisbet Trust	-	20,000	20,000
Grants less than £10,000	-	7,500	7,500
Fundraising			
Community of St John the Baptist		100,000	100,000
Unrestricted Grants			
Batchworth Trust	20,000	-	20,000
Aquila Family Foundation	40,000	-	40,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
Forrester Family Trust	20,000	-	20,000
Henry Smith Charity	60,000	-	60,000
John James Bristol Foundation	16,000	-	16,000
Michael Bishop Foundation	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Oak Foundation	200,000	-	200,000
Odin Charitable Trust	10,000	-	10,000
Roy Proctor Foundation	20,000	-	20,000
Southampton Hospitals Charity	10,000	-	10,000
Grants less than £10,000	64,200	-	64,200
	510,200	310,208	820,408

The charitable company receives government funding as grants and commissioned income to fund charitable activities; government funding being defined as funding from the National Lottery Community Fund and Bristol City Council. The total value of such income in the period ending 30 April 2024 was £383,357 (2023: £693,067). There are no unfulfilled conditions or contingencies attaching to this income in 2023/24.

4 Grants from trusts and foundations (continued)

2023 comparative figures for grants are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Casework support			
Grants less than £10,000	-	11,223	11,223
Drop-in centre			
Grants less than £10,000	-	7,900	7,900
Outreach service			
Grants less than £10,000	-	11,000	11,000
Core support			
The Joseph Rank Trust	-	15,000	15,000
Peony service			
National Lottery Community Fund	-	50,000	50,000
The Rayne Foundation	-	20,000	20,000
Nisbet Trust	-	20,000	20,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	6,500	6,500
Pause			
Grants less than £10,000	-	3,000	3,000
Unrestricted Grants			
Oak Foundation	200,000	-	200,000
Henry Smith Charity	60,000	-	60,000
Garfield Weston Foundation	50,000	-	50,000
Esmee Fairbairn Foundation	44,000	-	44,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
John James Bristol Foundation	15,000	-	15,000
AVA Against Violence and Abuse	11,000	-	11,000
Leathersellers	10,000	-	10,000
Anonymous	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Other grants less than £10,000	44,300	-	44,300
	<u>484,300</u>	<u>154,623</u>	<u>638,923</u>

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Casework Support			
ARA	-	26,700	26,700
Bristol City Council	-	169,282	169,282
St Mungo's	-	36,654	36,654
Second Step	-	26,466	26,466
Peony			
University Of Bristol	-	20	20
Pause			
Bristol City Council	-	95,612	95,612
Core			
University Of Bristol	-	3,009	3,009
	<u>-</u>	<u>357,743</u>	<u>357,743</u>

5 Commissioned Services (continued)

2023 comparative figures for commissioned income are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Casework Support			
Bristol City Council	-	92,496	92,496
St Mungo's	-	42,000	42,000
Second Step	-	43,007	43,007
Peony			
Bristol City Council	-	50,000	50,000
Pause			
Bristol City Council	-	500,571	500,571
	-	728,074	728,074

6 Raising funds

	Salaries £	Direct Costs £	Support Costs £	Total 2024 £
Raising funds	213,359	38,505	61,562	313,426

	Salaries £	Other Support Costs £	Total 2024 £
Support costs			
Raising funds	42,587	18,975	61,562

2023 comparative figures raising funds and support costs are shown below.

	Salaries £	Direct Costs £	Support Costs £	Total 2023 £
Raising funds				
Raising funds	141,383	30,483	32,125	203,991

	Salaries £	Other Support Costs £	Total 2023 £
Support costs			
Raising funds	24,470	7,655	32,125

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

7 Charitable activities	Salaries	Direct Costs	Support Costs	Total 2024
	£	£	£	£
Casework support	302,451	73,916	122,604	498,971
Drop-in centre	10,982	14,332	6,905	32,219
Health Hub	23,113	33,949	45,228	102,290
Outreach service	67,706	45,559	82,330	195,595
Pause Bristol	110,513	52,298	47,829	210,640
Peony	13,412	8,132	11,518	33,062
	<u>528,177</u>	<u>228,186</u>	<u>316,414</u>	<u>1,072,777</u>

Support costs	Salaries	Other Support Costs	Total 2024
	£	£	£
Casework support	87,989	34,615	122,604
Drop-in centre	4,956	1,949	6,905
Health Hub	32,459	12,769	45,228
Outreach service	59,086	23,244	82,330
Pause Bristol	34,326	13,503	47,829
Peony	8,266	3,252	11,518
	<u>227,082</u>	<u>89,332</u>	<u>316,414</u>

Included in other support costs are governance costs of £11,310 (2023: £10,878).

2023 comparative figures charitable activities and support costs are shown below.

Charitable activities	Salaries	Direct Costs	Support Costs	Total 2023
	£	£	£	£
Casework support	350,857	53,612	114,004	518,473
Drop-in centre	136,633	54,411	69,091	260,135
Outreach service	61,942	28,774	51,834	142,550
Pause Bristol	296,361	128,360	68,415	493,136
Peony	173,188	66,899	64,269	304,356
	<u>1,018,981</u>	<u>332,056</u>	<u>367,613</u>	<u>1,718,650</u>

Support costs	Salaries	Other Support Costs	Total 2023
	£	£	£
Casework support	89,680	24,324	114,004
Drop-in centre	54,350	14,741	69,091
Outreach service	40,775	11,059	51,834
Pause Bristol	53,818	14,597	68,415
Peony	50,557	13,712	64,269
	<u>289,180</u>	<u>78,433</u>	<u>367,613</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

8 Net income**This is stated after charging:**

	2024	2023
	£	£
Depreciation	18,089	18,089
Auditors' remuneration (excluding VAT)	6,100	5,800
Trustees' reimbursed expenses	196	53

9 Staff costs and numbers

	2024	2023
	£	£
The aggregate payroll costs were:		
Wages and salaries	906,210	1,315,300
Social security costs	81,864	122,135
Pension contributions	23,131	36,579
	1,011,205	1,474,014

Included in salaries and wages are redundancy and termination costs totalling £9,620 (2023: £26,977), comprising solely statutory redundancy payments. Redundancy and termination costs have been funded from unrestricted general funds (note 14).

The Senior Management Team is made up of the following positions within the organisation:

Chief Executive Officer
 Operations Manager
 Fundraising & Communications Manager
 Organisational Support Manager

The total remuneration, benefits and pensions paid to the SMT in the year was £194,525 (2023: £195,547).

No members of staff received more than £60,000 remuneration this year or last year.

The average number of employees during the year in total and calculated on the basis of full time equivalents, was as follows:

	2024	2023	2024	2023
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	7	7	6.2	5.9
Caseworkers	10	12	9.1	10.0
Fundraising	7	4	6.1	4.0
Communications	2	2	2.4	2.1
Drop-in	-	5	0.3	4.0
Outreach	3	3	1.7	2.3
Pause BNSSG	3	9	2.7	8.4
Peony	-	6	0.4	5.3
	32	48	28.9	42.0

Over the year the staff team has been supported by 165 volunteers. 124 Outreach, 20 between Drop In and Health Hub, 7 administrative, 14 trustees (excludes 3 trustees who were also van volunteers). Total hours support was 2,853.5 (2,696 + 147.5 of trustees support).

None of the trustees have received remuneration or other benefits.

In 2024, 3 Trustees claimed travel expenses totalling £196 (2023: 1 Trustee claimed travel expenses totalling £53).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

10 Taxation

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

11 Tangible fixed assets

	Freehold Property	Equipment	Furniture and Fittings	Motor Vehicles	Total 2024
	£	£	£	£	£
Cost					
At 1 May 2023	434,665	34,997	8,338	19,500	497,500
Additions	-	-	-	53,700	53,700
Disposals	-	-	-	-	-
At 30 April 2024	<u>434,665</u>	<u>34,997</u>	<u>8,338</u>	<u>73,200</u>	<u>551,200</u>
Depreciation					
At 1 May 2023	96,503	26,741	4,991	19,500	147,735
Charge for the year	8,693	7,723	1,673	-	18,089
Disposals	-	-	-	-	-
At 30 April 2024	<u>105,196</u>	<u>34,464</u>	<u>6,664</u>	<u>19,500</u>	<u>165,824</u>
Net book value					
At 30 April 2024	<u>329,469</u>	<u>533</u>	<u>1,674</u>	<u>53,700</u>	<u>385,376</u>
At 30 April 2023	<u>338,162</u>	<u>8,256</u>	<u>3,347</u>	<u>-</u>	<u>349,765</u>

12 Debtors

	2024	2023
	£	£
Trade Debtors	51,531	-
Prepayments	1,832	17,795
Accrued income	100,000	81,324
Other debtors	34,127	22,107
	<u>187,490</u>	<u>121,226</u>

13 Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	747	5,989
Other creditors	8,364	7,044
Pension contributions payable	4,115	6,620
Accruals	19,562	52,179
Taxation and social security	58,160	29,720
Deferred income	-	166,857
	<u>90,948</u>	<u>268,409</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

13 Creditors: amounts falling due within one year (continued)

Deferred income movements

	2024	2023
	£	£
At 1 May 2023	166,857	41,714
Deferred during the year	-	166,857
Released during the year	(166,857)	(41,714)
	<u>-</u>	<u>-</u>
At 30 April 2024	<u>-</u>	<u>166,857</u>

Deferred income relates to income received towards the cost of specific staff salaries in a future period.

14 Movement in funds

	At 1st May 2023	Income	Expenditure	Transfers	At 30th April 2024
	£	£	£	£	£
Restricted Funds					
Casework support	4,400	342,674	347,074	-	-
Drop-in centre	-	1,960	1,960	-	-
Outreach service	-	138,631	84,931	(53,700)	-
Core costs	-	31,136	31,136	-	-
140 building fund	229,600	-	5,600	-	224,000
Pause Bristol	112,957	96,082	209,039	-	-
Peony Service	-	500	500	-	-
Fundraising	-	100,000	-	-	100,000
Total Restricted Funds	<u>346,957</u>	<u>710,983</u>	<u>680,240</u>	<u>(53,700)</u>	<u>324,000</u>
Unrestricted funds					
Designated funds					
Fixed Asset fund	120,165	-	-	41,211	161,376
Infrastructure support fund	80,000	-	-	-	80,000
Total Designated Funds	200,165	-	-	41,211	241,376
Free reserves	687,579	886,941	705,963	12,489	881,046
Total Unrestricted Funds	<u>887,744</u>	<u>886,941</u>	<u>705,963</u>	<u>53,700</u>	<u>1,122,422</u>
Total funds	<u>1,234,701</u>	<u>1,597,924</u>	<u>1,386,203</u>	<u>-</u>	<u>1,446,422</u>

Purpose of restricted funds:

Casework support - One25's specialist caseworkers provide individual support to help women make positive changes; they meet women at times and places that suit them and help them identify and make the changes that they want e.g. finding a safe place to live or getting drug treatment for their addiction.

The drop-in centre, open 4 afternoons a week, is a safe, homely place where service users can access practical and emotional support.

One25's outreach service is a van that goes out 7 nights a week and is often where women first meet and engage with One25.

The core costs fund is restricted funding for organisation central costs.

140 building fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The buildings net book value is £224,000; because of the restrictions attached to the donation it is held as a restricted asset.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

14 Movement in funds (continued)

Pause Bristol is a programme that uses an innovative and proven model of care, which supports women to break the devastating cycle of having their children removed.

Peony service - this service is designed to promote independence for women in early recovery from addiction and is open 5 days a week.

Purpose of designated funds:

Fixed Asset fund - represents the value of One25s assets. The transfer of £12,489 between general funds and fixed asset fund represents the cost of assets purchased adjusted for assets disposed of and the depreciation charge for the year.

Infrastructure Support Fund - This is a designated fund to provide for property and infrastructure development and maintenance.

2023 comparative figures for the movement in funds are shown below.

Movement in funds	At 1st May 2022	Income	Expenditure	Transfers	At 30th April 2023
	£	£	£	£	£
Restricted Funds					
Casework support	-	188,726	184,326	-	4,400
Drop-in centre	-	71,023	71,023	-	-
Outreach service	-	26,019	26,019	-	-
Core costs	-	16,305	16,305	-	-
140 building fund	235,200		5,600	-	229,600
Pause Bristol	102,522	503,571	493,136	-	112,957
Peony Service	-	170,176	170,176	-	-
Total Restricted Funds	337,722	975,820	966,585	-	346,957
Unrestricted funds					
Designated funds					
Fixed Asset fund	131,588	-	-	(11,423)	120,165
Infrastructure support fund	80,000	-	-	-	80,000
Total Designated Funds	211,588	-	-	(11,423)	200,165
Free reserves	909,680	722,532	956,056	11,423	687,579
Total Unrestricted Funds	1,121,268	722,532	956,056	-	887,744
Total Funds	1,458,990	1,698,352	1,922,641	-	1,234,701

15 Analysis of net assets between funds

	At 30th April 2024		
	Tangible Fixed assets £	Other Net assets £	Total £
Restricted funds	224,000	100,000	324,000
	224,000	100,000	324,000
Unrestricted funds			
Fixed Asset fund	161,376	-	161,376
Infrastructure support fund	-	80,000	80,000
Free reserves	-	881,046	881,046
	161,376	961,046	1,122,422
Total funds	385,376	1,061,046	1,446,422

2023 comparative figures for the analysis of net assets between funds are shown below.

	At 30th April 2023		
	Tangible Fixed assets £	Other Net assets £	Total £
Restricted funds	229,600	117,357	346,957
	229,600	117,357	346,957
Unrestricted funds			
Fixed Asset fund	120,165	-	120,165
Infrastructure support fund	-	80,000	80,000
Free reserves	-	687,579	687,579
	120,165	767,579	887,744
Total funds	349,765	884,936	1,234,701

16 Company limited by guarantee

The charity is a company limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £10 each.

17 Related party transactions

Total unrestricted donations from trustees and other related parties in the year were £770 (2023: £1,340).

The charity gave one trustee a £100 gift on retirement (2023: none).

Thanks to the following funders who have made a huge difference to the lives of marginalised women in the last year:

Another Way Women's Foundation, Aquila Family Charitable Trust, Avon and Somerset Police Community Trust, Bristol City Council (Community Resilience Fund), Change Course Consultancy, Dame Violet Wills Charitable Trust, Dame Violet Wills Will Trust, David & Ruth Lewis Family Charitable Trust, Eleanor Hamilton Educational Trust, G F Eyre Charitable Trust, Greyfriars Trust, Harapan Trust, Helianthus Charitable Trust, J and M Britton Charitable Trust, John James Bristol Foundation, Kinsey Charitable Foundation, Marsh Charitable Trust, Marsland McAdoo Charitable Settlement, Maurice and Hilda Laing Charitable Trust, National Lottery Community Fund, Noel Buxton Trust, Oak Foundation, Osborne Clarke Charitable Fund, Quartet Community Foundation, Renishaw Charities Committee, Sir Robert McAlpine, Souter Charitable Trust, Southampton Hospitals Charity, Spielman Charitable Trust, The 29th May 1961 Charity, The Basil Brown Charitable Trust, The Batchworth Trust, The Britland Charitable Trust, The Burges Salmon Charitable Trust, The Charles Hayward Foundation, The Forrester Family Trust, The Hedley Foundation, The Henry Smith Charity, The James Tudor Foundation, The Josephine Butler Educational Trust, The Lalonde Trust, The Medlock Charitable Trust, The Michael Bishop Foundation, The National Benevolent Charity, The Nisbet Trust, The Odin Charitable Trust, The Pat Newman Memorial Trust, The Rhododendron Trust, The Roy Proctor Foundation, The Sunrise Foundation CIO, Vera Outhwaite Charitable Trust, and Yellow Wood Foundation.

With heartfelt thanks also to all the businesses, groups, and individuals who have so generously supported One25's work this year.

ONE25 LIMITED

England & Wales - Charity number 1062391

Accounts

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2023

Company Registration Number 03362644
Charity Number 1062391

Contents	Pages
Report of the trustees	2 - 15
Independent auditor's report to the members of One25 Limited	16 - 20
Reference and administrative details of the charity	21
Statement of financial activities	22
Balance sheet	23
Cashflow Statement	24
Notes to the financial statements	25 - 36
Acknowledgements	37

Chair and Chief Executive Officer's Introduction

It's been another full year at One25. This year we've worked with more women and, as a result, we've seen greater impact across almost all of our outcome areas. From May 2022 – April 2023 One25 has supported 271 women. Of these:

- 165 were safer
- 29 exited street sex work
- 135 were connected to the specialist services they need
- 81 have developed life skills and independence

This has been made possible by the hard work and commitment of our staff, volunteers and amazing supporters. We are so grateful for each and every one.

We've seen the needs of women increase in severity as the aftereffects of the pandemic have been exacerbated by the rising costs of living. This year more women accessed food (up 34%); condoms (up 47%) and used victim services (up 52%).

Our night outreach (now out every night) has seen 44% more women than last year, providing critical support for those out on the streets. We are thankful to be able to meet women in this dark and dangerous place. Sadly, we have not seen an increase in the number of women exiting street sex work and rather have seen more women returning to the streets. This confirms the vital need to prioritise One25's unique provision in Bristol for these highly marginalised women.

Following expansion of our services in response to women's needs, we have faced our biggest fundraising challenge to date. We have had to make difficult decisions about how to use our limited resources including the closure of our drop-in and Peony. These services have made a huge difference to so many women over the years and we are extremely grateful to everyone who has been involved. The restructure has been a significant challenge for our whole community. The work that we have been doing around becoming a more psychologically informed environment over recent years laid a strong foundation to tackle this challenge.

We are hopeful for the future as we implement our income growth strategy to build longer-term sustainability. We continue to value strong partnerships and are thankful to BrisDoc for providing a Care Coordinator who will enable us to offer a new Health Hub for women.

This year we were awarded the NCVO Trusted Charity Mark Level 1 quality mark. We were also delighted to receive the charity award from the High Sheriff of Bristol.

One25 only exists because of the passion, commitment and support from all in our community. Thank you for journeying with us and here's to another full year ahead.

Malcolm Richardson
Chair of Trustees

Jennifer Riley
CEO

Aims and Objectives

Purposes

One25's purposes, as set out in the objects contained in the company's articles of association, are specifically restricted to the following:

'To promote social inclusion for the public benefit by preventing people, particularly women in the Bristol area who are, may become or have been engaged in the sex industry from becoming socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society.'

Vision: A world where all women are safe, feel loved and thrive.

Mission: To meet women who street sex work and all vulnerable women where they are, supporting them to move from crisis and trauma towards independence in the community.

Ensuring One25's work delivers our aims

One25 refers to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning future activities. We have revised our goals for the coming year considering our restructure. We will continue to work to create pathways for women to access the support they need, identifying barriers and working in partnership to change systems for the better.

The Senior Management Team, together with the Finance Manager, review and develop operational and strategic plans in monthly meetings and planning days. Progress updates are shared quarterly with Trustee sub committees with specified areas of focus. New areas of work are considered in line with our strategic aims and our mission to support vulnerable women. Trustees make decisions within the agreed business plan, or, if they represent new and unforeseen opportunities, they are made on the basis of the direction the organisation is travelling in and are needs-led and values-led.

Strategic priorities

Our guiding goals remain to:

1. Improve the lives of marginalised women facing multiple disadvantages, meeting them where they are without judgement or expectation
 2. Support more women to be safe, heal and thrive
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3. Ensure that the needs and voices of our service users inform service delivery and the direction of the organisation
4. Ensure that One25 is a sustainable and well-run organisation
5. Ensure that we value our high performing team of staff, volunteers and trustees, in order to provide consistent, appropriate and relevant services to women involved in street sex work
6. Ensure One25 has an excellent reputation that attracts funders and supporters, and that offers media, campaigning and networking opportunities to change women's lives
7. Work closely with partners and funders to provide coherent, linked-up support to vulnerable women and to break through barriers and change their lives

These strategic priorities are broadly unchanged from the seven goals agreed with staff and the board in 2018. They are displayed around our organisation in the form of posters.

Plans for the future

Following the significant changes across the organisation, we have revised our 2023/24 goals in line with the restructure. Our focus will be on stabilising following the restructure. One area that we have been unable to progress this year is our strategic vision planning as the immediate needs of the financial situation and necessary restructure have taken priority. Our strategic vision planning will start this Summer and we have an opportunity to find innovation, make our services more efficient and refine all areas of our work. From this we will develop a new Business Plan for 2024-27.

In the last year we've taken positive steps towards increasing equality, diversity and inclusion and formed an anti-racism working group to support growth across the organisation in this area. One example is that we've put inclusive recruitment mapping in place, changing our application process and adopting an approach which is more focused on recruiting based on skills rather than experience. We've also developed a more strategic approach to digital, developing One25's first ever Digital strategy. We plan to build on all of these areas in the coming year.

We will launch the One25 Health Hub, in partnership with BrisDoc, to enable continued access to healthcare without appointments and in a place where women feel safe and free from stigmatisation. We will also continue to embed the 7-night a week outreach service as well as scoping out the need for daytime outreach for women who are street sex-working.

We've continued to prioritise listening to service users and sharing information with them to gain their views and suggestions. This has taken place through service user forums.

We plan to work smarter and build both efficiencies and new ways of working with partners to enable us to do more with less.

How our activities deliver public benefit

The trustees have given due consideration to Charity Commission published guidance on public benefit.

All our charitable activities focus on the prevention or relief of poverty by working with highly marginalised women. Covid exacerbated women's needs, the rising cost of living has only made things worse. Last year many came to us in mental health crisis, often with suicidal ideation. The number of women reporting violence has more than doubled (110%) since before the pandemic. 74% of women have experienced increased or exacerbation of poverty owing to the cost of living crisis.

The women One25 work with face multiple and severe disadvantages. For many (61%), this includes street sex work. About 53% are or have recently been homeless, 85% have chronic mental ill health, 66% have chronic physical ill health and 73% are addicted to drugs and/or alcohol. Almost all (93%) have experienced domestic or sexual violence, and many have disclosed childhood abuse (55%).

Equal access to our services is important to us and we do our best to monitor those accessing the services according to the nine protected characteristics. We have also now started looking at cross referencing experiences of multiple disadvantage with equalities information in partnership with Changing Futures. All of our services are provided free to service users.

The impact of our work goes far beyond those we help directly and includes reducing distress to families and friends of our service users, as well as residents living in areas where street sex-working occurs. We influence priorities of commissioners and policy-makers and share learning through open mornings and affiliation with national networks including Beyond the Streets and CLINKS. We promote best practice through specialist training delivered to various partners and placements for trainee social workers. We promote the women's voices at local and national level in academic research, statutory consultations and through the media and other communication networks.

Last year 271 women benefitted from One25's services. Of these:

- 135 were connected to specialist services to get the help they needed
- 165 women were safer
 - 64 used victim services
- 228 women were supported with health and wellbeing needs
 - 46 took up referrals for mental health issues; 74 for physical health and 64 used sexual health services
- 151 women were supported around addiction and treatment
 - 47 engaged in drug or alcohol treatment; 2 went to rehab
- 53 women received support for criminal justice issues
 - 27 were referred to an external criminal justice agency
- 193 women received advice and support around housing and finance
 - 44 were supported to prevent homelessness and 145 have been in safe accommodation
- 75 women were supported around family and parenting
 - 3 were supported around maternity; 24 received parenting support; and 61 were supported around wider family relationships
- 81 women have developed life skills and independence
 - 63 gained employability skills; 33 did courses in the wider community; 40 volunteered, either at One25 or in the wider community, and 16 got jobs

Overview of impact in relation to street sex work for 2022-23:

- 35 women were supported to prevent them entering street sex work
- 36 abstained from street sex work for a period of three months
- 29 women exited street sex work for a period of six months or more
- 47 women maintained their exit from street sex work for a period of 12 months or more

We have seen a similar number of women entering street sex work this year (5 compared with 11 in 2021-22). We have seen more women abstaining (36 compared with 30 in 2021-22) although this is still lower than the previous year (50 in 2020-21).

We have seen fewer women exiting street sex work (29 compared with 31 in 2021-22). When we look back to the previous year, we can recognise a trend of reduction (43 women in 2020-21). We are looking at the experiences of women who have not abstained or exited this year to see what we can learn from their journeys and whether there are any external and/or internal factors that have influenced this.

This year we have seen more women returning to street sex work after abstaining or maintaining their exit. This is most marked amongst those who have maintained their exit for 12 months or more. Of these, 14 women returned to street sex work in the year (compared with 5 in the previous year). Overall returns to street sex work have increased 35% from the

previous year (41 compared with 30). We will look closely at the journey of each of these women, to better understand what may be causing their return and/or entry into street sex work. So far we know that half of the women who returned to street sex work after maintaining for 12 months or more were experiencing issues with housing, either becoming homeless or being housed in insecure accommodation, which is highly likely to have exacerbated their reliance on street sex work.

Outreach

We have seen more women street sex-working over the last year. 135 of these women used the van outreach service a total of 1,636 times (average 5.7 women per shift). The number of visits is up 59% on the previous year. This is partly owing to the extension of the service which now operates 7 nights a week instead of 5 (weeknights only). This began as a pilot in December 2022. The average use of the service at weekends is slightly higher than during the week (6.75 compared with 5.27). Increased use of this service also indicates that the challenges that women face are increasingly severe, and that the compounding factors of emerging from a pandemic (including increased violence and poor mental health), as well as the rising cost of living, are making things increasingly difficult for these marginalised women.

Drop-in

Drop-in saw 103 women this year. This was slightly more than the previous year (95 women in 2021-22) but the number of visits reduced by 8% to 1,142 (average 5 women per session compared with 6 in 2021-22). The drop-in continued to provide a safe space where women could get support for any area of need. One25's drop-in manager and support workers assessed each woman's need and referred her to appropriate support. This includes specialist caseworkers and a range of visiting professionals such as a GP, OST (Opioid Substitution Treatment) prescribing nurse, wound care nurse and a sexual health nurse. Unfortunately, owing to financial pressures, we will not be continuing our drop-in service in the coming year although we will still be facilitating access to healthcare through this space.

Casework

Caseworkers have provided personalised one-to-one support for 141 women. During the year, One25's casework team included these specialist areas of expertise: drug treatment, housing and finance, mental health services, domestic and sexual violence, criminal justice system and multiple disadvantages.

Peony

Peony has been One25's holistic wellbeing service for women in recovery to overcome trauma, build resilience and learn life skills to thrive in the community. Peony was for women facing multiple disadvantage (i.e. at least three of: domestic and sexual violence, removal of children, addiction, homelessness, offending, mental health issues, and street sex work). Peony provided a programme of therapeutic and meaningful activities, specialised group

work and one-to-one support. 2 Peony peer volunteers have supported and led sessions this year. 49 women were helped through Peony this year. 20 volunteered at One25 or in the community and 30 gained employability skills. Unfortunately, we are unable to continue our Peony service owing to financial challenges across the organisation.

Pause

In 2017 we opened Pause Bristol. Thanks to the success of this, in March 2022 we also started a pilot programme for Pause North Somerset & South Gloucestershire.

Pause is part of a national programme offering support to women who have had two or more children permanently removed from their care. The Pause programme is closely aligned with One25's values and approach to working with marginalised women. Working with women over 18 months, it gives women the chance to pause and take control of their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as significant cost to the taxpayer.

Pause practitioners work intensively with women, providing tailored support to help them tackle destructive patterns, develop new skills and avoid further trauma. This helps women develop strong foundations on which they can build a more positive future for themselves. During 2022-23 we worked with 50 women across the two programmes.

Fundraising Approach

One25's fundraising approach is to build a diverse range of income sources and ensure that we are not overly reliant on any one particular funder. We balance risk (blending low risk, low return activities with high risk, high return initiatives) in order to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy aiming to bring people closer to the women so that they are inspired to act and support our work.

One25 is registered with the Fundraising Regulator, and we have paid the voluntary levy for this. We have not employed any professional fundraisers or commercial participators to fundraise on our behalf.

We are committed to fundraising ethically and take all reasonable steps to treat each donor fairly. This includes considering the needs of any potential donor who may be in a vulnerable circumstance or require additional care and support to make an informed decision. We do not exploit the credulity, lack of knowledge, apparent need for care and support or vulnerable circumstance of any donor at any point in time. We have not received any complaints about One25's fundraising activity.

This year we have launched a new income generation strategy. This seeks to build on our fundraising success to date by investing in both grants and donations. This will increase our sustainability and develop a more diverse funding portfolio.

Financial review

2022/23 has been a challenging year for One25 financially.

One25's expenditure has grown over the last two years as we expanded services in response to women's needs. This was possible thanks to our strong financial position including solid reserves grown over several years, a number of Covid emergency grants, and a substantial one-off supporter-led event (in 2020-21).

Whilst we have seen 19.80% growth in our income, this has not been substantial enough to sustain all of our work.

In the last year, we developed a new income generation strategy but faced several challenges to implement this, particularly in relation to recruiting into the new roles required. We have therefore had to make decisions to reduce expenditure, whilst also continuing to invest further in fundraising. This is essential to enable us to stabilise and grow our income over the next three years and beyond.

Overall, we ended the year with a deficit of £224k. At year end our free reserves totalled £687,580 after transfers into and out of designated funds.

Our cash balances were particularly high at the end of the last financial year, reflecting advance funding received, and cash reserves and investments remained healthy at the end of this financial year.

Investment policy

One25 seeks to maintain the capital value of its assets, maintain liquidity and produce the best financial return within an acceptable level of risk, whilst acting in accordance with its ethical standards. One25 needs cash to support its day-to-day operations but will also hold cash and investments as a result of building free reserves, which may be used to develop new projects or services. The organisation's investment policy needs to remain aligned with its policy on free reserves, such that funds must be available to manage liquidity pressures when required.

The organisation's policy is as follows;

- At least 3 months of expenditure must be held as cash in instant access accounts;

- The balance up to the amount specified by the Board as the current target free reserves amount can be held in accounts or investments where a maximum of 95 days' notice is required; and
- Any amounts above the agreed free reserves target amount can be held in accounts or investments where notice of up to 13 months is required.

All cash balances will be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority, with the aim of maximising interest income. Cash deposits should be split so that no one institution holds all of One25's total cash balance, and consideration will be given to maintaining balances with different providers below the FSCS compensation level.

The Board will approve any non-cash investment activity (e.g. stocks and shares etc.) taking into account the proposed risk and potential rewards, proposed level of investment and the current financial position of the charity. The Finance Manager will monitor the cash and investments position and actual and projected cash flow and report to the Finance, Audit, Risk and Governance sub-committee and to the Board.

Reserves policy

The Board of trustees has given consideration to appropriate levels of reserves retained for safe financial management. Its view is that One25 should hold between at least 3 and 9 months of total budgeted expenditure as a free reserve (for 2023-24 the total budgeted expenditure is £1,180,700), depending on the current position of the charity including the amount and certainty of actual and projected grant funding.

During each financial year, the Board will agree a more specific target within the overall range for free reserves at the forthcoming year end. This target will take account of the current performance and outlook of the organisation, including the current funding position, the position and attitude of current and potential funders and any specific requirements for funding existing and new services.

Reserves are required for the following reasons:

- As employers we have an obligation to maintain sufficient income to pay our staff;
- One25's income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding;
- Healthy reserves are necessary for One25 to flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

Whilst realising a deficit in the year, prudent management of reserves levels means that we exit the year with free reserves of £687,580 which is equivalent to 4.5 months' budgeted

expenditure. This level sits well within our reserves policy, giving us confidence that One25 will be able to continue to support Bristol's most marginalised women over the next 12 months.

Structure, Management and Governance

We have implemented actions from our governance review including devising a Services and Operations Committee workplan to ensure that the group are covering all areas of accountability throughout the year. We have also implemented actions from the risk management review. We will be conducting fresh reviews this year.

Governing document

One25 is a private company limited by guarantee and also a charity registered with the Charity Commission. The organisation is governed by its Articles of Association dated 30 April 1997, which were amended 15 October 2001, 18 October 2004, 24 October 2005, 30 October 2010 and 21 January 2019.

Recruitment and appointment of Trustee Board

On 30 April 2023 the trustee board consisted of ten trustees. We recruit trustees as required being mindful of the skills needed to support across the organisation. A minority proportion of the trustees have current practical involvement in the work of the charity and others are recruited because of their relevant professional skills. A nominations committee continues to support the Chair in the effective recruitment of trustees. Members of this committee interview with the Chair for potential trustees and the CEO is also involved in the process. Appointment recommendations are then put to the Board for approval. Their period of tenure is for three years, after which they may stand for re-election for two further terms before being required to stand down.

Trustee induction and training

Trustee induction consists of a further meeting with the Chair, including a tour of the premises and introductions to any staff present, plus an information package including the Articles of Association, Annual Report and Accounts and Charity Commission booklets describing the responsibilities of the trustee role, as well as internal information about the charity. New trustees attend staff team meetings to get a deeper insight into One25's activities. This has worked well, and we plan to continue this moving forwards. We also provide regular bulletins to the Board to keep them updated. New trustees are also offered a session with the Finance Manager to ensure they understand the format of our accounts, and can visit or shadow internal meetings and some external meetings, where appropriate, in line with the particular interests of the new trustee. Information on governance training opportunities is circulated periodically to all trustees.

Staff structure and remuneration

The team (end of April 2023) consisted of 48 members of staff. The CEO assesses all new job roles against One25's salary bands and salaries are set accordingly. The CEO and Senior Management team's remuneration is assessed and reviewed by the Board.

Volunteer support

Over the course of the year, an amazing team of 157 volunteers have supported One25 by giving almost 6,000 hours of support. Outreach, drop-in and Peony could not have run without them, and we also greatly value the support of those who come into the offices to help with admin tasks and housekeeping duties like clothes sorting and restocking the van.

In the last year we have recruited 36 new volunteers and held 6 inductions. We have continued to deliver a rolling programme of training. Topics covered included professional boundaries, complex trauma and safeguarding. We ensure that all volunteers are fully supported and supervised.

2 women have been peer volunteers this year supporting and leading Peony sessions.

Risk management

The senior management team reviews the risks to which the charity is exposed bimonthly and records these, along with systems and procedures put in place to mitigate them, on a risk register. This risk register is shared and discussed with the board. The sub committees have allocated risks which they have responsibility to review in their meetings. The senior management team highlights what they believe to be the current top ten risks ahead of each trustee meeting and these are brought to the board meeting, with strategic risks being considered by the board. Once a year the board looks at the full risk register. This allows the board to focus their attention on the most relevant and strategic risks, whilst maintaining an overview of all identified risks facing the organisation.

Significant Risks

The trustees have identified that the most significant risks to the organisation at the time of writing this report are:

1. The risk to the financial sustainability of One25 in the coming year and beyond. Sustaining One25's current work requires some income growth. We have a robust income generation strategy in place and have recruited the staff needed to deliver this. We continue to strive for a diverse funding mix although we recognise that grants and contracts are likely to continue to account for most of our income. Our flexible approach will balance risk (blending low risk, low return activities with high risk, high return initiatives) and generate an optimal mix of unrestricted and restricted income.

2. The risk of negative impact to the women owing to reduction and change of services. Closure of drop-in and Peony means less provision for women. We have worked hard to plan for this transition, the development of a One25 Health Hub will meet some of the needs, and we will ensure that women's voices shape our work. We are committed to clear communication with women around the changes and will work to capture and evaluate the impact of the loss of these services and develop in response to presenting needs. We will also be reviewing the delivery of our casework service, to ensure that women who are seen street sex-working on the van are prioritised and targeted for support, whilst women who are exiting and maintaining exit are supported to engage with move on support.
3. The risk of impact on staff and volunteers who remain in the new structure. We have planned clear support structures for staff and volunteers through this time. As we move through this time of change, we will work with them to review service provision and ensure that they are involved in strategic vision planning to shape our delivery moving forwards.

Organisational structure

One25's trustees meet regularly (at least four times a year). In addition, there is at least one trustee away day and an additional away day with the staff and trustees together. These days allow time for fuller discussion of strategic development or other important issues, as the need arises. Trustees are expected to attend one of two sub committees: either the Finance, Audit, Risk and Governance committee or the Services and Operations Committee. Committees deal with and decide on specialist issues relating to their subject and take responsibility for relevant risks. The chair of the committee will make recommendations for strategic decisions to the board. The CEO and other senior staff members submit written reports and attend all board meetings. Decisions are made through voting by trustees only, with due regard to the constitutional requirement for a quorum. Once the board has agreed the overall strategic priorities, the business plan and operational decisions are delegated to the CEO. The CEO is held to account through regular reports to the board on progress with the plan and through one-to-one meetings with the Chair, where the CEO's objectives are set and reviewed. The Chair conducts an annual appraisal with the CEO, and a summary of the appraisal is shared with the board.

Partnership Working

Working in partnership is essential to the success of our work and we collaborate with over 65 statutory, commercial and voluntary organisations to ensure that women can get the help that they need.

We seek active partnerships to deliver contracts across the sector. We have existing contracts with St Mungo's (Assertive Contact and Engagement Service), Second Step (Changing Futures) and Bristol City Council (ROADS Specialist Recovery Caseworker). We also have good links with Bristol City Council Commissioners. Another key long-term partnership is with Avon & Somerset Police, and this is widely recognised as a best practice example of connecting vulnerable people with the Police.

We continue to input into around 30 local strategy groups and this year our CEO has formed a new group to focus on women's homelessness in relation to rough sleeping. These strategy groups have links with Bristol City Council and link with other agencies to raise awareness of women's needs and advocate for better support for them.

One25 cultivates relationships nationwide so we can introduce new ways of working into Bristol, such as Pause, and welcomes shadowing from partners across the UK.

We are particularly involved in work around domestic abuse, sexual violence and women's safety. Our CEO sits on the Domestic Homicide Review panel (to decide collectively if there should be a review into a death related to domestic abuse) and Safeguarding Adults Review panel (to decide collectively if there should be a review into a death or a case of serious harm). We are also currently involved in developing the Keeping Bristol Safe Partnership's domestic abuse and sexual violence strategy. We also convene the monthly Bristol Sexual Violence Forum which continues to bring 14 agencies together to help catch our city's most vulnerable from falling through the cracks of service provision.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 charity and of the income and expenditure of the charity 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;

- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the One25 trustees on 4 September 2023 and signed on its behalf by:

P Douglas
Company Secretary

M Richardson
Trustee

Independent auditor's report to the members of One25 Limited

Opinion

We have audited the financial statements of One25 (the 'charity') for the year ended 30 April 2023 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity'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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
 - the financial statements are not in agreement with the accounting records and returns;
 - certain disclosures of trustees' remuneration specified by law are not made; or
-

- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees 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 they 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 charity'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 charity 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
-

- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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 auditor's report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2023

Date: 4 September 2023

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 03362644, and has charitable status, Reg. No. 1062391.

Principal address and registered office

The Grosvenor Centre, 138a Grosvenor Road, St. Pauls, Bristol, BS2 8YA.

Trustees

The trustees (who are directors for the purposes of company law) who served during the year and since the year end were as follows:

M Bentley (Treasurer)
K Black
R Dunn
C Edgar (Vice Chair)
F Parfitt
M Richardson (Chair)
M Russell
K Sloggett
C Stanaway
H Styles
S Talbot-Williams (retired 05/09/22)

Secretary

P Douglas

Auditors

Godfrey Wilson Limited 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD.

Bankers

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham B1 2BR.
Triodos Bank, Deanery Road, Bristol BS1 5AS.

Staff Management Team

Chief Executive Officer:	J Riley
Senior Managers:	R Collins-White (appointed 09/01/23), A Sutcliffe, J Thurston, M Johnson (end of fixed term contract 21/04/23)

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Donations	3	199,360	93,123	292,483	338,254
Charitable activities					
Grants	4	484,300	154,623	638,923	506,336
Income received for commissioned services	5	-	728,074	728,074	541,651
Other trading activities					
Fundraising events		33,048	-	33,048	28,941
Investments					
Bank interest		5,616	-	5,616	1,917
Other income		208	-	208	608
Total income		722,532	975,820	1,698,352	1,417,707
Expenditure on:					
Raising funds	6	203,991	-	203,991	176,701
Charitable activities	7	752,065	966,585	1,718,650	1,575,363
Total expenditure		956,056	966,585	1,922,641	1,752,064
Net income / (expenditure)	8	(233,524)	9,235	(224,289)	(334,357)
Transfers between funds	14	-	-	-	-
Net movement in funds		(233,524)	9,235	(224,289)	(334,357)
Total funds at 1 May		1,121,268	337,722	1,458,990	1,793,347
Total funds at 30 April		887,744	346,957	1,234,701	1,458,990

Fund comparatives are shown in Note 2

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 25 to 37 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****YEAR ENDED 30 APRIL 2023****COMPANY NO. 3362644**

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	349,765	366,788
Current assets			
Debtors	12	121,226	50,930
Current Asset Investments		443,908	957,652
Cash at bank		588,211	215,190
		<u>1,153,345</u>	<u>1,223,773</u>
Creditors: amounts falling due within one year	13	(268,409)	(131,570)
Net current assets		<u>884,936</u>	<u>1,092,202</u>
Net assets		<u><u>1,234,701</u></u>	<u><u>1,458,990</u></u>
Funds			
General Funds	14	687,579	909,680
Designated Funds	14	<u>200,165</u>	<u>211,588</u>
Unrestricted funds		887,744	1,121,268
Restricted funds	14	<u>346,957</u>	<u>337,722</u>
		<u><u>1,234,701</u></u>	<u><u>1,458,990</u></u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on the 4th September 2023 and are signed on their behalf by:

M Richardson
Trustee

The notes on pages 25 to 37 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2023**

	2023	2022
STATEMENT OF CASHFLOWS	£	£
Cash flows from operating activities:	(145,273)	(277,636)
Cash flows from investing activities:		
Dividends, interest and rents from investments	5,616	1,917
Purchase of property, plant and equipment	(1,066)	(6,693)
Net cash provided by (used in) investing activities	<u>4,550</u>	<u>(4,776)</u>
Change in cash and cash equivalents in the reporting period	(140,723)	(282,412)
Cash and cash equivalents at the beginning of the reporting period	<u>1,172,842</u>	<u>1,455,254</u>
Cash and cash equivalents at the end of the reporting period	<u><u>1,032,119</u></u>	<u><u>1,172,842</u></u>

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2023	2022
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	(224,289)	(334,357)
Adjustments for:		
Depreciation charges	18,089	17,823
Dividends, interest and rents from investments	(5,616)	(1,917)
(Increase)/decrease in debtors	(70,296)	7,434
Increase/(decrease) in creditors	<u>136,839</u>	<u>33,381</u>
Net cash provided by (used in) operating activities	<u><u>(145,273)</u></u>	<u><u>(277,636)</u></u>
Analysis of cash and cash equivalents	2023	2022
	£	£
Current Asset Investments	443,908	957,652
Cash at bank	<u>588,211</u>	<u>215,190</u>
Cash and cash equivalents at the end of the reporting period	<u><u>1,032,119</u></u>	<u><u>1,172,842</u></u>

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 25 to 37 form part of these financial statements

1 Accounting policies

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard 102 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The accounts have been prepared on the assumption that the charity is able to continue as a going concern. However, the COVID-19 pandemic has had a profound impact on the global economy and the charity. The trustees have considered the impact of this issue on the charity's current and future financial position. As the charity holds unrestricted reserves of £887,744 a cash balance of £1,032,119 and has already secured significant funding in 23/24, the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.
- b) The charity is a public benefit entity.
- c) Income from donations is included in income when it is receivable, except as follows:
- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is held in a designated reserve until those periods;
 - II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- d) For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- e) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- f) 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.
- g) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- h) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Donated facilities are included at the value to the charity where this can be quantified and a third party bearing the cost. No amounts are included in the financial statements for services donated by volunteers.
- i) Costs of generating funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, i.e. attracting grants and donations, fundraising activities and events.
- j) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- k) Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. Support and governance costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff numbers or usage of floor area (for premises costs).
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

1 Accounting policies (continued)

- l) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

Freehold Property	2% per annum on a straight line basis
Equipment	25% per annum on a straight line basis
Furniture and fittings	25% per annum on a straight line basis
Motor vehicles	25% per annum on a straight line basis

Repairs and maintenance to One25 premises are only capitalised if they are additions or improvements; fixed assets under £1,000 are written off in the year of acquisition.

- m) Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- n) Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.
- o) Cash and cash equivalents comprise cash in hand, call deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.
- p) Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- q) The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- r) The charity has arranged a defined contribution scheme for its staff. Pension costs charged in the SOFA represent the contributions payable by the charity in the period.
- s) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- t) 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 raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.
- u) Accounting estimates and key judgements
In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on 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.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1 l) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2022 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Income from:			
Donations	231,018	107,236	338,254
Charitable activities			
Grants	310,200	196,136	506,336
Income received for commissioned services	-	541,651	541,651
Other trading activities			
Fundraising events	28,941	-	28,941
Investments			
Bank interest	1,917	-	1,917
Other income	308	300	608
Total income	572,384	845,323	1,417,707
Expenditure on:			
Raising funds	176,701	-	176,701
Charitable activities	569,138	1,006,225	1,575,363
Total expenditure	745,839	1,006,225	1,752,064
Net (expenditure)	(173,455)	(160,902)	(334,357)
Transfers between funds	(20,000)	20,000	-
Net movement in funds	(193,455)	(140,902)	(334,357)
Total funds at 1 May	1,314,723	478,624	1,793,347
Total funds at 30 April	1,121,268	337,722	1,458,990

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

3 Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Regular donations	91,696	240	91,936
Other donations	75,098	75,760	150,858
Donated goods and services	11,410	13,436	24,846
Community Fundraising	21,156	3,687	24,843
	199,360	93,123	292,483

Donations include £1,340 donated by One25 Trustees and / or related parties (2022: £3,695).

2022 comparative figures for donations are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Regular donations	82,586	240	82,826
Other donations	84,259	106,996	191,255
Donated goods and services	37,970	-	37,970
Community Fundraising	26,203	-	26,203
	231,018	107,236	338,254

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Casework support			
Grants less than £10,000	-	11,223	11,223
Drop-in centre			
Grants less than £10,000	-	7,900	7,900
Outreach service			
Grants less than £10,000	-	11,000	11,000
Core support			
Joseph Rank Trust	-	15,000	15,000
Peony service			
National Lottery Community Fund	-	50,000	50,000
Rayne Foundation	-	20,000	20,000
Nisbet Trust	-	20,000	20,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	6,500	6,500
Pause Service			
Grants less than £10,000	-	3,000	3,000
Unrestricted Grants			
Oak Foundation	200,000	-	200,000
Henry Smith Charity	60,000	-	60,000
Garfield Weston Foundation	50,000	-	50,000
Esmee Fairbairn Foundation	44,000	-	44,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
John James Bristol Foundation	15,000	-	15,000
AVA Against Violence and Abuse	11,000	-	11,000
Leathersellers	10,000	-	10,000
Puebla Charitable Trust	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Grants less than £10,000	44,300	-	44,300
	484,300	154,623	638,923

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

4 Grants from trusts and foundations (continued)

The charitable company receives government funding as grants and commissioned income to fund charitable activities; government funding being defined as funding from the National Lottery Community Fund and Bristol City Council. The total value of such income in the period ending 30 April 2023 was £693,067 (2022: £529,906). There are no unfulfilled conditions or contingencies attaching to this income in 2022/23.

2022 comparative figures for grants are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Casework support			
National Lottery Community Fund	-	-	-
Comic Relief	-	15,800	15,800
Grants less than £10,000	-	5,770	5,770
Core support			
Ministry of Justice	-	50,000	50,000
The Joseph Rank Trust	-	15,000	15,000
Lloyds Bank Foundation for England & Wales	-	12,054	12,054
Peony service			
Charles Hayward Foundation	-	25,000	25,000
The Rayne Foundation	-	20,000	20,000
Eversea Community First Charitable Trust	-	15,000	15,000
Nisbet Trust	-	10,000	10,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	17,512	17,512
Unrestricted Grants			
Puebla Charitable Trust	10,000	-	10,000
John James Bristol Foundation	10,000	-	10,000
Esmee Fairbairn Foundation	40,000	-	40,000
The Leathersellers' Company Charitable Fund	10,000	-	10,000
Oak Foundation	200,000	-	200,000
Porters Trust	10,000	-	10,000
Grants less than £10,000	30,200	-	30,200
	<u>310,200</u>	<u>196,136</u>	<u>506,336</u>

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Casework Support			
Bristol City Council	-	92,496	92,496
St Mungo's	-	42,000	42,000
Second Step	-	43,007	43,007
Peony			
Bristol City Council	-	50,000	50,000
Pause			
Bristol City Council	-	500,571	500,571
	<u>-</u>	<u>728,074</u>	<u>728,074</u>

5 Commissioned Services (continued)

2022 comparative figures for commissioned income are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Casework Support			
Bristol City Council	-	81,996	81,996
St Mungo's	-	42,000	42,000
Second Step	-	30,199	30,199
Pause Bristol			
Bristol City Council	-	387,456	387,456
	-	541,651	541,651

6 Raising funds

	Salaries	Direct Costs	Support Costs	Total 2023
	£	£	£	£
Raising funds	141,383	30,483	32,125	203,991

Support costs

	Salaries	Other Support Costs	Total 2023
	£	£	£
Raising funds	24,470	7,655	32,125

2022 comparative figures raising funds and support costs are shown below.

	Salaries	Direct Costs	Support Costs	Total 2022
	£	£	£	£
Raising funds	127,722	18,603	30,376	176,701

Support costs

	Salaries	Other Support Costs	Total 2022
	£	£	£
Raising funds	21,447	8,929	30,376

7 Charitable activities

	Salaries	Direct Costs	Support Costs	Total 2023
	£	£	£	£
Casework support	350,857	53,612	114,004	518,473
Drop-in centre	136,633	54,411	69,091	260,135
Outreach service	61,942	28,774	51,834	142,550
Pause	296,361	128,360	68,415	493,136
Peony	173,188	66,899	64,269	304,356
	1,018,981	332,056	367,613	1,718,650

7 Charitable activities (continued)

Support costs	Salaries	Other Support Costs	Total 2023
	£	£	£
Casework support	89,680	24,324	114,004
Drop-in centre	54,350	14,741	69,091
Outreach service	40,775	11,059	51,834
Pause Bristol	53,818	14,597	68,415
Peony	50,557	13,712	64,269
	<u>289,180</u>	<u>78,433</u>	<u>367,613</u>

Included in other support costs are governance costs of £10,878 (2022: £7,019).

2022 comparative figures charitable activities and support costs are shown below.

Charitable activities	Salaries	Direct Costs	Support Costs	Total 2022
	£	£	£	£
Casework support	322,719	69,115	112,014	503,848
Drop-in centre	136,240	68,787	67,885	272,912
Outreach service	41,417	24,241	50,930	116,588
Pause Bristol	218,547	80,547	67,221	366,315
Peony	165,975	86,577	63,148	315,700
	<u>884,898</u>	<u>329,267</u>	<u>361,198</u>	<u>1,575,363</u>

Support costs	Salaries	Other Support Costs	Total 2022
	£	£	£
Casework support	81,385	30,629	112,014
Drop-in centre	49,323	18,562	67,885
Outreach service	37,004	13,926	50,930
Pause Bristol	48,840	18,381	67,221
Peony	45,881	17,267	63,148
	<u>262,433</u>	<u>98,765</u>	<u>361,198</u>

8 Net income**This is stated after charging:**

	2023	2022
	£	£
Depreciation	18,089	17,823
Auditors' remuneration (excluding VAT)	5,800	4,975
Trustees' reimbursed expenses	<u>53</u>	<u>152</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

9 Staff costs and numbers

	2023	2022
	£	£
The aggregate payroll costs were:		
Wages and salaries	1,315,300	1,158,103
Social security costs	122,135	106,234
Pension contributions	36,579	32,164
	<u>1,474,014</u>	<u>1,296,501</u>

Included in salaries and wages are redundancy and termination costs totalling £26,977, comprising solely of statutory redundancy payments. Redundancy and termination costs have been funded from unrestricted general funds (note 14).

The Senior Management Team (SMT) is made up of the following positions within the organisation:

Chief Executive Officer
Operations Manager
Fundraising & Communications Manager
Organisational Support Manager

The total remuneration, benefits and pensions paid to the SMT in the year was:	2023	2022
	£	£
	<u>195,547</u>	<u>207,360</u>

No members of staff received more than £60,000 remuneration this year or last year.

The average number of employees during the year in total and calculated on the basis of full time equivalents, was as follows:

	2023	2022	2023	2022
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	7	6	5.9	5.8
Caseworkers	12	12	10.0	9.9
Fundraising	4	4	4.0	4.0
Communications	2	2	2.1	1.9
Drop-in	5	5	4.0	4.3
Outreach	3	2	2.3	1.5
Pause BNSSG	9	8	8.4	7.0
Peony	6	6	5.3	5.5
	<u>48</u>	<u>45</u>	<u>42.0</u>	<u>39.9</u>

Over the year the staff team has been supported by 157 volunteers.

None of the trustees have received remuneration or other benefits.

In 2023 1 Trustee claimed travel expenses totalling £53 (2022: 3 Trustees claimed training expenses totalling £152).

10 Taxation

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

11 Tangible fixed assets

	Freehold Property	Equipment	Furniture and Fittings	Motor Vehicles	Total
	£	£	£	£	£
Cost					
At 1 May 2022	434,665	33,931	8,338	19,500	496,434
Additions	-	1,066	-	-	1,066
Disposals	-	-	-	-	-
At 30 April 2023	<u>434,665</u>	<u>34,997</u>	<u>8,338</u>	<u>19,500</u>	<u>497,500</u>
Depreciation					
At 1 May 2022	87,810	19,018	3,318	19,500	129,646
Charge for the year	8,693	7,723	1,673	-	18,089
Disposals	-	-	-	-	-
At 30 April 2023	<u>96,503</u>	<u>26,741</u>	<u>4,991</u>	<u>19,500</u>	<u>147,735</u>
Net book value					
At 30 April 2023	<u>338,162</u>	<u>8,256</u>	<u>3,347</u>	<u>-</u>	<u>349,765</u>
At 30 April 2022	<u>346,855</u>	<u>14,913</u>	<u>5,020</u>	<u>-</u>	<u>366,788</u>

12 Debtors

	2023	2022
	£	£
Prepayments	17,795	14,518
Accrued income	81,324	6,683
Other debtors	<u>22,107</u>	<u>29,729</u>
	<u>121,226</u>	<u>50,930</u>

13 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	5,989	18,128
Other creditors	7,044	5,179
Pension contributions payable	6,620	5,740
Accruals	52,179	29,910
Taxation and social security	29,720	30,899
Deferred income	<u>166,857</u>	<u>41,714</u>
	<u>268,409</u>	<u>131,570</u>

13 Creditors: amounts falling due within one year (continued)

Deferred income movements

	2023	2022
	£	£
At 1 May 2022	41,714	25,553
Deferred during the year	166,857	41,714
Released during the year	(41,714)	(25,553)
At 30 April 2023	<u>166,857</u>	<u>41,714</u>

Deferred income relates to income received towards the cost of specific staff salaries in a future period.

14 Movement in funds

	At 1st May 2022	Income	Expenditure	Transfers	At 30th April 2023
	£	£	£	£	£
Restricted Funds					
Casework support	-	188,726	184,326	-	4,400
Drop-in centre	-	71,023	71,023	-	-
Outreach service	-	26,019	26,019	-	-
Core costs	-	16,305	16,305	-	-
140 building fund	235,200	-	5,600	-	229,600
Pause Bristol	102,522	503,571	493,136	-	112,957
Peony Service	-	170,176	170,176	-	-
Total Restricted Funds	<u>337,722</u>	<u>975,820</u>	<u>966,585</u>	<u>-</u>	<u>346,957</u>
Unrestricted funds					
Designated funds					
Fixed Asset fund	131,588	-	-	(11,423)	120,165
Infrastructure support fund	80,000	-	-	-	80,000
Total Designated Funds	211,588	-	-	(11,423)	200,165
Free reserves	909,680	722,532	956,056	11,423	687,579
Total Unrestricted Funds	<u>1,121,268</u>	<u>722,532</u>	<u>956,056</u>	<u>-</u>	<u>887,744</u>
Total funds	<u>1,458,990</u>	<u>1,698,352</u>	<u>1,922,641</u>	<u>-</u>	<u>1,234,701</u>

Purpose of restricted funds:

Casework support - One25's specialist caseworkers provide individual support to help women make positive changes; they meet women at times and places that suit them and help them identify and make the changes that they want e.g. finding a safe place to live or getting drug treatment for their addiction.

The drop-in centre, open 4 afternoons a week, is a safe, homely place where service users can access practical and emotional support.

One25's outreach service is a van that goes out 7 nights a week and is often where women first meet and engage with One25.

The core costs fund is restricted funding for organisation central costs.

140 building fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The buildings net book value is £229,600; because of the restrictions attached to the donation it is held as a restricted asset.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

14 Movement in funds (continued)

Purposes of restricted funds (continued):

Pause Bristol is a programme that uses an innovative and proven model of care, which supports women to break the devastating cycle of having their children removed.

Peony service - this service is designed to promote independence for women in early recovery from addiction and is open 5 days a week.

Purpose of designated funds:

Fixed Asset fund - represents the value of One25s assets. The transfer of £11,424 between general funds and fixed asset fund represents the cost of assets purchased adjusted for assets disposed of and the depreciation charge for the year.

Infrastructure Support Fund - This is a designated fund to provide for property and infrastructure development and maintenance.

The Future Funding fund represented unrestricted grant funding received in the year but allocated against future years expenditure.

2022 comparative figures for the movement in funds are shown below

Movement in funds	At 1st May 2021	Income	Expenditure	Transfers	At 30th April 2022
	£	£	£	£	£
Restricted Funds					
Casework support	9,912	225,482	235,394	-	-
Drop-in centre	152,655	-	152,655	-	-
Outreach service	-	50,044	50,044	-	-
Core costs	-	77,054	77,054	-	-
140 building fund	240,800	-	5,600	-	235,200
Pause Bristol	75,257	393,456	366,191	-	102,522
Peony Service		99,287	119,287	20,000	-
Total Restricted Funds	478,624	845,323	1,006,225	20,000	337,722
Unrestricted funds					
Designated funds					
Fixed Asset fund	137,118	-	-	(5,530)	131,588
Infrastructure support fund	80,000	-	-	-	80,000
Future Funding	60,000	-	60,000	-	-
Total Designated Funds	277,118	-	60,000	(5,530)	211,588
Free reserves	1,037,605	572,384	685,839	(14,470)	909,680
Total Unrestricted Funds	1,314,723	572,384	745,839	(20,000)	1,121,268
Total funds	1,793,347	1,417,707	1,752,064	-	1,458,990

15 Analysis of net assets between funds

	At 30th April 2023		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	229,600	117,357	346,957
	229,600	117,357	346,957
Unrestricted funds			
Fixed Asset fund	120,165	-	120,165
Infrastructure support fund	-	80,000	80,000
Free reserves	-	687,579	687,579
	120,165	767,579	887,744
Total funds	349,765	884,936	1,234,701

2022 comparative figures for the analysis of net assets between funds are shown below.

	At 30th April 2022		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	235,200	102,522	337,722
	235,200	102,522	337,722
Unrestricted funds			
Fixed Asset fund	131,588	-	131,588
Infrastructure support fund	-	80,000	80,000
Free reserves	-	909,680	909,680
	131,588	989,680	1,121,268
Total funds	366,788	1,092,202	1,458,990

16 Company limited by guarantee

The charity is a company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £10 each.

Thanks to the following funders who have made a huge difference to the lives of vulnerable women in the last year:

Avon and Somerset Police Community Trust, Bernays Charitable Trust, Change Course Consultancy, Dame Violet Wills Charitable Trust, Dame Violet Wills Will Trust, David & Ruth Lewis Family Charitable Trust, David Family Foundation, Denman Charitable Trust, Eleanor Hamilton Educational Trust, Esmee Fairbairn Foundation, G F Eyre Charitable Trust, Garfield Weston Foundation, Greyfriars Trust, Helianthus Charitable Trust, John James Bristol Foundation, Marsh Charitable Trust, N Smith Charitable Settlement, Oak Foundation, Quartet Community Foundation, Schroder Charity Trust, Spielman Charitable Trust, Tap for Bristol, The 29th May 1961 Charity, The Burges Salmon Charitable Trust, The Florence Shute Millennium Trust, The Gibbs Charitable Trust, The Henry Smith Charity, The James Tudor Foundation, The Joseph Rank Trust, The Josephine Butler Educational Trust, The Leathersellers' Company Charitable Fund, The Medlock Charitable Trust, The Mrs. Hilda Beer Charitable Trust, The National Benevolent Charity, The National Lottery Community Fund, The Nisbet Trust, The Noel Buxton Trust, The Odin Charitable Trust, The Parivar Trust, The Patricia Routledge Foundation, The Pixiella Trust, The Puebla Charitable Trust, The Rayne Foundation, The Rhododendron Trust, The Society of Merchant Venturers, The Souter Charitable Trust, The St Stephen and St James Trust, The Sunrise Foundation CIO, and The Sydney Black Charitable Trust

With heartfelt thanks also to all the businesses, social groups, churches and individuals who have so generously supported One25's work this year.

ONE25 LIMITED

England & Wales - Charity number 1062391

Accounts

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2022

Company Registration Number 3362644
Charity Number 1062391

Contents	Pages
Report of the trustees	2 - 16
Independent auditor's report to the members of One25 Limited	17 - 21
Reference and administrative details of the charity	22
Statement of financial activities	23
Balance sheet	24
Cashflow Statement	25
Notes to the financial statements	26 - 37
Acknowledgements	38

Chair and Chief Executive Officer's Introduction

It's been another full year at One25. We've improved support for marginalised women by widening service delivery through our pilot weekend van outreach, pilot Pause North Somerset & South Gloucestershire and extension of Peony from three to five days a week. We also remain deeply committed to working in effective partnerships to remove barriers to access and enable women to get the help that they need.

We've prioritised how women can shape services, for example through involvement in recruiting our new CEO, joining a steering group to develop services, and peer volunteering. This continues to be a key focus for us in the coming year.

From May 2021 – April 2022 One25 has supported 234 women. Of these:

- 130 were safer
- 31 exited street sex work
- 127 were connected to the specialist services they need
- 81 have developed life skills and independence

None of this would be possible without the hard work and dedication of our staff, volunteers and the backing of our fantastic supporters. We are deeply grateful to you all.

This year saw Anna Smith, our CEO of over five years, move on and the subsequent appointment of Jennifer Riley (previously our Operations Manager) to take up the helm. We are grateful to Anna for overseeing the growth of One25 and excited to see Jenny take over. We look forward to the next year as a time of continued learning and development. We will step up to the challenges that come alongside our growth and ensure that the women's needs remain at the heart of everything that we do.

One25 only exists because of the passion, commitment and support from all in our community. Thank you for journeying with us and here's to another full year ahead.

Malcolm Richardson
Chair of Trustees

Jennifer Riley
CEO

Aims and Objectives

Purposes

One25's purposes, as set out in the objects contained in the company's articles of association, are specifically restricted to the following:

'To promote social inclusion for the public benefit by preventing people, particularly women in the Bristol area who are, may become or have been engaged in the sex industry from becoming socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society.'

Vision: A world where all women are safe, feel loved and thrive.

Mission: To meet women who street sex work and all vulnerable women where they are, supporting them to move from crisis and trauma towards independence in the community.

Ensuring One25's work delivers our aims

One25 refers to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning future activities. We continue to work towards achieving the goals in our current business plan (2021-24) and think about our future priorities considering the needs of the women and the teams. We work to create pathways for women to access the support they need, identifying barriers and working in partnership to change systems for the better.

The Senior Management Team, together with the Finance Manager, review and develop operational and strategic plans in monthly meetings and quarterly planning days. Progress updates are shared quarterly with Trustee sub committees with specified areas of focus. New areas of work are considered in line with our strategic aims and our mission to support vulnerable women. Trustees make decisions within the agreed business plan, or, if they represent new and unforeseen opportunities, they are made on the basis of the direction the organisation is travelling in and are needs and values led.

Strategic priorities

Our guiding goals are to:

1. Improve the lives of marginalised women facing multiple disadvantages, meeting them where they are without judgement or expectation
 2. Support more women to be safe, heal and thrive
-

3. Ensure that the needs and voices of our service users inform service delivery and the direction of the organisation
4. Ensure that One25 is a sustainable and well-run organisation
5. Ensure that we value our high performing team of staff, volunteers and trustees, in order to provide consistent, appropriate and relevant services to women involved in street sex work
6. Ensure One25 has an excellent reputation that attracts funders and supporters, and that offers media, campaigning and networking opportunities to change women's lives
7. Work closely with partners and funders to provide coherent, linked-up support to vulnerable women and to break through barriers and change their lives

These strategic priorities are broadly unchanged from the seven goals agreed with staff and the board in 2018 and form the backbone of our business plan. These goals are displayed around our organisation in the form of posters.

Plans for the future

Our Business Plan for 2021-24 outlines further goals, both pan-organisational and specific to each programme, which have been agreed with staff and the board. Here are some updates on progress in the last year. We plan to continue to focus on these in the coming year.

Goal:	Progress in the last year includes:
To work with partners with similar values and approaches, to co-produce and pilot new services, learn from others and support in reducing peoples' vulnerabilities.	Expansion of Pause with pilot programmes in North Somerset and South Gloucestershire. Changing Futures partnership – to identify trauma-informed approaches that work for women and work with partners to identify and remove barriers.
To embed deeper assessment and review systems to ensure we are doing all we can to remove the barriers to leaving street sex work.	Current assessment of women attending drop-in who may be ready to move on or to know what barriers they face to moving on. Formulation sessions to reflect on long term cases in place.

	Analysis around women returning to street sex work and those entering street sex work.
To improve our service user consultation, developing services with as well as for women by engaging in broader methods of consultation and giving women a voice in strategic meetings.	Examples include involvement in our consultation around sex work and the law, and a service user panel used as part of the recruitment of our CEO this year. We have also added consultation aims to the Pause introduction, to ensure that women know how we will consult with them throughout the cycle of support and how we can receive their feedback.
To become a Psychologically Informed Environment (PIE), setting out on a journey where all staff recognise the trauma intrinsic to our work and support each other to manage the impact of this.	All teams now have reflective practice across the organisation and our PIE working group continues to meet to develop One25's PIE framework. Changing Futures Trauma-Informed Lead will support this evaluation. A temporary consultation working group was set up to explore this area and made recommendations which are now being piloted, e.g., a biannual staff forum.
To increase the diversity represented by all involved with One25, staff, volunteers and the board, employing external expertise, learning about good practice and setting up a permanent cross organisational group to generate ideas and action towards this.	The cross organisational group is now in place and working to clarify the first area of focus by analysing equalities data and consulting with staff. We are also now working to develop an anti-racism action plan at One25.
To explore increasing van outreach from 5-7 nights per week.	The 7-night pilot of the van began in December 2021 and is ongoing.
To expand the offers of support in-house at drop-in to include therapy and legal advice.	Wound care nurse introduced at drop-in. Plans to introduce Hep C testing through services in the coming year.
To secure rolling funding for Pause Bristol to avoid cycle by cycle funding to secure the	Funding has been secured for another Pause Bristol cycle and we are exploring

future of Pause support for women and build in some flexibility.	options for beyond this. Cost savings impact work is being planned to support this.
To expand Peony from 3-5 days per week and increase the partnership work to provide more opportunities for women to build skills and independence.	Peony extended to 5 days in June 2021.
To pioneer peer mentoring programmes to support women with lived experience to gain skills and work.	Using learning from Pause Peer Volunteer programme to inform work in this area.

Further goals in our Business Plan include:

- To pioneer peer mentoring programmes to support women with lived experience to gain skills and work
- To develop a new programme which furthers women's recovery and offers opportunities to volunteer, train and work in 2023

How our activities deliver public benefit

The trustees have given due consideration to Charity Commission published guidance on public benefit.

All our charitable activities focus on the prevention or relief of poverty by working with highly marginalised women. The women One25 work with face multiple and severe disadvantages. For many (65%), this includes street sex work. About 75% are or have recently been homeless, 92% have chronic mental ill health, 79% have chronic physical ill health and 86% are addicted to drugs and/or alcohol. Almost all (96%) have experienced domestic or sexual violence, and many have disclosed childhood abuse (56%).

Equal access to our services is important to us and we do our best to monitor those accessing the services according to the nine protected characteristics. All of our services are provided free to service users.

The impact of our work goes far beyond those we help directly and includes reducing distress to families and friends of our service users, as well as residents living in areas where street sex-working occurs. We influence priorities of commissioners and policy makers and share learning through open mornings and affiliation with national networks including Beyond the Streets and CLINKS. We promote best practice through specialist training delivered to various partners and placements for trainee social workers. We promote the women's voices at local

and national level in academic research, statutory consultations and through the media and other communication networks.

Last year 234 women benefitted from One25's services. Of these:

- 127 were connected to specialist services to get the help they needed
- 130 women were safer
 - 42 used victim services
- 202 women were supported with health and wellbeing needs
 - 44 took up referrals for mental health issues; 51 for physical health and 59 used sexual health services
- 125 women were supported around addiction and treatment
 - 48 engaged in drug or alcohol treatment; 1 went to rehab
- 44 women received support for criminal justice issues
 - 19 were supported to attend an appointment with an external criminal justice agency
- 194 women received advice and support around housing and finance
 - 67 were supported to prevent homelessness and 164 have been in safe accommodation
- 56 women were supported around family and parenting
 - 14 were supported around maternity; 29 received parenting support; and 38 were supported around wider family relationships
- 81 women have developed life skills and independence
 - 50 gained employability skills; 25 did courses in the wider community; 34 volunteered, either at One25 or in the wider community, and 13 got jobs

Overview of impact in relation to street sex work for 2021-22:

- 38 women were supported to prevent them entering street sex work
- 30 abstained from street sex work for a period of three months
- 31 women exited street sex work for a period of six months or more
- 59 women maintained their exit from street sex work for a period of 12 months or more

We have seen more women entering street sex work this year (11 compared with 4 in 2020-21). We have also seen fewer women abstaining (30 compared with 50 in 2020-21) and exiting street sex work (31 compared with 43 in 2020-21). We will be looking closely at what we can learn from these women's journeys and whether there are any external and/or internal factors that have influenced this.

This year we have seen fewer women returning to street sex work after abstaining, exiting or maintaining their exit. This is most marked amongst those who have maintained their exit for

12 months or more. Of these, only 5 women returned to street sex work in the year (compared with 11 in the previous year).

In both cases, we will look closely at the journey of each of these women, to better understand what is supporting them to move away from street sex work, as well as the factors that may be causing their return and/or entry into street sex work.

Outreach

In December 2021, we launched a pilot to extend outreach from 5-7 nights a week. This has involved going out at the weekends as well as on weeknights. We have extended the pilot and hope to be able to continue running the service in this way. 125 women were seen street sex-working through the year. 94 of these women used the van outreach service a total of 1,030 times (average 3 [3.46] women per shift). The number of visits is up 31% on the previous year, mainly owing to the weekend service. However, the number of women using the service has remained relatively stable, demonstrating that the weekend service is better meeting the needs of women who are street sex-working.

Drop-in

Drop-in opened 204 times this year compared to 102 in the previous year (as a result of lockdown closures). It has been great to return to “service as usual” and see so many more women get help as a result. Last year, there were 1,246 visits from 95 different women to One25’s drop-in centre at 138a Grosvenor Road (average 6 women per session). The drop-in continues to provide a safe space where women can get support for any area of need. One25’s drop-in manager and support workers assess each woman’s need and refer her to appropriate support. This includes specialist caseworkers and a range of visiting professionals such as a GP, prescribing nurse, wound care nurse and a sexual health nurse.

Casework

Caseworkers have provided personalised one-to-one support for 140 women. During the year, One25’s casework team included these specialist areas of expertise: drug treatment, housing and finance, mental health services, domestic and sexual violence, criminal justice system and multiple disadvantages.

Peony

Peony is One25’s holistic wellbeing service for women in recovery, to overcome trauma, build resilience and learn life skills to thrive in the community. Peony is for women facing multiple disadvantage (i.e., at least three of domestic and sexual violence, removal of children, addiction, homelessness, offending, mental health issues and street sex work). Peony provides a programme of therapeutic and meaningful activities, specialised group work and one-to-one support. In June 2021 we extended the service from 3-5 days a week. This has enabled more intensive work and more one-to-one sessions with women.

3 Peony peer volunteers have supported and led sessions this year. They have also co-designed a peer-led support group for women who are becoming ready to move-on, in the process, or have moved on from street sex-working. This idea came from service user feedback at Peony and is planned to start later in the year.

48 women were helped through Peony this year. 22 gained employability skills and 1 woman got a job!

Pause

In 2017 we opened Pause Bristol. Thanks to the success of this, in March 2022 we have also started a pilot programme for Pause North Somerset & South Gloucestershire.

Pause is part of a national programme offering support to women who have had two or more children permanently removed from their care. The Pause programme is closely aligned with One25's values and approach to working with marginalised women. Working with women over 18 months, it gives women the chance to pause and take control of their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as significant cost to the taxpayer.

Pause practitioners work intensively with women, providing tailored support to help them tackle destructive patterns, develop new skills and avoid further trauma. This helps women develop strong foundations on which they can build a more positive future for themselves. During 2020-21 we worked with 35 women as we concluded working with a third community of women and started with a fourth community.

Pause National selected One25 to trial a peer mentoring pilot in Bristol. Learning in this year was that the model was not suitable for women who had been so recently supported by the programme. This year we will be running a Next Steps group which will have more focus on light touch support for women ending with the programme. It will aim to build a community of peer support where women attend groups together.

Fundraising Approach

One25's fundraising approach is to build a diverse range of income sources and ensure that we are not overly reliant on any one particular funder. We balance risk (blending low risk, low return activities with high risk, high return initiatives) in order to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy aiming to bring people closer to the women so that they are inspired to act and support our work.

One25 is registered with the Fundraising Regulator, and we have paid the voluntary levy for this. We have not employed any professional fundraisers or commercial participators to fundraise on our behalf.

We are committed to fundraising ethically and take all reasonable steps to treat each donor fairly. This includes considering the needs of any potential donor who may be in a vulnerable circumstance or require additional care and support to make an informed decision. We do not exploit the credulity, lack of knowledge, apparent need for care and support or vulnerable circumstance of any donor at any point in time. We have not received any complaints about One25's fundraising activity.

We will continue to invest in all income areas to ensure that we increase our sustainability and develop a more diverse funding portfolio.

Financial review

2021/22 has been a challenging year for One25 financially. We have not seen growth in our income for the first time in several years. The previous two years saw significant income uplifts primarily owing to advance payments being received (in 2019/20), and a combination of Covid emergency grants and a substantial one-off supporter-led event (in 2020/21).

Our expenditure has grown, giving greater need to ensure sustainability as we adapt to the demand for our services and the increased challenges for women to get the help that they need. We are therefore currently focused on developing our income generation strategy to enable us to stabilise and grow our income over the next three years and beyond.

Overall, we ended the year with an unrestricted deficit of £173k. At year end our free reserves totalled £909,680 after transfers into and out of designated funds (including the release of £60k of advance funding received last year).

Our cash balances were particularly high at the end of the last financial year, reflecting advance funding received, and cash reserves and investments remained healthy at the end of this financial year.

Investment policy

One25 seeks to maintain the capital value of its assets, maintain liquidity and produce the best financial return within an acceptable level of risk, whilst acting in accordance with its ethical standards. One25 needs cash to support its day-to-day operations but will also hold cash and investments as a result of building free reserves, which may be used to develop new projects

or services. The organisation's investment policy needs to remain aligned with its policy on free reserves, such that funds must be available to manage liquidity pressures when required.

The organisation's policy is as follows;

- At least 3 months of expenditure must be held as cash in instant access accounts;
- The balance up to the amount specified by the Board as the current target free reserves amount can be held in accounts or investments where a maximum of 95 days' notice is required; and
- Any amounts above the agreed free reserves target amount can be held in accounts or investments where notice of up to 13 months is required.

All cash balances will be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority, with the aim of maximising interest income. Cash deposits should be split so that no one institution holds all of One25's total cash balance, and consideration will be given to maintaining balances with different providers below the FSCS compensation level. Cash in instant access accounts was lower than 3 months expenditure at 30 April 2022 but deposits matured shortly after the year end increasing instant access cash to the required level.

The Board will approve any non-cash investment activity (e.g., stocks and shares etc.) taking to account the proposed risk and potential rewards, proposed level of investment and the current financial position of the charity. The Finance Manager will monitor the cash and investments position and actual and projected cash flow and report to the Finance, Audit, Risk and Governance sub-committee and to the Board.

Reserves policy

The Board of trustees has given consideration to appropriate levels of reserves retained for safe financial management. Its view is that One25 should hold between at least 3 and 9 months of total budgeted expenditure as a free reserve (for 22/23 the total budgeted expenditure is £1,998,300), depending on the current position of the charity including the amount and certainty of actual and projected grant funding.

During each financial year, the Board will agree a more specific target within the overall range for free reserves at the forthcoming year end. This target will take account of the current performance and outlook of the organisation, including the current funding position, the position and attitude of current and potential funders and any specific requirements for funding existing and new services.

Reserves are required for the following reasons:

- As employers we have an obligation to maintain sufficient income to pay our staff;

- One25s income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding;
- Healthy reserves are necessary for One25 to flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

Whilst realising an unrestricted deficit in the year, prudent management of reserves levels means that we exit the year with free reserves of £909,680 which is equivalent to 5.5 months' budgeted expenditure. This level sits well within our reserves policy, giving us confidence that One25 will be able to continue to support Bristol most marginalised women over the next 12 months.

Structure, Management and Governance

One25 is committed to open and transparent governance. To that end, during this year, the FARG conducted a governance review to look at all policies and processes and how they are delivered. From that review while there were no material gaps to fill, there has been a strong action plan to strive for continuously improved governance of the organisation.

Governing document

One25 is a private company limited by guarantee and also a charity registered with the Charity Commission. The organisation is governed by its Articles of Association dated 30 April 1997, which were amended 15 October 2001, 18 October 2004, 24 October 2005, 30 October 2010 and 21 January 2019.

Recruitment and appointment of Trustee Board

On 30 April 2022 the trustee board consisted of eleven trustees. A skills audit of the board is conducted regularly, and new trustees are recruited as required. A minority proportion of the trustees have current practical involvement in the work of the charity and others are recruited because of their relevant professional skills. This year the charity created a nominations committee to support the Chair in the effective recruitment of trustees. Members of this committee will interview with the Chair for potential trustees and the CEO is also involved in the process. Appointment recommendations are then put to the Board for approval. Their period of tenure is for three years, after which they may stand for re-election for two further terms, before being required to stand down.

Trustee induction and training

Trustee induction consists of a further meeting with the Chair, including a tour of the premises and introductions to any staff present, plus an information package including the Articles of Association, Annual Report and Accounts and Charity Commission booklets describing the responsibilities of the trustee role, as well as internal information about the charity. During the last year, visits have been replaced by trustees attending staff team

meetings to get a deeper insight into One25's activities. This has worked well, and we plan to continue this moving forwards. We also provide regular bulletins to the Board to keep them updated. New trustees are also offered a session with the Finance Manager, to ensure they understand the format of our accounts, and can visit or shadow internal meetings and some external meetings, where appropriate, in line with the particular interests of the new trustee. Information on governance training opportunities is circulated periodically to all trustees.

Staff structure and remuneration

The team (end of April 2022) consisted of 48 members of staff. The CEO assesses all new job roles against One25's salary bands and salaries are set accordingly. The CEO and Senior Management team's remuneration is assessed and reviewed by the Board.

Volunteer support

Over the course of the year, an amazing team of 138 volunteers has supported One25 by giving over 5,000 hours of support. As services have returned to usual levels this year, we have been extremely grateful to every volunteer. Outreach, drop-in and Peony rely on volunteers in order to run and we also greatly value the support of those who come into the offices to help with admin tasks and housekeeping duties like clothes sorting and restocking the van.

In the last year we have recruited 52 new volunteers and held 8 inductions. We have continued to deliver a rolling programme of training. Topics covered included professional boundaries, complex trauma and safeguarding. We ensure that all volunteers are fully supported and supervised and plan to introduce reflective practice sessions for volunteers this year.

4 women have been peer volunteers this year: 3 supporting and leading Peony sessions and 1 at Pause. We look forward to developing this area of our work further in the coming year.

Risk management

The senior management team reviews the risks to which the charity is exposed before every board meeting and records these, along with systems and procedures put in place to mitigate them, on a risk register. This risk register is shared and discussed with the board. The sub committees have allocated risks which they have responsibility to review in their meetings. The senior management team highlights what they believe to be the current top ten risks ahead of each trustee meeting and these are brought to the board meeting, with strategic risks being considered by the board. Once a year the board looks at the full risk register. This allows the board to focus their attention on the most relevant and strategic risks, whilst maintaining an overview of all identified risks facing the organisation.

Significant Risks

The trustees have identified that the most significant risks to the organisation at the time of writing this report are:

1. The risk to the financial sustainability of One25 in the coming year. One25's current work requires core funding at a higher level than in previous years. Although we ended 2021-22 in a good financial position, our pipeline for 2022-23 and beyond is less secure. We are developing our income growth strategy and will implement this as soon as possible in order to grow income sufficiently. We continue to strive for a diverse funding mix although we recognise that grants and contracts are likely to continue to account for most of our income. Our flexible approach will balance risk (blending low risk, low return activities with high risk, high return initiatives) and generate an optimal mix of unrestricted and restricted income.
2. The risk of mission critical areas of work not being completed as a result of turnover and gaps in staffing. One25 are committed to clear and prompt recruitment processes for all roles with integral review and regrade of roles where appropriate. Detailed handover and induction plans enable new staff to be up and running as quickly as possible.
3. The risk of lack of appropriate space and resources preventing us from working effectively and achieving ambitious plans. In the last year we have introduced a clearer home-working policy which allows more flexible use of the space that we have but the growth of the organisation presents key challenges around this.

Organisational structure

One25's trustees meet regularly (at least four times a year), including one trustee away day and an additional away day with the staff and trustees together. These days allow time for fuller discussion of strategic development or other important issues, as the need arises. Trustees are expected to attend one of two sub committees: either the Finance, Audit, Risk and Governance committee or the Services and Operations Committee. Committees deal with and decide on specialist issues relating to their subject and take responsibility for relevant risks. The chair of the committee will make recommendations for strategic decisions to the board. The CEO and other senior staff members submit written reports and attend all board meetings. Decisions are made through voting by trustees only, with due regard to the constitutional requirement for a quorum. Once the board has agreed the overall strategic priorities, the business plan and operational decisions are delegated to the CEO. The CEO is held to account through regular reports to the board on progress with the plan and through one-to-one meetings with the Chair, where the CEO's objectives are set and reviewed. The Chair conducts an annual appraisal with the CEO, and a summary of the appraisal is shared with the board.

Partnership Working

Working in partnership is essential to the success of our work and we collaborate with over 70 statutory, commercial and voluntary organisations to ensure that women can get the help that they need.

We seek active partnerships to deliver contracts across the sector. We have existing contracts with St Mungo's (Assertive Contact and Engagement Service), Second Step (Golden Key), Second Step (Changing Futures) and Bristol City Council (Street Sex Work Project and Ministry of Housing, Communities and Local Government funded Specialist Housing Navigator). We also have good links with Bristol City Council Commissioners. Another key long-term partnership is with Avon & Somerset Police, and this is widely recognised as a best practice example of connecting vulnerable people with the Police.

We continue to input into over 30 local strategy groups (such as Bristol Supported Housing Forum) which have links with Bristol City Council to tackle homelessness issues and to raise awareness of women's needs.

One25 cultivates relationships nationwide so we can introduce new ways of working into Bristol, such as Pause, and welcomes shadowing from partners across the UK.

We are particularly involved in work around domestic abuse, sexual violence and women's safety. Our CEO sits on the Domestic Homicide Review panel (to decide collectively if there should be a review into a death related to domestic abuse) and Safeguarding Adults Review panel (to decide collectively if there should be a review into a death or a case of serious harm). We also convene the monthly Bristol Sexual Violence Forum which continues to bring over 15 agencies together to help catch our city's most vulnerable from falling through the cracks of service provision.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 charity and of the income and expenditure of the charity 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the One25 trustees on 5 September 2022 and signed on its behalf by:

P. Douglas

P Douglas
Company Secretary

Mabel Richardson

M Richardson
Trustee

Independent auditor's report to the members of One25 Limited

Opinion

We have audited the financial statements of One25 (the 'charity') for the year ended 30 April 2022 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity'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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
 - the financial statements are not in agreement with the accounting records and returns;
 - certain disclosures of trustees' remuneration specified by law are not made; or
-

- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, the trustees 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 they 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 charity'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 charity 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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
-

- Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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 auditor's report.

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2022

Alison Godfrey

Date: 8 September 2022

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 3362644, and has charitable status, Reg. No. 1062391.

Principal address and registered office

The Grosvenor Centre, 138a Grosvenor Road, St. Pauls, Bristol, BS2 8YA.

Trustees

The trustees (who are directors for the purposes of company law) who served during the year and since the year end were as follows:

M Bentley (Treasurer)
K Black
R Dunn
C Edgar
C Hill (retired 06.09.2021)
F Parfitt
M Richardson (Chair)
M Russell
K Sloggett
C Stanaway
H Styles
S Talbot-Williams (Vice Chair)

Secretary

P Douglas

Auditors

Godfrey Wilson Limited 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD

Bankers

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham B1 2BR.
Triodos Bank, Deanery Road, Bristol BS1 5AS.

Staff Management Team

Chief Executive Officer:	A Smith (resigned 18.03.2022), N Johnston (21.03.2022 - 28.04.2022), J Riley (appointed 18.04.2022)
Senior Managers:	M Johnson (appointed 01.06.2021), J Riley, A Sutcliffe, J Thurston (appointed 13.09.2021), S Whitaker (resigned 11.06.2021)

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations	3	231,018	107,236	338,254	395,261
Charitable activities					
Grants	4	310,200	196,136	506,336	704,943
Income received for commissioned services	5	-	541,651	541,651	450,026
Other trading activities					
Fundraising events		28,941	-	28,941	24,712
Investments					
Bank interest		1,917	-	1,917	2,123
Other income		308	300	608	801
Total income		572,384	845,323	1,417,707	1,577,866
Expenditure on:					
Raising funds		176,701	-	176,701	147,567
Charitable activities	6	569,138	1,006,225	1,575,363	1,299,488
Total expenditure		745,839	1,006,225	1,752,064	1,447,055
Net income / (expenditure)	7	(173,455)	(160,902)	(334,357)	130,811
Transfers between funds	13	(20,000)	20,000	-	-
Net movement in funds		(193,455)	(140,902)	(334,357)	130,811
Total funds at 1 May		1,314,723	478,624	1,793,347	1,662,536
Total funds at 30 April		1,121,268	337,722	1,458,990	1,793,347

Fund comparatives are shown in Note 2

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 26 to 37 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****YEAR ENDED 30 APRIL 2022****COMPANY NO. 3362644**

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	10	366,788	377,918
Current assets			
Debtors	11	50,930	58,364
Current Asset Investments		957,652	702,104
Cash at bank		215,190	753,150
		<u>1,223,772</u>	<u>1,513,618</u>
Creditors: amounts falling due within one year	12	(131,570)	(98,189)
Net current assets		1,092,202	1,415,429
Net assets		<u>1,458,990</u>	<u>1,793,347</u>
Funds			
General Funds	13	909,680	1,037,605
Designated Funds	13	211,588	277,118
Unrestricted funds	13	1,121,268	1,314,723
Restricted funds	13	337,722	478,624
		<u>1,458,990</u>	<u>1,793,347</u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on the 5th September 2022 and are signed on their behalf by:



M Richardson
Trustee

The notes on pages 26 to 37 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2022**

	2022	2021
STATEMENT OF CASHFLOWS	£	£
Cash flows from operating activities:	(277,636)	174,189
Cash flows from investing activities:		
Dividends, interest and rents from investments	1,917	2,123
Purchase of property, plant and equipment	(6,693)	(29,827)
Net cash provided by (used in) investing activities	(4,776)	(27,704)
Change in cash and cash equivalents in the reporting period	(282,412)	146,485
Cash and cash equivalents at the beginning of the reporting period	1,455,254	1,308,769
Cash and cash equivalents at the end of the reporting period	1,172,842	1,455,254

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2022	2021
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	(334,357)	130,811
Adjustments for:		
Depreciation charges	17,823	22,458
Dividends, interest and rents from investments	(1,917)	(2,123)
(Increase)/decrease in debtors	7,434	(3,023)
Increase/(decrease) in creditors	33,381	26,066
Net cash provided by (used in) operating activities	(277,636)	174,189
Analysis of cash and cash equivalents	2022	2021
	£	£
Current Asset Investments	957,652	702,104
Cash at bank	215,190	753,150
Cash and cash equivalents at the end of the reporting period	1,172,842	1,455,254

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

1 Accounting policies

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard 102 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The accounts have been prepared on the going concern basis, and there are no material uncertainties affecting the charity's ability to continue as such.
- b) The charity is a public benefit entity.
- c) Income from donations is included in income when it is receivable, except as follows:
 - I. When donors specify that donations given to the charity must be used in future accounting periods, the income is held in a designated reserve until those periods;
 - II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- d) For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- e) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- f) 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.
- g) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- h) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Donated facilities are included at the value to the charity where this can be quantified and a third party bearing the cost. No amounts are included in the financial statements for services donated by volunteers.
- i) Costs of generating funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, i.e. attracting grants and donations, fundraising activities and events.
- j) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- k) Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. Support and governance costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff numbers or usage of floor area (for premises costs).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

1 Accounting policies (continued)

- l) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

Freehold Property	2% per annum on a straight line basis
Equipment	25% per annum on a straight line basis
Furniture and fittings	25% per annum on a straight line basis
Motor vehicles	25% per annum on a straight line basis

Repairs and maintenance to One25 premises are only capitalised if they are additions or improvements; fixed assets under £1,000 are written off in the year of acquisition.

- m) Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- n) Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.
- o) Cash and cash equivalents comprise cash in hand, call deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.
- p) Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- q) The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- r) The charity has arranged a defined contribution scheme for its staff. Pension costs charged in the SOFA represent the contributions payable by the charity in the period.
- s) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- t) 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 raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.
- u) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on 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.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1 l) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2021 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Income from:			
Donations	196,492	198,769	395,261
Charitable activities			
Grants	230,592	474,351	704,943
Income received for commissioned services	-	450,026	450,026
Other trading activities			
Fundraising events	24,712	-	24,712
Investments			
Bank interest	2,123	-	2,123
Other income	801	-	801
Total income	454,720	1,123,146	1,577,866
Expenditure on:			
Raising funds	147,567	-	147,567
Charitable activities	263,198	1,036,290	1,299,488
Total expenditure	410,765	1,036,290	1,447,055
Net income	43,955	86,856	130,811
Transfers between funds	-	-	-
Net movement in funds	43,955	86,856	130,811
Total funds at 1 May	1,270,768	391,768	1,662,536
Total funds at 30 April	1,314,723	478,624	1,793,347

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

3 Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Regular donations	82,586	240	82,826
Other donations	84,259	106,996	191,255
Donated goods and services	37,970	-	37,970
Community Fundraising	26,203	-	26,203
	<u>231,018</u>	<u>107,236</u>	<u>338,254</u>

Donations include £3,695 donated by One25 Trustees and / or related parties (2021 £1,115).

2021 comparative figures for donations are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Regular donations	81,336	120	81,456
Other donations	89,518	45,994	135,512
Donated goods and services	7,886	-	7,886
Community Fundraising	17,752	152,655	170,407
	<u>196,492</u>	<u>198,769</u>	<u>395,261</u>

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Casework support			
Comic Relief	-	15,800	15,800
Grants less than £10,000	-	5,770	5,770
Core support			
Ministry of Justice	-	50,000	50,000
The Joseph Rank Trust	-	15,000	15,000
Lloyds Bank Foundation for England & Wales	-	12,054	12,054
Peony service			
Charles Hayward Foundation	-	25,000	25,000
The Rayne Foundation	-	20,000	20,000
Eversea Community First Charitable Trust	-	15,000	15,000
Nisbet Trust	-	10,000	10,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	17,512	17,512
Unrestricted Grants			
Puebla Charitable Trust	10,000	-	10,000
John James Bristol Foundation	10,000	-	10,000
Esmee Fairbairn Foundation	40,000	-	40,000
The Leathersellers' Company Charitable Fund	10,000	-	10,000
Oak Foundation	200,000	-	200,000
Porters Trust	10,000	-	10,000
Grants less than £10,000	30,200	-	30,200
	<u>310,200</u>	<u>196,136</u>	<u>506,336</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

4 Grants from trusts and foundations (continued)

The charitable company receives government funding as grants and commissioned income to fund charitable activities; government funding being defined as funding from the National Lottery Community Fund, Ministry of Justice and Bristol City Council. The total value of such income in the period ending 30 April 2022 was £529,906 (2021: £637,619). There are no unfulfilled conditions or contingencies attaching to this income in 2021/22.

2021 comparative figures for grants are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Casework support			
National Lottery Community Fund	-	158,261	158,261
Comic Relief	-	19,750	19,750
Grants less than £10,000	-	6,380	6,380
Drop-in centre			
John James Bristol Foundation	-	10,000	10,000
Grants less than £10,000	-	15,500	15,500
Outreach service			
National Lottery Community Fund	-	40,000	40,000
Grants less than £10,000	-	22,000	22,000
Core support			
Bristol City Council	-	48,010	48,010
The Joseph Rank Trust	-	30,000	30,000
Lloyds Bank Foundation for England & Wales	-	20,519	20,519
Pause			
Pause Creating Space For Change	-	33,731	33,731
Grants less than £10,000	-	520	520
Peony service			
Bristol City Funds and Quartet Community Foundation	-	20,000	20,000
The Rayne Foundation	-	20,000	20,000
Eversea Community First Charitable Trust	-	15,000	15,000
Grants less than £10,000	-	14,680	14,680
Unrestricted Grants			
Allan & Gill Gray Philanthropy	72,442	-	72,442
Esmée Fairbairn Foundation	60,000	-	60,000
Comic Relief	40,000	-	40,000
The Leathersellers' Company Charitable Fund	15,000	-	15,000
Other grants less than £10,000	43,150	-	43,150
	230,592	474,351	704,943

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Casework Support			
Bristol City Council	-	81,996	81,996
St Mungo's	-	42,000	42,000
Second Step	-	30,199	30,199
Pause Bristol			
Bristol City Council	-	387,456	387,456
	-	541,651	541,651

5 Commissioned Services (continued)

2021 comparative figures for commissioned income are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Casework Support			
St Mungo's	-	82,960	82,960
Bristol City Council	-	52,039	52,039
Second Step	-	33,916	33,916
Pause Bristol			
Bristol City Council	-	281,111	281,111
	-	450,026	450,026

6 Charitable activities

	Salaries	Direct Costs	Support Costs	Total 2022
	£	£	£	£
Casework support	322,719	69,115	112,014	503,848
Drop-in centre	136,240	68,787	67,885	272,912
Outreach service	41,417	24,241	50,930	116,588
Pause Bristol	218,547	80,547	67,221	366,315
Peony	165,975	86,577	63,148	315,700
	884,898	329,267	361,198	1,575,363

Support costs

	Salaries	Other Support Costs	Total 2022
	£	£	£
Casework support	81,385	30,629	112,014
Drop-in centre	49,323	18,562	67,885
Outreach service	37,004	13,926	50,930
Pause Bristol	48,840	18,381	67,221
Peony	45,881	17,267	63,148
	262,433	98,765	361,198

Included in other support costs are governance costs of £7,019 (2021 £5,724).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

6 Charitable activities (continued)

2021 comparative figures charitable activities and support costs are shown below

Charitable activities	Salaries	Direct Costs	Support Costs	Total 2021
	£	£	£	£
Casework support	304,577	59,705	97,992	462,274
Drop-in centre	124,332	54,123	63,768	242,223
Outreach service	27,231	22,417	44,398	94,046
Pause Bristol	199,677	63,520	62,846	326,043
Peony	101,295	34,965	38,642	174,902
	<u>757,112</u>	<u>234,730</u>	<u>307,646</u>	<u>1,299,488</u>

Support costs	Salaries	Other Support Costs	Total 2021
	£	£	£
Casework support	81,614	16,378	97,992
Drop-in centre	53,109	10,659	63,768
Outreach service	36,977	7,421	44,398
Pause Bristol	52,341	10,505	62,846
Peony	32,183	6,459	38,642
	<u>256,224</u>	<u>51,422</u>	<u>307,646</u>

7 Net income / (expenditure)

This is stated after charging:

	2022	2021
	£	£
Depreciation	17,823	22,458
Auditors' remuneration	5,970	5,700

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

8 Staff costs and numbers

	2022	2021
	£	£
The aggregate payroll costs were:		
Wages and salaries	1,158,103	1,017,950
Social security costs	106,234	86,953
Pension contributions	32,164	28,396
	<u>1,296,501</u>	<u>1,133,299</u>

The Senior Management Team is made up of the following positions within the organisation:

Chief Executive Officer
 Operations Manager
 Fundraising & Communications Manager
 Organisational Support Manager

The total remuneration, benefits and pensions paid to the SMT in the year was:	2022	2021
	£	£
	<u>207,360</u>	<u>202,507</u>

No members of staff received more than £60,000 remuneration this year or last year.

The average number of employees during the year in total and calculated on the basis of full time equivalents, was as follows:

	2022	2021	2022	2021
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	6	5	5.8	5.7
Caseworkers	12	12	9.9	9.3
Fundraising	4	5	4.0	3.0
Communications	2	2	1.9	1.8
Drop-in	5	5	4.3	4.1
Outreach	2	1	1.5	0.7
Pause BNSSG	8	7	7.0	6.0
Peony	6	4	5.5	3.2
	<u>45</u>	<u>41</u>	<u>39.9</u>	<u>33.8</u>

Over the year the staff team has been supported by 138 volunteers.

None of the trustees have received remuneration or other benefits.

In 2022 3 Trustees claimed travel expenses totalling £152 (2021: 2 Trustees claimed training expenses totalling £237)

9 Taxation

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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

10 Tangible fixed assets

	Freehold Property £	Equipment £	Furniture and Fittings £	Motor Vehicles £	Total £
Cost					
At 1 May 2021	434,665	33,931	1,645	19,500	489,741
Additions	-	-	6,693	-	6,693
Disposals	-	-	-	-	-
At 30 April 2022	434,665	33,931	8,338	19,500	496,434
Depreciation					
At 1 May 2021	79,117	11,561	1,645	19,500	111,823
Charge for the year	8,693	7,457	1,673	-	17,823
Disposals	-	-	-	-	-
At 30 April 2022	87,810	19,018	3,318	19,500	129,646
Net book value					
At 30 April 2022	346,855	14,913	5,020	-	366,788
At 30 April 2021	355,548	22,370	-	-	377,918

11 Debtors

	2022 £	2021 £
Prepayments	14,518	17,585
Accrued income	6,683	21,482
Other debtors	29,729	19,297
	50,930	58,364

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	18,128	23,167
Other creditors	5,179	3,824
Pension contributions payable	5,740	-
Accruals	29,910	25,145
Taxation and social security	30,899	20,500
Deferred income	41,714	25,553
	131,570	98,189

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2022

12 Creditors: amounts falling due within one year (continued)

Deferred income movements

	2022	2021
	£	£
At 1 May 2021	25,553	12,500
Deferred during the year	41,714	25,553
Released during the year	(25,553)	(12,500)
At 30 April 2022	41,714	25,553

Deferred income relates to income received towards the cost of specific staff salaries in a future period.

13 Movement in funds

	At 1st May 2021	Income	Expenditure	Transfers	At 30th April 2022
	£	£	£	£	£
Restricted Funds					
Casework support	9,912	225,482	235,394	-	-
Drop-in centre	152,655	-	152,655	-	-
Outreach service	-	50,044	50,044	-	-
Core costs	-	77,054	77,054	-	-
140 building fund	240,800	-	5,600	-	235,200
Pause Bristol	75,257	393,456	366,191	-	102,522
Peony Service	-	99,287	119,287	20,000	-
Total Restricted Funds	478,624	845,323	1,006,225	20,000	337,722
Unrestricted funds					
Designated funds					
Fixed Asset fund	137,118	-	-	(5,530)	131,588
Infrastructure support fund	80,000	-	-	-	80,000
Future Funding	60,000	-	60,000	-	-
Total Designated Funds	277,118	-	60,000	(5,530)	211,588
Free reserves	1,037,605	572,384	685,839	(14,470)	909,680
Total Unrestricted Funds	1,314,723	572,384	745,839	(20,000)	1,121,268
Total funds	1,793,347	1,417,707	1,752,064	-	1,458,990

Purpose of restricted funds:

Casework support - One25's specialist caseworkers provide individual support to help women make positive changes; they meet women at times and places that suit them and help them identify and make the changes that they want e.g. finding a safe place to live or getting drug treatment for their addiction.

The drop-in centre, open 4 afternoons a week, is a safe, homely place where service users can access practical and emotional support.

One25's outreach service is a van that goes out 7 nights a week and is often where women first meet and engage with One25.

The core costs fund is restricted funding for organisation central costs.

140 building fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The building's net book value is £235,200; because of the restrictions attached to the donation it is held as a restricted asset.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

13 Movement in funds (continued)

Pause Bristol is a programme that uses an innovative and proven model of care, which supports women to break the devastating cycle of having their children removed.

Peony service - this service is designed to promote independence for women in early recovery from addiction and is open 5 days a week. The transfer represents a correction to funds brought forward.

Purpose of designated funds:

Fixed Asset fund - represents the value of One25s assets. The transfer of £5,530 between general funds and fixed asset fund represents the cost of assets purchased adjusted for assets disposed of and the depreciation charge for the year.

Infrastructure Support Fund - This is a designated fund to provide for property and infrastructure development and maintenance.

The Future Funding fund represents unrestricted grant funding received in the year but allocated against future years expenditure. This was spent in the year on general unrestricted expenditure.

2021 comparative figures for the movement in funds are shown below

Movement in funds	At 1st May 2020 £	Income £	Expenditure £	Transfers £	At 30th April 2021 £
Restricted Funds					
Casework support	29,430	195,141	214,659	-	9,912
National Lottery Community Fund	-	158,261	158,261	-	-
Drop-in centre	-	178,155	25,500	-	152,655
Outreach service	-	62,000	62,000	-	-
Core costs	30,000	98,529	128,529	-	-
140 building fund	246,400	-	5,600	-	240,800
Pause Bristol	85,938	315,362	326,043	-	75,257
Peony Service	-	115,698	115,698	-	-
Total Restricted Funds	391,768	1,123,146	1,036,290	-	478,624
Unrestricted funds					
Designated funds					
Fixed Asset fund	124,149	-	-	12,969	137,118
Infrastructure support fund	80,000	-	30,924	30,924	80,000
Future Funding	320,000	-	-	(260,000)	60,000
Total Designated Funds	524,149	-	30,924	(216,107)	277,118
Free reserves	746,619	454,720	379,841	216,107	1,037,605
Total Unrestricted Funds	1,270,768	454,720	410,765	-	1,314,723
Total Funds	1,662,536	1,577,866	1,447,055	-	1,793,347

14 Analysis of net assets between funds

	At 30th April 2022		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	235,200	102,522	337,722
	235,200	102,522	337,722
Unrestricted funds			
Fixed Asset fund	131,588	-	131,588
Infrastructure support fund	-	80,000	80,000
Free reserves	-	909,680	909,680
	131,588	989,680	1,121,268
Total funds	366,788	1,092,202	1,458,990

2021 comparative figures for the analysis of net assets between funds are shown below

	At 30th April 2021		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	240,800	237,824	478,624
	240,800	237,824	478,624
Unrestricted funds			
Fixed Asset fund	137,118	-	137,118
Infrastructure support fund	-	80,000	80,000
Future Funding	-	60,000	60,000
Free reserves	-	1,037,605	1,037,605
	137,118	1,177,605	1,314,723
Total funds	377,918	1,415,429	1,793,347

15 Company limited by guarantee

The charity is a company limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £10 each.

16 Related parties

There were no related party transactions in the year ended 30 April 2022.

Thanks to the following funders who have made a huge difference to the lives of vulnerable women in the last year:

Allan & Gill Gray Philanthropy, AVA Against Violence and Abuse, Bristol City Council, Bernays Charitable Trust, Bristol City Funds and Quartet Community Foundation, Bristol Masons, The Burges Salmon Charitable Trust, Charles Hayward Foundation, Comic Relief, Dame Violet Wills Will Trust, Dame Violet Wills Charitable Trust, Eleanor Hamilton Educational Trust, Esmée Fairbairn Foundation, Eversea Community First Charitable Trust, The Florence Shute Millennium Trust, Greyfriars Trust, The Gibbs Charitable Trust, G F Eyre Charitable Trust, Helianthus Charitable Trust, The Hilda Beer Charitable Trust, John James Bristol Foundation, Marsh Charitable Trust, Maurice and Hilda Laing Charitable Trust, Ministry of Justice, Porters Trust, Puebla Charitable Trust, The Nisbet Trust, Oak Foundation Pause Creating Space for Change, Second Step, Spielman Charitable Trust, St Mungos, The Gloucestershire Society, The Joseph Rank Trust, The Josephine Butler Educational Trust, The Leathersellers' Company Charitable Fund, The Parivar Trust, The Pat Newman Memorial Trust, The Rayne Foundation, The Rhododendron Trust, Souter Charitable Trust, Westfield Health Charitable Trust, University Of Bristol

With heartfelt thanks also to all the businesses, social groups, churches and individuals who have so generously supported One25's work this year.

ONE25 LIMITED

England & Wales - Charity number 1062391

Accounts

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2021

Company Registration Number 3362644
Charity Number 1062391

Contents	Pages
Report of the trustees	2 - 15
Independent auditor's report to the members of One25 Limited	16 - 20
Reference and administrative details of the charity	21
Statement of financial activities	22
Balance sheet	23
Cashflow Statement	24
Notes to the financial statements	25 - 36
Acknowledgements	37

Aims and Objectives

Purposes

One25's purposes, as set out in the objects contained in the company's articles of association, are specifically restricted to the following:

'To promote social inclusion for the public benefit by preventing people, particularly women in the Bristol area who are, may become or have been engaged in the sex industry from becoming socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society.'

The aims of One25

Vision: A world where all women are safe, feel loved and thrive.

Mission: To meet women who street sex work and all vulnerable women where they are, supporting them to move from crisis and trauma towards independence in the community.

Aims:

- **Safety:** To enable women to be safe from any kind of violence and abuse
- **Health and Wellbeing:** For women to experience better physical, sexual, mental, emotional and spiritual health and lifestyle
- **Drug treatment:** To enable women to reduce their intake of illegal substances and/or stop problematic drug/alcohol use
- **Criminal justice:** To enable women to reduce offending
- **Housing and finance:** To enable women to be safely housed and manage their finances
- **Family and Parenting:** To promote healthy family relationships, safeguard the wellbeing of women and children and where possible increase parenting capacity
- **Life skills:** To enable women to get the most out of life and develop skills for living and independence
- **Awareness:** For more individuals and organisations to become aware of the women's needs and respond sympathetically and with understanding

Ensuring One25's work delivers our aims

One25 refers to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning future activities. In particular, the trustees consider how planned activities will contribute to our aims and objectives. Our business plan (2021-24) was agreed in March 2021. Trustees make decisions within the agreed business plan, or if they represent new and unforeseen opportunities, they are made on the basis of the direction the

organisation is travelling in and are needs and values led. We seek feedback from all stakeholder groups, which in turn feeds into operational planning days where objectives are set to meet the strategic priorities. Senior members of staff review the business plan and operational plan quarterly. Trustees receive update reports from senior members of staff at board meetings, which take place at least quarterly. This enables them to review the success of our key activities and the benefits they have brought to service users.

Strategic priorities

One25 continue to work towards the seven strategic goals agreed with staff and the board in January 2018 and which form the backbone of our business plan. They are:

1. To improve the lives of women involved in street sex work, who are not yet ready or able to step away from this form of work
2. To increase the number of women permanently moving away from street sex work in Bristol
3. To ensure that the needs and voices of our service users inform service delivery and the direction of the organisation
4. To ensure that One25 is a sustainable and well-run organisation
5. To ensure that we value our high performing team of staff, volunteers and trustees, in order to provide consistent, appropriate and relevant services to women involved in street sex work
6. To ensure One25 has an excellent reputation that attracts funders and supporters, and that offers media, campaigning and networking opportunities to change women's lives
7. To work closely with partners and funders to provide coherent, linked-up support to vulnerable women; also to break through barriers and change their lives

These are displayed around our organisation in the form of posters.

Plans for the future

Our new Business Plan for 2021-24 outlines further goals, both pan organisational and specific to each programme which have been agreed with staff and the board. They include:

- To work with partners with similar values and approaches, to co-produce and pilot new services, to learn from others and to support in reducing their vulnerabilities
-

- To embed deeper assessment and review systems to ensure we are doing all we can to remove the barriers to leaving street sex work
- To improve our service user consultation, developing services with as well as for women by engaging in broader methods of consultation and giving women voice in strategic meetings
- To become a Psychologically Informed Environment (PIE), setting out on a journey where all staff recognise the trauma intrinsic to our work and support each other to manage the impact of this
- To increase the diversity represented by all involved with One25, staff, volunteers and the board, employing external expertise, learning about good practice and setting up a permanent cross organisational group to generate ideas and action towards this
- To explore increasing van outreach from 5-7 nights per week
- To expand the offers of support in-house at drop-in to include therapy and legal advice
- To secure rolling funding for Pause Bristol to avoid cycle by cycle funding to secure the future of Pause support to women and build in some flexibility
- To expand Peony from 3-5 days per week and increase the partnership work to provide more opportunities for women to build skills and independence
- To pioneer peer mentoring programmes to support women with lived experience to gain skills and work
- To develop a new programme which furthers women's recovery and offers opportunities to volunteer, train and work in 2023.

How our activities deliver public benefit

The trustees have given due consideration to Charity Commission published guidance on public benefit.

All of our charitable activities focus on the prevention or relief of poverty by working with vulnerable women. The women One25 work with face multiple and severe challenges. For many (66%) this includes street sex work. About 74% experience homelessness, 95% have chronic mental ill health, 63% have chronic physical ill health and 78% are addicted to drugs and/or alcohol. Almost all (97%) have experienced domestic or sexual violence and many have disclosed childhood abuse (56%).

Equal access to our services is important to us and we do our best to monitor those accessing the services according to the nine protected characteristics. All of our services are provided free to service users.

The impact of our work goes far beyond those we help directly and includes reducing distress to families and friends of our service users, as well as residents living in areas where street sex-working occurs. We influence priorities of commissioners and policy makers and share learning through open mornings and affiliation with national networks including Beyond the Streets and CLINKS. We promote best practice through specialist training delivered to various partners and placements for trainee social workers. We promote the women's voices at local and national level in academic research, statutory consultations and through the media and other communication networks.

Last year 237 women benefitted from One25's services. Of these:

- 123 were able to use specialist services and get the help they needed
- 134 women were safer
 - 35 used victim services
- 194 women were supported with health and wellbeing needs
 - 55 took up referrals for mental health issues; 68 for physical health and 47 used sexual health services
- 119 women were supported around addiction and treatment
 - 47 engaged in drug or alcohol treatment; 3 went to rehab
- 49 women received support for criminal justice issues
 - 28 were supported to attend an appointment with an external criminal justice agency
- 176 women received advice and support around housing and finance
 - 47 were supported to prevent homelessness and 160 have been in safe accommodation
- 65 were supported around family and parenting
 - 18 were supported around maternity; 34 received parenting support and 46 were supported around wider family relationships
- 77 women have developed life skills and independence
 - 59 gained employability skills; 29 did courses in the wider community; 44 volunteered, either at One25 or in the wider community, and 9 got jobs

We have seen increases across all outcome areas (except life skills owing to challenges surrounding the pandemic). A key success in the last year has been to update our monitoring and evaluation processes so that all frontline work now feeds into these outcomes giving a more accurate picture of the impact of One25's work.

Overview of impact in relation to street sex work for 2020-21:

- 39 women were supported to prevent them entering street sex work
 - 50 abstained from street sex work for a period of three months
 - 43 women exited street sex work for a period of six months or more
-

- 57 women maintained their exit from street sex work for a period of 12 months or more

We have seen more women both abstain or exit street sex work this year which is a huge success. However, we have also seen increased challenges for women to maintain this with slightly higher levels of return to street sex-working after abstaining (38% compared with 34% in 2019-20), exiting (29% compared with 24% in 2019-20), and maintaining (21% compared with 13%).

There are a number of key themes that emerge around women's returns to street sex work including: poor mental health, homelessness or housing issues, struggles on low income, prison release and relapse to substance misuse and we will continue to be mindful of how we can best support women in these areas. The majority of women who return are seen back out a few times and are then not seen working again. We think this is related to the team providing swift crisis intervention to prevent returning fully to street sex work. We will continue to monitor this and be mindful of how we can best support women to have the resources that they need at points of crisis to support their ongoing recovery.

Outreach

113 women were seen street sex-working through the year. 99 of these women used the window-only van outreach service 786 times (average four women per shift). This is slightly more than the previous year (96 women) demonstrating that the pandemic did not impact on women's need for this vital service. When other services were unable to open, One25 staff and volunteers continued to meet women during the late night hours providing vital connection, practical support and clear advice when they are working on the streets. To increase accessibility, we provide a Freephone telephone number for outreach, so that women can call us and arrange to meet.

Drop-in

Last year, there were 542 visits from 76 different women to One25's drop-in centre at 138a Grosvenor Road (average 5 women per session). When drop-in could not open, the team pivoted to provide a food delivery service to the most at-risk women and wellbeing packs to reduce loneliness and isolation.

Outside of lockdowns, we have opened our doors for a socially-distanced service giving in-person access to frontline staff and visiting professionals including a GP, prescribing nurse and a hairdresser. The drop-in continues to provide a safe space where women can get support for any area of need. One25's drop-in Manager and support workers assess each woman's need and refer her to appropriate support, including specialist caseworkers and a range of visiting professionals such as a GP, Prescribing Nurse and a sexual health nurse.

Casework

Caseworkers have provided personalised one-to-one support for 142 women. During the year One25's casework team included these specialist areas of expertise: drug treatment, housing and finance, mental health services, domestic and sexual violence, criminal justice system and complex needs. All One25 frontline workers have supported women both remotely and in person (as possible and when required).

Peony

Launched in September 2018, Peony offers a safe and welcoming space, where women who have experienced trauma can find positive community, understand and manage trauma, and get excited about their future. Peony is Bristol's only specialist service for women facing multiple disadvantage (i.e. at least three of domestic and sexual violence, removal of children, addiction, homelessness, offending, mental health issues and street sex work). 48 women were helped through Peony this year. 26 gained employability skills and 6 women got jobs!

Peony provides: a programme of therapeutic and meaningful activities; specialised group work and one-to-one support. During the first lockdown in person sessions could not take place for over 3 months. When not able to deliver in person sessions, the team ran online sessions and delivered food parcels along with simple wellbeing activities such as crossword books and puzzles. Once we were able to open again, social distancing measures drastically reduced session capacity. We were pleased that in subsequent lockdowns we could continue to offer some in person group work in line with the government exemption for support groups. 4 Peony peer volunteers have supported and led sessions this year.

Pause Bristol

In 2017 we opened Pause Bristol. Pause is part of a national programme offering support to women who have had two or more children permanently removed from their care. The Pause programme is closely aligned with One25's values and approach to working with vulnerable women. Working with women over 18 months, it gives women the chance to pause and take control of their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as costing the taxpayer hundreds of millions of pounds.

Pause practitioners work intensively with women, providing tailored support to help them tackle destructive patterns, develop new skills and avoid further trauma. This helps women develop strong foundations on which they can build a more positive future for themselves. During 2020-21 we worked with 38 women as we concluded working with a second cohort of women and also started with a third cohort.

Pause National selected One25 to trial a Peer Mentoring pilot in Bristol. Three women have been peer mentor volunteers this year supporting group work activities. Thanks to the

success of this pilot, it has been funded for another year and we aim to recruit four peer mentors in the coming year.

Response to Covid-19

One25 is an essential service. Most of the women One25 work with have chronic health needs, are homeless, face addiction and experience high levels of domestic and sexual violence. They are a very high risk group for Covid-19 and our priority is to keep them as well protected as we can, whilst keeping our staff and volunteers as safe as we can. We have hosted vaccination clinics for the women at One25 and all frontline staff and volunteers have been offered vaccinations to keep the women safe.

We have kept all services running, adapted to keep within Government guidance as explained above. Over 550 food deliveries were made to women by our frontline teams and we continue to adapt and change our activities as the situation unfolds.

Internally, we are also dealing with the impact of remote working and constraints of the challenging environment. However, we continue to aim for business as usual as much as possible and are deeply impressed with the commitment, resilience, and creativity of our staff and volunteers.

Fundraising Approach

One25's fundraising approach is to build a diverse range of income sources and ensure that we are not overly reliant on any one particular funder. We balance risk (blending low risk, low return activities with high risk, high return initiatives) in order to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy aiming to bring people closer to the women so that they are inspired to act and support our work.

One25 is registered with the Fundraising Regulator, and we have paid the voluntary levy for this. We have not employed any professional fundraisers or commercial participators to fundraise on our behalf.

We are committed to fundraising ethically and take all reasonable steps to treat each donor fairly. This includes taking into account the needs of any potential donor who may be in a vulnerable circumstance or require additional care and support to make an informed decision. We do not exploit the credulity, lack of knowledge, apparent need for care and support or vulnerable circumstance of any donor at any point in time. We have not received any complaints about One25's fundraising activity.

We will continue to invest in all income areas to ensure that we increase our sustainability and develop a more diverse funding portfolio.

Financial review

2020/21 has been a strong year for One25 financially. Although our income appears to have dropped £257k compared to 2019/20, this is actually a reflection of the £320k advance funding received in 2019/20. As we operated throughout the pandemic, we were able to access emergency Covid-19 grants totalling £120k which more than compensated for the small drop in donations and fundraising events income. Although most fundraising events were massively curtailed or cancelled, Jingle Jam (a single supporter-led Christmas appeal) raised £152k and we ran a successful Christmas appeal that generated £40k for our Peony project. Our expenditure was slightly but not dramatically reduced against that budgeted due to the restrictions imposed in lockdowns as we adapted our services to continue to support women. As we continued to operate all year we did not furlough any staff. Overall, we ended the year with a small unrestricted surplus of £43,955 and after transfers into and out of designated funds (including the release of £260k of advance funding received last year) free reserves of £1,037,605.

Our cash balances were significantly higher at year end compared to the prior year, reflecting the advance funding received and our consequent increase in reserves.

Investment policy

One25 seeks to maintain the capital value of its assets, maintain liquidity and produce the best financial return within an acceptable level of risk whilst acting in accordance with its ethical standards. One25 needs cash to support its day to day operations but will also hold cash and investments as a result of building free reserves which may be used to develop new projects or services. The organisation's investment policy needs to remain aligned with its policy on free reserves, such that funds must be available to manage liquidity pressures when required.

The organisation's policy is as follows;

- At least 3 months of expenditure must be held as cash in instant access accounts;
- The balance up to the amount specified by the Board as the current target free reserves amount can be held in accounts or investments where a maximum of 95 days' notice is required; and
- Any amounts above the agreed free reserves target amount can be held in accounts or investments where notice of up to 13 months is required.

All cash balances will be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority, with the aim of maximising interest income. Cash deposits should be split so that no one institution holds all of One25's total cash balance, and

consideration will be given to maintaining balances with different providers below the FSCS compensation level.

The Board will approve any non-cash investment activity (e.g. stocks and shares etc.) taking into account the proposed risk and potential rewards, proposed level of investment and the current financial position of the charity.

The Finance Manager will monitor the cash and investments position and actual and projected cash flow and report to the Finance, Audit, Risk and Governance sub committee and, through it, to the Board.

Reserves policy

The Board of trustees has given consideration to appropriate levels of reserves retained for safe financial management. Its view is that One25 should hold between at least 3 and 9 months of running costs as a free reserve, depending on the current position of the charity including the amount and certainty of actual and projected grant funding.

During each financial year, the Board will agree a more specific target within the overall range for free reserves at the forthcoming year end. This target will take account of the current performance and outlook of the organisation, including the current funding position, the position and attitude of current and potential funders and any specific requirements for funding existing and new services.

Reserves are required for the following reasons:

- As employers we have an obligation to maintain sufficient income to pay our staff;
- One25s income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding;
- Healthy reserves are necessary for One25 to flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

With continued careful management we have grown our level of reserves to £1,037,605, which is equivalent to 7.1 months' budgeted expenditure. This is at a slightly higher level than we would usually maintain, but considered as prudent at the present time, given that the uncertainties caused by the Covid-19 pandemic make long-term forecasting and planning more challenging than ever before. This level of reserves gives us confidence that One25 will be able to continue to support Bristol most marginalised women over the next 12 months.

Structure, Management and Governance

Governing document

One25 is a private company limited by guarantee and also a charity registered with the Charity Commission. The organisation is governed by its Articles of Association dated 30 April 1997, which were amended 15 October 2001, 18 October 2004, 24 October 2005, 30 October 2010 and 21 January 2019.

Recruitment and appointment of Trustee Board

On 30 April 2021 the trustee board consisted of twelve trustees. A skills audit of the board is conducted regularly and new trustees are recruited as required. A minority proportion of the trustees have current practical involvement in the work of the charity and others are recruited because of their relevant professional skills. After completing a trustee application form, potential trustees' application forms and CVs are circulated to the board who agree whether they should be interviewed. They are then interviewed by a panel, usually including the CEO and/or Chair and another board member/s, who will recommend their appointment or not for approval by the Board. Their period of tenure is for three years, after which they may stand for re-election for two further terms, before being required to stand down.

Trustee induction and training

Trustee induction consists of a further meeting with the Chair, including a tour of the premises and introductions to any staff present, plus an information package including the Articles of Association, Annual Report and Accounts and Charity Commission booklets describing the responsibilities of the trustee role, as well as internal information about the charity. During the last year, visits have been replaced by trustees attending staff team meetings to get a deeper insight into One25's activities. This has worked well and we plan to continue this moving forwards. We also provide regular bulletins to the Board to keep them updated. New trustees are also offered a session with the Finance Manager, to ensure they understand the format of our accounts, and can visit or shadow internal meetings and some external meetings, where appropriate, in line with the particular interests of the new trustee. Information on governance training opportunities is circulated periodically to all trustees.

Staff structure and remuneration

The team (end of April 2021) consisted of 43 members of staff. The CEO assesses all new job roles against One25's salary bands and their salary is set accordingly. The CEO and Senior Management team's remuneration is assessed and reviewed by the Board.

Volunteer support

Over the course of the year, an amazing team of 107 volunteers has supported One25 by giving over 2,800 hours of support. It has been a challenging year for volunteers as service restrictions have limited opportunity to get involved. Despite this, they have assisted in all

aspects of One25's work, with the highest number supporting night outreach sessions. The Volunteer Manager has worked hard to continue to develop volunteering at One25 continuing to communicate regularly with volunteers to keep them updated and connected to One25.

In the last year we have recruited 22 new volunteers and held 5 inductions. We have continued to deliver a rolling programme of training primarily online and some in person where possible and deemed necessary. Topics covered included professional boundaries, wellbeing for volunteers and safeguarding. We ensure that all volunteers are fully supported and supervised and plan to introduce reflective practice sessions for volunteers this year.

7 women have been peer volunteers this year: 4 supporting and leading Peony sessions and 3 at Pause. We look forward to developing this area of our work further in the coming year.

Risk management

The senior management team reviews the risks to which the charity is exposed before every board meeting and records these, along with systems and procedures put in place to mitigate them, on a risk register. This risk register is shared and agreed by the board. The sub committees have allocated risks which they have responsibility for and review in their meetings. The senior management team highlights what they believe to be the current top ten risks ahead of each trustee meeting and these are brought to the board meeting. Once a year the board looks at the full risk register. This allows the board to focus their attention on the most relevant and strategic risks, whilst maintaining an overview of all identified risks facing the organisation.

Significant Risks

The trustees have identified that the most significant risks to the organisation at the time of writing this report are:

1. The risk to the financial sustainability of One25 in the coming year. Although One25 has ended 2020-21 in a strong financial position, our pipeline for 2021-22 and beyond is less secure. The ongoing impact of the pandemic is still uncertain and so we cannot be as confident as usual that we will be able to raise all of the funds needed for existing work in 2021-22. We continue to strive for a diverse funding mix although we recognise that grants and contracts are likely to continue to account for the majority of our income. Our flexible approach will balance risk (blending low risk, low return activities with high risk, high return initiatives) and generate an optimal mix of unrestricted and restricted income.
 2. The risk of running reduced services (especially van outreach and drop-in) owing to a lack of volunteer support or staff absences as a result of burn out. Whilst we have
-

seen fewer shift cancellations through the last year as volunteers have been more available to cover shifts, this is increasingly challenging as the world opens up and lives become busier again. We are working to induct volunteers in prioritised posts and have an extensive programme of support for staff including external supervision, group reflective practice, an Employee Assistance Programme and Mental Health Champions. Our commitment to become a Psychologically Informed Environment is also integral to this.

3. The risk of mission critical areas of work not being completed as a result of gaps in staffing. One25 are committed to clear and prompt recruitment processes for all roles with integral review and regrade of roles where appropriate. Detailed handover and induction plans enable new staff to be up and running as quickly as possible.

Organisational structure

One25's trustees meet regularly (at least four times a year), including one trustee away day and an additional away day with the staff and trustees together. These days allow time for fuller discussion of strategic development or other important issues, as the need arises. Unfortunately, this year we were unable to hold an away day owing to Covid restrictions and we hope to be able to do this again in the coming year. Trustees are expected to attend one of two sub committees: either the Finance, Audit, Risk and Governance committee or the Services and Operations Committee. Committees deal with and decide on specialist issues relating to their subject and take responsibility for relevant risks. The chair of the committee will make recommendations for strategic decisions to the board. The CEO and other senior staff members submit written reports and attend all board meetings. Decisions are made through voting by trustees only, with due regard to the constitutional requirement for a quorum. Once the board has agreed the overall strategic priorities, the business plan and operational decisions are delegated to the CEO. The CEO is held to account through regular reports to the board on progress with the plan and through one-to-one meetings with the Chair, where the CEO's objectives are set and reviewed. The Chair conducts an annual appraisal with the CEO, and a summary of the appraisal is shared with the board.

Partnership Working

Working in partnership is essential to the success of our work and we collaborate with over 70 statutory, commercial and voluntary organisations to ensure that women can get the help that they need.

We seek active partnerships to deliver contracts across the sector. We have existing contracts with St Mungo's (Assertive Contact and Engagement Service), Second Step (Golden Key) and Bristol City Council (Street Sex Work Project and Ministry of Housing, Communities and Local

Government funded Specialist Housing Navigator). We have also have a strong relationship with City Hall and local Councillors.

We continue to input into over 30 local strategy groups (such as the Rough Sleeping Partnership Group, Bristol Supported Housing Forum) which have links with Bristol City Council to tackle homelessness issues and to raise awareness of women's needs. Our Operations Manager is part of the Reducing Reoffending strategy groups, which aim to improve the response to women involved in the criminal justice system. Our CEO is part of the Golden Key partnership group (with responsibility for hidden homeless women), and this group works to identify blocks and barriers and facilitate systemic change for people with multiple disadvantages in Bristol.

One25 cultivates relationships nationwide so we can introduce new ways of working into Bristol, such as Pause, and welcomes shadowing from partners across the UK.

We also convene the monthly Bristol Sexual Violence Forum which continues to bring over 25 agencies together to help catch our city's most vulnerable from falling through the cracks of service provision.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 charity and of the income and expenditure of the charity 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the One25 trustees on 6 September 2021 and signed on its behalf by:

P.A. Douglas

P Douglas
Company Secretary

Malcolm Richardson

M Richardson
Trustee

Independent auditor's report to the members of One25 Limited

Opinion

We have audited the financial statements of One25 Limited (the "Charity") for the year ended 30 April 2021 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 30 April 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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 in Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity 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 charity'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 auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the 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 trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
 - the financial statements are not in agreement with the accounting records and returns;
 - certain disclosures of trustees' remuneration specified by law are not made; or
 - we have not obtained all the information and explanations necessary for the purposes of our audit.
-

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees 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 they 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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 procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation 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 risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
 - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
-

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or 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/apb/scope/private.cfm. This description forms part of our auditor's report.

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2021

Use of our report

This report is made solely to the charity'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 charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Alison Godfrey

Alison Godfrey FCA (Senior Statutory Auditor)
For and on behalf of Godfrey Wilson Limited
5th Floor,
Mariner House
62 Prince Street
Bristol BS1 4QD

Date: 8 September 2021

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 3362644, and has charitable status, Reg. No. 1062391.

Principal address and registered office

The Grosvenor Centre, 138a Grosvenor Road, St. Pauls, Bristol, BS2 8YA.

Trustees

The trustees (who are directors for the purposes of company law) who served during the year and since the year end were as follows:

M Bentley (Treasurer)
K Black (appointed 08.06.20)
R Dunn (appointed 27.01.21)
C Edgar
W Goodwin (retired 07.09.20)
C Hill
F Parfitt
M Richardson (Chair)
M Russell (appointed 27.01.21)
K Sloggett
C Stanaway (appointed 08.06.20)
H Styles
S Talbot-Williams (Vice Chair)

Secretary

P Douglas

Auditors

Godfrey Wilson Limited 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD

Bankers

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham B1 2BR.
Triodos Bank, Deanery Road, Bristol BS1 5AS.

Staff Management Team

Chief Executive Officer:	A Smith
Senior Managers:	J Riley, A Sutcliffe, S Whitaker (resigned 11.06.21, replaced by L Brown)

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2021

		Unrestricted Funds	Restricted Funds	Total Funds 2021	Restated Total Funds 2020
	Note	£	£	£	£
Income from:					
Donations	3	196,492	198,769	395,261	254,691
Charitable activities					
Grants	4	230,592	474,351	704,943	1,052,603
Income received for commissioned services	5	-	450,026	450,026	486,118
Other trading activities					
Fundraising events		24,712	-	24,712	33,435
Investments					
Bank interest		2,123	-	2,123	4,040
Other income		801	-	801	3,755
Total income		<u>454,720</u>	<u>1,123,146</u>	<u>1,577,866</u>	<u>1,834,641</u>
Expenditure on:					
Raising funds		147,567	-	147,567	142,459
Charitable activities	6	263,198	1,036,290	1,299,488	1,179,799
Total expenditure		<u>410,765</u>	<u>1,036,290</u>	<u>1,447,055</u>	<u>1,322,258</u>
Net income	7	43,955	86,856	130,811	512,383
Transfers between funds	13	-	-	-	-
Net movement in funds		<u>43,955</u>	<u>86,856</u>	<u>130,811</u>	<u>512,383</u>
Total funds at 1 May		1,270,768	391,768	1,662,536	1,150,153
Total funds at 30 April		<u>1,314,723</u>	<u>478,624</u>	<u>1,793,347</u>	<u>1,662,536</u>

Fund comparatives are shown in Note 2

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The 2020 comparative income figures have been restated to re-classify income from other trading activities (fundraising events) as income from donations to ensure comparability with the current year.

The notes on pages 25 to 36 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****AS AT 30 APRIL 2021****COMPANY NO. 3362644**

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	377,918	370,549
Current assets			
Debtors	11	58,364	55,341
Current Asset Investments		702,104	251,679
Cash at bank		753,150	1,057,090
		<u>1,513,618</u>	<u>1,364,110</u>
Creditors: amounts falling due within one year	12	(98,189)	(72,123)
Net current assets		1,415,429	1,291,987
Net assets		<u><u>1,793,347</u></u>	<u><u>1,662,536</u></u>
Funds			
General Funds	13	1,037,605	746,619
Designated Funds	13	<u>277,118</u>	<u>524,149</u>
Unrestricted funds	13	<u>1,314,723</u>	<u>1,270,768</u>
Restricted funds	13	478,624	391,768
		<u><u>1,793,347</u></u>	<u><u>1,662,536</u></u>

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on the 6th September 2021 and are signed on their behalf by:



M Richardson
Trustee

The notes on pages 25 to 36 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2021**

	2021	2020
	£	£
STATEMENT OF CASHFLOWS		
Cash flows from operating activities:	174,189	640,743
Cash flows from investing activities:		
Dividends, interest and rents from investments	2,123	4,040
Purchase of property, plant and equipment	(29,827)	-
Net cash provided by (used in) investing activities	(27,704)	4,040
Change in cash and cash equivalents in the reporting period	146,485	644,783
Cash and cash equivalents at the beginning of the reporting period	1,308,769	663,986
Cash and cash equivalents at the end of the reporting period	1,455,254	1,308,769

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2021	2020
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	130,811	512,383
Adjustments for:		
Depreciation charges	22,458	10,951
Dividends, interest and rents from investments	(2,123)	(4,040)
(Increase)/decrease in debtors	(3,023)	139,623
Increase/(decrease) in creditors	26,066	(18,174)
Net cash provided by (used in) operating activities	174,189	640,743
Analysis of cash and cash equivalents	2021	2020
	£	£
Current Asset Investments	702,104	251,679
Cash at bank	753,150	1,057,090
Cash and cash equivalents at the end of the reporting period	1,455,254	1,308,769

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 25 to 36 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

1 Accounting policies

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard 102 and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). The accounts have been prepared on the assumption that the charity is able to continue as a going concern.
- b) The charity is a public benefit entity.
- c) Income from donations is included in income when it is receivable, except as follows:
- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is held in a designated reserve until those periods;
 - II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- d) For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- e) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- f) 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.
- g) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- h) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Donated facilities are included at the value to the charity where this can be quantified and a third party bearing the cost. No amounts are included in the financial statements for services donated by volunteers.
- i) Costs of generating funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, i.e. attracting grants and donations, fundraising activities and events.
- j) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- k) Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. Support and governance costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff numbers or usage of floor area (for premises costs).
- l) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:
- | | |
|------------------------|--|
| Freehold Property | 2% per annum on a straight line basis |
| Equipment | 25% per annum on a straight line basis |
| Furniture and fittings | 25% per annum on a straight line basis |
| Motor vehicles | 25% per annum on a straight line basis |
- Repairs and maintenance to One25 premises are only capitalised if they are additions or improvements; fixed assets under £1,000 are written off in the year of acquisition.

1 Accounting policies (continued)

- m) Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- n) Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.
- o) Cash and cash equivalents comprise cash in hand, call deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.
- p) Creditors and provisions 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- q) The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently recognised at amortised cost using the effective interest method.
- r) The charity has arranged a defined contribution scheme for its staff. Pension costs charged in the SOFA represent the contributions payable by the charity in the period.
- s) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- t) 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 raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.
- u) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on 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.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1 l) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life.

In 2019/20 depreciation was calculated as follows: 25% on a reducing balance basis on motor vehicles, furniture & fittings and equipment, and 2% on a straight line basis on freehold property.

In 2020/21 the depreciation method for motor vehicles, furniture & fittings and equipment was changed to 25% straight line basis. As a result an additional £4,730 of depreciation was charged in 2020/21. The depreciation method for freehold property remained as 2% on a straight line basis.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

- 2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2020 are shown below. The 2020 comparative income figures have been restated to re-classify income from other trading activities (fundraising events) as income from donations to ensure comparability with the current year.

	Unrestricted Funds £	Restricted Funds £	Restated Total Funds 2020 £
Income from:			
Donations	223,719	30,972	254,691
Charitable activities			
Grants	562,950	489,653	1,052,603
Income received for commissioned services	-	486,118	486,118
Other trading activities			
Fundraising events	33,434	-	33,434
Investments			
Bank interest	4,040	-	4,040
Other income	3,755	-	3,755
Total income	827,898	1,006,743	1,834,641
Expenditure on:			
Raising funds	142,459	-	142,459
Charitable activities	190,232	989,567	1,179,799
Total expenditure	332,691	989,567	1,322,258
Net income	495,207	17,176	512,383
Transfers between funds	-	-	-
Net movement in funds	495,207	17,176	512,383
Total funds at 1 May	775,561	374,592	1,150,153
Total funds at 30 April	1,270,768	391,768	1,662,536

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

3 Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Regular donations	81,336	120	81,456
Other donations	89,518	45,994	135,512
Donated goods and services	7,886	-	7,886
Community Fundraising	17,752	152,655	170,407
	196,492	198,769	395,261

Donations include £1,115 donated by One25 Trustees and / or related parties (2020 £826).

2020 comparative figures for donations are shown below. 2020 figures have been restated as described in note 2.

	Unrestricted Funds	Restricted Funds	Restated Total Funds 2020
	£	£	£
Regular donations	82,298	120	82,418
Other donations	109,293	30,852	140,145
Donated goods	11,914	-	11,914
Community Fundraising	20,214	-	20,214
	223,719	30,972	254,691

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Casework support			
National Lottery Community Fund	-	158,261	158,261
Comic Relief	-	19,750	19,750
Grants less than £10,000	-	6,380	6,380
Drop-in centre			
John James Bristol Foundation	-	10,000	10,000
Other grants	-	15,500	15,500
Outreach service			
National Lottery Community Fund	-	40,000	40,000
Grants less than £10,000	-	22,000	22,000
Core support			
Bristol City Council	-	48,010	48,010
The Joseph Rank Trust	-	30,000	30,000
Lloyds Bank Foundation for England & Wales	-	20,519	20,519
Pause			
Pause Creating Space For Change	-	33,731	33,731
Grants less than £10,000	-	520	520
Peony service			
Bristol City Funds and Quartet Community Foundation	-	20,000	20,000
The Rayne Foundation	-	20,000	20,000
Eversea Community First Charitable Trust	-	15,000	15,000
Grants less than £10,000	-	14,680	14,680
Unrestricted Grants			
Allan & Gill Gray Philanthropy	72,442	-	72,442
Esmée Fairbairn Foundation	60,000	-	60,000
Comic Relief	40,000	-	40,000
The Leathersellers' Company Charitable Fund	15,000	-	15,000
Other grants	43,150	-	43,150
	230,592	474,351	704,943

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

4 Grants from trusts and foundations (continued)

The charitable company receives government funding as grants and commissioned income to fund charitable activities; government funding being defined as funding from the National Lottery Community Fund and Bristol City Council. The total value of such income in the period ending 30 April 2021 was £637,619 (2020: £566,544). There are no unfulfilled conditions or contingencies attaching to this income in 2020/21.

2020 comparative figures for grants are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Casework support			
National Lottery Community Fund	-	154,803	154,803
Comic Relief	-	59,050	59,050
Other grants	-	1,850	1,850
Drop-in centre			
The Forrester Trusts	-	10,000	10,000
The Sunrise Foundation Grant Fund	-	10,000	10,000
Other grants	-	39,817	39,817
Outreach service			
Grants less than £10,000	-	18,000	18,000
Core support			
Bristol City Council	-	37,589	37,589
Lloyds Bank Foundation for England & Wales	-	25,000	25,000
Henry Smith Charity	-	30,000	30,000
Pause			
Grants less than £10,000	-	6,140	6,140
Peony service			
Eversea Community First Charitable Fund	-	15,000	15,000
Mind Grants	-	15,404	15,404
The Nisbet Trust	-	30,000	30,000
Other grants	-	37,000	37,000
Unrestricted Grants			
Esmee Fairbairn Foundation	40,000	-	40,000
Garfield Weston Foundation	180,000	-	180,000
The Leathersellers' Company Charitable Fund	10,000	-	10,000
Oak Foundation	300,000	-	300,000
Other grants	32,950	-	32,950
	562,950	489,653	1,052,603

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Casework Support			
Bristol City Council	-	82,960	82,960
St Mungo's	-	52,039	52,039
Second Step	-	33,916	33,916
Pause Bristol			
Bristol City Council	-	281,111	281,111
	-	450,026	450,026

5 Commissioned Services (continued)

2020 comparative figures for commissioned income are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Casework Support			
St Mungo's	-	82,155	82,155
Bristol City Council	-	41,930	41,930
Second Step	-	29,811	29,811
Pause Bristol			
Bristol City Council	-	332,222	332,222
	-	486,118	486,118

6 Charitable activities

	Salaries	Direct Costs	Support Costs	Total 2021
	£	£	£	£
Casework support	304,577	59,705	97,992	462,274
Drop-in centre	124,332	54,123	63,768	242,223
Outreach service	27,231	22,417	44,398	94,046
Pause Bristol	199,677	63,520	62,846	326,043
Peony	101,295	34,965	38,642	174,902
	757,112	234,730	307,646	1,299,488

Support costs

	Salaries	Other Support Costs	Total 2021
	£	£	£
Casework support	81,614	16,378	97,992
Drop-in centre	53,109	10,659	63,768
Outreach service	36,977	7,421	44,398
Pause Bristol	52,341	10,505	62,846
Peony	32,183	6,459	38,642
	256,224	51,422	307,646

Included in other support costs are governance costs of £5,724 (2020 £6,373).

6 Charitable activities (continued)

2020 comparative figures charitable activities and support costs are shown below

Charitable activities	Salaries	Direct Costs	Support Costs	Total 2020
	£	£	£	£
Casework support	279,004	45,564	83,836	408,404
Drop-in centre	121,707	49,588	57,992	229,287
Outreach service	33,440	22,090	42,329	97,859
Pause Bristol	181,930	66,651	51,754	300,335
Peony	74,673	40,651	28,590	143,914
	<u>690,754</u>	<u>224,544</u>	<u>264,501</u>	<u>1,179,799</u>

Support costs	Salaries	Other Support Costs	Total 2020
	£	£	£
Casework support	68,926	14,910	83,836
Drop-in centre	47,678	10,314	57,992
Outreach service	34,801	7,528	42,329
Pause Bristol	42,550	9,204	51,754
Peony	23,506	5,084	28,590
	<u>217,461</u>	<u>47,040</u>	<u>264,501</u>

7 Net income

This is stated after charging:

	2021	2020
	£	£
Depreciation	22,458	10,951
Auditors' remuneration	5,700	5,520

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

8 Staff costs and numbers

	2021	2020
	£	£
The aggregate payroll costs were:		
Wages and salaries	1,017,950	923,507
Social security costs	86,953	79,623
Pension contributions	28,396	25,473
	<u>1,133,299</u>	<u>1,028,603</u>

The Senior Management Team is made up of the following positions within the organisation:

Chief Executive Officer
 Operations Manager
 Fundraising & Communications Manager
 Finance & Resources Manager

The total remuneration, benefits and pensions paid to the SMT in the year was:	2021	2020
	£	£
	202,507	187,093

No members of staff received more than £60,000 remuneration this year or last year.

The average number of employees during the year in total and calculated on the basis of full time equivalents, was as follows:

	2021	2020	2021	2020
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	5	5	5.7	4.7
Caseworkers	12	11	9.3	8.6
Fundraising	5	5	3.0	3.4
Communications	2	2	1.8	1.7
Drop-in	5	4	4.1	3.9
Outreach	1	1	0.7	0.8
Pause Bristol	7	8	6.0	5.3
Peony	4	3	3.2	2.4
	<u>41</u>	<u>39</u>	<u>33.8</u>	<u>30.8</u>

Over the year the staff team has been supported by 107 volunteers.

None of the trustees have received remuneration or other benefits.

In 2021, 2 Trustees claimed training expenses totalling £237 (2020: 1 Trustee claimed travel expenses of £9).

9 Taxation

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

10 Tangible fixed assets

	Freehold Property £	Equipment £	Furniture and Fittings £	Motor Vehicles £	Total £
Cost					
At 1 May 2020	434,665	4,104	1,645	19,500	459,914
Additions	-	29,827	-	-	29,827
Disposals	-	-	-	-	-
At 30 April 2021	434,665	33,931	1,645	19,500	489,741
Depreciation					
At 1 May 2020	70,424	2,423	1,645	14,873	89,365
Charge for the year	8,693	9,138	-	4,627	22,458
Disposals	-	-	-	-	-
At 30 April 2021	79,117	11,561	1,645	19,500	111,823
Net book value					
At 30 April 2021	355,548	22,370	-	-	377,918
At 30 April 2020	364,241	1,681	-	4,627	370,549

11 Debtors

	2021 £	2020 £
Prepayments	17,585	11,371
Accrued income	21,482	34,004
Other debtors	19,297	9,966
	58,364	55,341

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	23,167	9,984
Other creditors	3,824	2,469
Pension contributions payable	-	4,730
Accruals	25,145	24,089
Taxation and social security	20,500	18,351
Deferred income	25,553	12,500
	98,189	72,123

12 Creditors: amounts falling due within one year (continued)

Deferred income movements

	2021	2020
	£	£
At 1 May 2020	12,500	19,943
Deferred during the year	25,553	12,500
Released during the year	(12,500)	(19,943)
At 30 April 2021	25,553	12,500

Deferred income relates to income received towards the cost of specific staff salaries in a future period.

13 Movement in funds

	At 1st May 2020	Income	Expenditure	Transfers	At 30th April 2021
	£	£	£	£	£
Restricted Funds					
Casework support	29,430	195,141	214,659	-	9,912
National Lottery Community Fund	-	158,261	158,261	-	-
Drop-in centre	-	178,155	25,500	-	152,655
Outreach service	-	62,000	62,000	-	-
Core costs	30,000	98,529	128,529	-	-
140 building fund	246,400	-	5,600	-	240,800
Pause Bristol	85,938	315,362	326,043	-	75,257
Peony Service	-	115,698	115,698	-	-
Total Restricted Funds	391,768	1,123,146	1,036,290	-	478,624
Unrestricted funds					
Designated funds					
Fixed Asset fund	124,149	-	-	12,969	137,118
Infrastructure support fund	80,000	-	30,924	30,924	80,000
Future Funding	320,000	-	-	(260,000)	60,000
Total Designated Funds	524,149	-	30,924	(216,107)	277,118
Free reserves	746,619	454,720	379,841	216,107	1,037,605
Total Unrestricted Funds	1,270,768	454,720	410,765	-	1,314,723
Total funds	1,662,536	1,577,866	1,447,055	-	1,793,347

Casework support - One25's specialist caseworkers provide individual support to help women make positive changes; they meet women at times and places that suit them and help them identify and make the changes that they want e.g. finding a safe place to live or getting drug treatment for their addiction.

The National Lottery Community Fund part funds One25's casework team.

The drop-in centre, open 4 afternoons a week, is a safe, homely place where service users can access practical and emotional support. Our Christmas appeal ran in December 2020, the funds raised have been allocated to support with expenditure associated with the running of our drop-in centre during 2021/22.

One25's outreach service is a van that goes out 5 nights a week and is often where women first meet and engage with One25.

The core costs fund is restricted funding for organisation central costs.

140 building fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The buildings net book value is £240,800; because of the restrictions attached to the donation it is held as a restricted asset.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

13 Movement in funds (continued)

Pause Bristol is a programme that uses an innovative and proven model of care, which supports women to break the devastating cycle of having their children removed.

Peony service - this service is designed to promote independence for women in early recovery from addiction and is open 3 days a week.

Fixed Asset fund - represents the value of One25s assets. The transfer of £12,968 between general funds and fixed asset fund represents the cost of assets purchased adjusted for assets disposed of and the depreciation charge for the year.

Infrastructure Support Fund - This is a designated fund to provide for property and infrastructure development and maintenance.

The Future Funding fund represents unrestricted grant funding received in the year but allocated against future years expenditure.

2020 comparative figures for the movement in funds are shown below

Movement in funds	At 1st May 2019 £	Income £	Expenditure £	Transfers £	At 30th April 2020 £
Restricted Funds					
Casework support	9,026	214,796	194,392	-	29,430
National Lottery Community Fund	-	154,803	154,803	-	-
Drop-in centre	16,000	59,867	75,867	-	-
Outreach service	-	47,802	47,802	-	-
Core costs	30,000	92,589	92,589	-	30,000
140 building fund	252,000	-	5,600	-	246,400
Pause Bristol	46,950	339,362	300,374	-	85,938
Peony Service	20,616	97,524	118,140	-	-
Total Restricted Funds	374,592	1,006,743	989,567	-	391,768
Unrestricted funds					
Designated funds					
Fixed Asset fund	129,500	-	-	(5,351)	124,149
Infrastructure support fund	60,000	-	-	20,000	80,000
Future Funding	-	320,000	-	-	320,000
Total Designated Funds	189,500	320,000	-	14,649	524,149
Free reserves	586,061	507,898	332,691	(14,649)	746,619
Total Unrestricted Funds	775,561	827,898	332,691	-	1,270,768
Total Funds	1,150,153	1,834,641	1,322,258	-	1,662,536

14 Analysis of net assets between funds

	At 30th April 2021		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	240,800	237,824	478,624
	240,800	237,824	478,624
Unrestricted funds			
Fixed Asset fund	137,118	-	137,118
Infrastructure support fund	-	80,000	80,000
Future Funding	-	60,000	60,000
Free reserves	-	1,037,605	1,037,605
	137,118	1,177,605	1,314,723
Total funds	377,918	1,415,429	1,793,347

2020 comparative figures for the analysis of net assets between funds are shown below

	At 30th April 2020		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	246,400	145,368	391,768
	246,400	145,368	391,768
Unrestricted funds			
Fixed Asset fund	124,149	-	124,149
Infrastructure support fund	-	80,000	80,000
Future Funding	-	320,000	320,000
Free reserves	-	746,619	746,619
	124,149	1,146,619	1,270,768
Total funds	370,549	1,291,987	1,662,536

15 Related party transactions

There were no related party transactions in the year ended 30 April 2021.

16 Company limited by guarantee

The charity is a company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £10 each.

Thanks to the following funders who have made a huge difference to the lives of vulnerable women in the last year:

Allan & Gill Gray Philanthropy, AVA Against Violence and Abuse, Bristol City Council, Bristol City Funds and Quartet Community Foundation, Britland Charitable Trust, Cabot Circus Community Support Scheme, Clevedon Forbes Fund, Comic Relief, Dame Violet Wills Will Trust, Eleanor Hamilton Educational Trust, Esmée Fairbairn Foundation, Eversea Community First Charitable Trust, G F Eyre Charitable Trust, Gloucestershire Society, John James Bristol Foundation, John Lewis Partnership, Lloyds Bank Foundation for England & Wales, Marsh Christian Trust, Maurice and Hilda Laing Charitable Trust, National Lottery Community Fund, Pause Creating Space for Change, R L Glasspool Charity Trust, RS Brownless Charitable Trust, Ryklow Charitable Trust 1992, Schroder Charity Trust, Second Step, Skills For Care, Spielman Charitable Trust, St Mungos, St Pauls Mission House Trust, St Peter's Non-Ecclesiastical Charities, St Stephen & St James Trust, The DWF Foundation, The Gloucestershire Society, The James Tudor Foundation, The Joseph Rank Trust, The Josephine Butler Educational Trust, The League of the Helping Hand, The Leathersellers' Company Charitable Fund, The Morrisons Foundation, The Parivar Trust, The Pat Newman Memorial Trust, The Rayne Foundation, The Rhododendron Trust, The Souter Charitable Trust, The Sydney Black Charitable Trust, The Truemark Trust, University Of Bristol, Vinci UK Foundation, Yorkshire Building Society Charitable Foundation.

With heartfelt thanks also to all the businesses, social groups, churches and individuals who have so generously supported One25's work this year.