

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2022

Company Registration Number 3362644
Charity Number 1062391

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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
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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 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 Fixed assets £	Other Net assets £	Total £
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 Fixed assets £	Other Net assets £	Total £
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.