

ONE25 LIMITED
REPORT AND AUDITED FINANCIAL STATEMENTS
30 APRIL 2025

Company Registration Number 3362644
Charity Number 1062391

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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).

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.