

ROMSEY MILL TRUST
CONSOLIDATED REPORT AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

ROMSEY MILL TRUST

CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025

| CONTENTS: | PAGE: |
|--|---------|
| Board of Management Report | 1 - 17 |
| Auditor's Report | 18 - 20 |
| Consolidated Statement of Financial Activities | 21 |
| Consolidated Balance Sheet | 22 |
| Charity Balance Sheet | 23 |
| Consolidated Statement of Cash Flows | 24 |
| Notes to the Financial Statements | 25 - 33 |

Linked Company: Cara Coffee Limited: 11901327 (England and Wales)

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Registered Charity Number: 1069905

Registered Company Number: 03556721

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

The trustees are pleased to present their annual Board of Management Report together with the financial statements of the charity for the year ending 31st March 2025 which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued October 2019 (effective 1st January 2019).

BACKGROUND

Romsey Mill is a Cambridge based charity dedicated to creating opportunities with young people, children, their families, and local communities in Cambridgeshire and Peterborough. Founded in 1980 as an expression of Christian faith in action, Romsey Mill initially provided community centre facilities and activities for young people, families, and the wider community. In 1998, it was formally established as a charitable company under the name Romsey Mill Trust.

Today Romsey Mill's team is present and active in Cambridgeshire and Peterborough alongside families with pre-school children, teenage mothers and young fathers, and children and young people facing multiple life challenges and experiencing disadvantage. Additionally, Romsey Mill collaborates with community groups and organisations providing facilities, training and other support.

Through trusted relationships we develop positive activities, provide practical and emotional support, facilitate learning and skill development, promote equity and participation, and nurture compassion, well-being, and hope.

DIRECTORS/TRUSTEES

The directors of the charitable company (the charity) are its Trustees and are collectively referred to as the Board of Management (the Board). The members of the Board of Management during the year were as follows:

Alistair Barry
Cara Cooper (Vice Chair)
Julian Hildersley (resigned 23/07/2025)
Kim Pearson
Tim Phipps (Chair of Trustees) (from 25/09/2024)
Colin Makin (resigned 23/07/2025)
Hannah Fytche (appointed 25/09/24)
Tim Smith (appointed 25/09/24)
Angela Single (Chair of Trustees) (resigned 25/09/2024)
Nigel Taylor (resigned 25/09/2024)

LEADERSHIP & MANAGEMENT

Neil Perry (Chief Executive Officer and Company Secretary)
James Bennett (Programme Manager)
Diane Hicks (Operations & Resources Manager)
Neil Thompson (Fundraising & Communications Manager)

OBJECTIVES, ACTIVITIES AND PUBLIC BENEFIT

Romsey Mill's Vision, Mission and Objects:

Romsey Mill's **vision** is of transformed society where all young people, children, and families fully belong, positively contribute, and thrive.

Working to make this vision a reality, the **mission** and intent of Romsey Mill is to create opportunities with young people and families to overcome disadvantage, promote inclusion and develop personal, social, and spiritual wellbeing.

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

Romsey Mill's vision for the future and purpose in the present are inspired by beliefs and **values** coming from Christian faith. We work openly and inclusively with people of any faith and of none.

Romsey Mill's charitable **Objects**, as set out in our Memorandum of Association are:

- (a) To advance education
- (b) To promote good citizenship for the public benefit with the commitment to promote equal opportunities for those individuals and groups who encounter discrimination
- (c) To advance the Christian faith
- (d) To provide help, advice, and positive support to those in economic or other need or hardship
- (e) To promote and fulfil such other charitable purposes as the Trustees may from time-to-time think fit.

The current geographical focus of our charitable work is Cambridgeshire and Peterborough. From time to time, we also provide some training to individuals, organisations and people living in other parts of the United Kingdom.

Principal Aims & Activities:

To fulfil our charitable objectives Romsey Mill puts relationships at the heart of our aims and activities. We tackle disadvantage and create opportunities for young people, children, and families; engaging flexibly according to individuals needs and collaborating to build stronger and safer communities.

For families with young children, including teenage parents, our services encompass early years care and education, parenting support at home and in community settings, and providing information, guidance and signposting on issues such as health, housing and financial support. We also provide adult learning and life skills courses.

For young people, including a dedicated project for autistic young people, our activities include detached, tailored, and open-access youth work, schools outreach, one-to-one and small group mentoring, and interest-based activities such as arts, music and sports. We also provide alternative education, vocational courses and residential experiences.

During the April 2024 to March 2025 financial year, Romsey Mill's charitable activities continued to be within the programme/project areas of:

- Pre-school care and education (for children 2 – 4 years of age)
- Young Parents (parents and their children).
- Aspire (young people with a formal autism diagnosis, in school years 5 or above, up to age 18).
- Youth Development (for young people 13 – 25 years of age facing life significant life challenges).
- Community Development (we encourage and facilitate community members to come together and develop initiatives that address common challenges. We also manage community buildings and facilities that are open to the general public.

Together with our participants and partners, we are co-creating and continuously developing our programmes. We strive to develop facilities that serve as local hubs of welcome, belonging and purpose.

We operate from various community buildings and facilities across Cambridge, the South Cambridgeshire district, and Hampton and Orton (Peterborough). The Romsey Mill Centre, located in Cambridge city, serves as the main office for our team.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Romsey Mill's work is supported by:

- Financial and in-kind donations from individuals, groups, organisations and businesses.
- Grants from trusts and foundations.
- Statutory grants and contracts.
- Mill's own 'enterprise income,' which includes social enterprise activities such as training courses, a charity retail shop offering affordable clothing and household items, a community-run coffee shop, and the hire of meeting rooms and other facilities.

Most of our activities and services are offered free of charge to participants; for activities with a charge, concessions are available for those in financial need.

Romsey Mill actively engages in both structured and informal partnerships with a broad range of groups and organisations. These include other voluntary organisations, churches, schools, colleges, universities, community-led groups, local businesses, larger companies, local authorities, and other public sector bodies. These collaborations strengthen our support for young people, children, families, as well as enhancing community capacity and resilience.

Staff and Volunteers:

On 31st March 2025, the Romsey Mill salaried staff team comprised 63 employees (previous year - 60); 23 full-time (previous year - 19); 40 part-time (previous year - 41); with a full-time-equivalent of 39.1 staff members (previous year – 36.5).

People volunteering with Romsey Mill (including those coming from the communities we support) enable many programme activities and help underpin our operations and fundraising. In 2024-25 year, Romsey Mill benefited from the active involvement of:

- 130 regular volunteers (previous year: 137).
- 38 volunteers for one-off events (previous year: 7).
- 4 students on work experience placements (previous year: 9).
- 12 young people volunteering as part of their participation in The Duke of Edinburgh's Award programmes (previous year: 12).
- 10 Romsey Mills trustees/company directors, all giving their time, experience, and skill on a voluntary basis.

Public Benefit Statement:

In planning and reviewing activities and outcomes, Romsey Mills' Leadership, Management Team and Trustees follow the Charity Commission's guidance on public benefit, carefully considering how planned projects and activities align with Romsey Mill's aims and objectives. The Board periodically evaluates the charity's strategic priorities to ensure they address current needs and remain aligned with the charity's stated purposes. The 'Achievements and Performance' section of this report summarises how Romsey Mill's activities have benefited a broad range of people.

Achievements and Performance

This section of the report covers general achievements and performance in 2024-25 as well as progress against the specific objectives set.

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

Advancing education:

During the year, across our two *Pre-school* care and education settings (one at Romsey Mill Centre and the other at Ross Street Community Centre), we had 52 children on register (previous year: 56). Of these 23 children were eligible during the year for the 2-year-old funding entitlement for disadvantaged families (previous year: 17). Families of 18 children were in receipt of the Government's three-year-old funding grant (previous year: 28). Sessions for 11 children within our settings required the payment of fees by their families (previous year: 11).

Romsey Mill's *Young Parents Programme* (YPP) offers personal, social, educational, health, and parenting support, aiming to equip young parents and their children for positive futures. Our approach is long-term, relational, and needs-led, with the family at the centre of our work. We continued to operate with a smaller YPP team due to the reduced income for this area of our work. Therefore, our one-to-one caseload has been lower than in previous years which, in turn, affects the number of young parents participating in courses. Our team has also received a smaller number of overall referrals due to lower pregnancy rates.

We have broadened our geographical reach to offer support to young parents in Cambridge city and in other South Cambridgeshire villages where Romsey Mill does other work. We have also taken referrals for young parents over the age of 19, as we are no longer restricted by the county-wide contract that we previously held. Priority in terms of intensive caseload support is given to young parents under 19 years of age.

Despite capacity challenges, our YPP team delivered the following courses during the year:

- Shine personal development course (Summer '24) - 2 young mums enrolled with 1 withdrawing & 1 completing course.
- Healthy Cooking on a budget (Autumn '24) - 3 young mums enrolled with all completing the course.
- Bronze Arts Award (in conjunction with the Fitzwilliam Museum, Spring '25) 3 young mums enrolled with all completing the course.

The three mums who attended and completed the Arts Award course absolutely thrived - they all received a bronze Arts Award, but more importantly they enjoyed engaging creatively with different aspects of their identity at the Fitzwilliam Museum each week and recognised in themselves and one another some real talent. Their work is being exhibited at the Fitzwilliam Museum from April - August 2025. Another very positive outcome is the community the course builds - the three mums got together in between sessions to paint at a "sip and paint" evening; they also spent time painting with their babies in their own homes. The museum staff were incredibly impressed by the mums and have invited them to volunteer on their Mini & Me Volunteering scheme - a scheme specifically for adults with caring responsibilities for babies and/or young children.

- Antenatal Provision: During the year we ran 4 in-person antenatal courses providing antenatal support for 23 young parents, comprising 18 mums and 5 dads. This was the same number of courses and participants as the previous year.
- First aid courses: We ran 1 First Aid session during Babies & Buddies with 7 young parents participating (previous year: 17).
- We supported or engaged 6 young fathers (previous year: 5) through antenatal, courses or one-off events. We did not have a dedicated young fathers' worker during the reporting year, so this area of our work is smaller than in previous years when this role was in place.

The courses we deliver help individual young parents reignite their passion for learning and progress, boost their confidence in their own abilities, enhance employability skills such as communication and work attitude, and overcome barriers to future employment and education.

Our *Youth Development Team* (YDT) created informal learning experiences and delivered more formal educational activities with young people in multiple settings:

- One-to-one and group sessions at 10 local primary schools and 13 secondary schools.
- One-to-one and group sessions using various community spaces (e.g. museums, sports centres, community centres) and at Romsey Mill's own facilities.
- Learning outside the classroom through trips and at activity centres (e.g. Grafham Water Centre).

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

- Specific project work developing knowledge and skills - including music production funded through *Youth Music*, and a film project 'Untold Stories' with filmmakers *na/films* and funding from *University of Cambridge Public Engagement Department*.

In summary, the key education and learning opportunities that **YDT** enabled during the year were:

- 1912 young people (previous year: 1537) engaged in informal learning through regular open access youth work sessions.
- 382 young people (previous year: 253) engaged in informal learning through targeted community-based group work.
- 93 activity trips (previous year: 55) and 9 outdoor centre residentials (previous year: 6) provided.
- 210 young people (previous year: 182) supported with their education through school commissioned group work.
- 124 young people (previous year: 105) supported with their education through school-commissioned 1-to-1 sessions.

We continued delivery of **Youth Work Training** courses and workshops to Romsey Mill's young leaders, other volunteers, Romsey Mill staff members, employees from other organisations. The activities and outcomes achieved were:

- February 2024 to July 2024 - Level 2 Award in Youth Work Principles: 15 learners enrolled with 14 achieving the qualification
- October 2024 to January 2025 - Level 2 Award in Youth Work Principles: 18 learners enrolled with 14 achieving the qualification. This was an online course commissioned by the East of England & East Midlands Regional Youth Work Unit, and included learners from Cambridgeshire, Southend, Essex, Suffolk, Bedfordshire, Nottinghamshire. This course was funded through the Youth Work Bursary Scheme (DCMS).
- February 2025 to July 2025 - Level 2 Award in Youth Work Principles: 17 learners enrolled.
- Total number of learners enrolled on Level 2 Award in Youth Work Principles across the year: 50 learners (previous year: 33 enrolled).
- During April 2024 – March 2025 we inputted into the following conferences/ workshops:
 - Police and Crime Community of Praxis: (20 attendees)
 - Importance and Place of youth work, NHS Local Services Briefing: (40 attendees)
 - New Communities Conference breakout group (15 participants)
- Romsey Mill also organised and hosted the delivery of training to our own teams of youth development workers and youth workers from other organisations:
 - Trauma Informed training for the YDT delivered by Mike Farrington Concrete Rose (17 participants)
 - Self-harm Awareness Training (20 participants).

Our **Aspire** Team continued to give specialist support to autistic children and young people who experience a range of challenges that can have an unfavourable impact on their engagement and achievements in education. The autistic young people supported through Aspire are on roll in mainstream schools, rather than in specialist education settings where tailored support is available. In the larger and busier environments of mainstream school, autistic young people commonly experience stress and anxiety which has a negative impact on their mental health and academic attainment.

The informal education and development opportunities for our Aspire young people came through weekly community-based youth club sessions and through small group work and one-to-one sessions.

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

In summary, the main education and learning provided through Romsey Mill's Aspire Team during the year were:

- We supported 236 autistic children and young people (previous year: 204) across 19 distinct community-based youth clubs (previous year: 14), including a second group session in Peterborough, with ongoing financial support from Cambs & Peterborough Integrated Care Board, and an entirely new group starting in the new community of Northstowe, through the support of the Evelyn Trust. This support helped them to increase self-efficacy and confidence and to improve communication skills and other social aptitudes.
- We successfully piloted our youth club support in Hampton, Peterborough, after having recruited two new Aspire team members, with financial support from Cambs & Peterborough Integrated Care Board. We also responded to tender and were successful in joining Peterborough City Council's Short Breaks framework for further development of the work.
- Hills Road Sixth Form College commissioned us to run a new lunch time drop-in club for autistic students, funded by Sheila Coates Foundation. Two members of Aspire staff engaged with over 20 autistic students providing a safe space to socialise and discuss challenges.
- 24 autistic children and young people received regular one to one support (previous year: 25) including 6 paid for by families' social care personal budgets and 5 paid for by schools/education budget.
- We worked with 10 educational establishments (previous year: 11) in and around Cambridge, including secondary schools, specialist provision and an FE College.
- In order to offer new development opportunities for older Aspire young people, Romsey Mill applied and was approved as a provider for AQA awards. Aspire young people completed three AQA unit awards during the year.
- Our Aspire team organised a highly successful workshop for young people with a California-based computer games designer. With attendance both in person and online, the young people had a lot of great questions and enjoyed being able to interact with a professional from the gaming industry.
- From within our Aspire Plus group, we supported 5 young people (previous year: 4) in preparation for their progression to university.

Our *Aspire* Team continued to give specialist support to autistic children and young people who experience a

Promoting good citizenship for the public benefit with the commitment to promote equal opportunities for those individuals and groups who encounter discrimination:

Romsey Mill ensures people facing discrimination can access and shape support. We worked with young people, children, and families from diverse backgrounds and partnered with communities to build connections, tackle isolation, improve health, develop skills, and empower young leaders.

Romsey Mill's *Pre-school and Young Parents Programme* teams welcomed 5 volunteers (previous year: 8) who supported the provision of early years care, education, and family groups. Additionally, 3 students (previous year: 2) completed training placements within our Pre-School.

Our *Aspire* activities benefited from the involvement of 18 volunteers and placement students (previous year: 20), including 5 individuals who have previously been Aspire young people themselves. Creating opportunities for autistic young people who were formerly Aspire participants to volunteer is a key aspect of our work to promote and improve equal opportunities, helping to ensure that those with lived experience of autism are central to the development of our work.

Within our *Youth Development Team's* work, during the reporting year 83 young people were involved in community projects and 94 young people participated in youth voice projects. In the previous year 28 young people had engaged in similar 'young leader' activities. Through Romsey Mill's membership of the recently formed Cambridge Citizens group, young people led and participated in the first Cambridge City Youth Assembly and associated youth voice activities.

During the year 48 other volunteers (previous year: 65), supported Romsey Mill's Youth Development Team activities.

BOARD OF MANAGEMENT REPORT FOR THE YEAR ENDED 31ST MARCH 2025

These citizenship and volunteering activities, particularly with so many young people involved in shaping our programmes, enhances Romsey Mill's capacity to support those who experience discrimination.

Volunteers involved with Romsey Mill came from the communities where Romsey Mill is present and active and reflect a diverse range of backgrounds. Many helped to strengthen and develop our programme activities; others contributed to fundraising and governance functions. The overall numbers of volunteers participating during the year are given earlier in this report.

Romsey Mill's CEO and Chair of Trustees have been actively involved on the sponsoring committee of *Cambridge Citizens*, the newest chapter of *Citizens UK*, a civic alliance with over 550 members and 19 chapters nationally. The Cambridge chapter of Citizens is bringing together local organisations and everyday people to build a better, fairer society. There are currently 19 institutions in membership with Cambridge Citizens. Amongst this year's achievements, Cambridge Citizens facilitated a Young People's Assembly which won commitments from the City Council, the Mayor of Cambridgeshire & Peterborough and Cambridge Ahead to work together on youth activities & protecting natural habitats; bus transportation; and access to part time work and work experience.

Advancing the Christian faith:

Romsey Mill's commitment to young people, children, families, and communities is underpinned by Christian faith, shaping our ethos and inspiring many team members and supporters. We hold that every person is uniquely valuable and of equal importance. Respecting the beliefs and practices of people from other faith groups and none, our team works inclusively through activities that promote social justice and foster personal and community transformation. We celebrate the richness that spiritual and cultural diversity can bring to our communities.

Within Romsey Mill's broad range of programmes, there are some specific activities that combine opportunities to explore a Christian message of faith, hope, and love with the practical outworking of that message in personal development, spiritual formation and social action. These particular activities are made possible through the relationships and financial support we receive from local churches and specific grant-making trusts. Partnerships and activities in the reporting year included:

- Romsey Mill's Young Parents Programme partnered with *The Besom in Cambridge* as they provided New Baby Bundles and household furnishings that Romsey Mill distributed to families.
- Romsey Mill's Young Parents Programme partnered with *The Besom in Cambridge* as they provided New Baby Bundles and household furnishings that Romsey Mill distributed to families.
- Specific members of our **Youth Development Team (YDT)** spent some of their time offering young people opportunities to explore Christian faith and community. In July we ran the first of our new central evening events with a summer party at Romsey Mill; this consisted of food games and a testimony from a member of the YDT, with 10 young people joining. In late July we ran a short 2 day residential at a centre in Harwich, which was right by the sea. 10 young people joined and as part of the residential we ran 3 sessions, each with a testimony from a member of the team followed by small group discussion and opportunity for prayer. The residential offered other positive activities including time on the beach, kayaking and paddleboarding, and a karaoke session. We ran our next evening event in October: a 'UV Party' with over 40 young people in attendance; again, with opportunity for young people to hear an engaging message about faith, this time from a local church minister. We ran further events - a Christmas party in December and a pre-Easter event with a giant inflatable in March - which were also well attended by young people and offered them opportunity to explore questions of faith.
- Several local church groups continued to hire rooms for their church services in all three of our managed buildings. These included: *Cambridge Christian Fellowship*, *Missions Outreach Church*, *Cambridge Churches of Christ*, *Church of Pentecost* (until end of Apr '24), *Tree of Life Church* (until Mar 25), *Renew Inclusive Church*, *Cambridge Ecclesia*.
- Our Youth Development Team Coordinator met regularly with representatives from other local Christian organisations including Ridley Hall college, Scripture Union, WCCYM, YFC and Ely Diocese to develop joined up opportunities for training and supporting youth workers serving local churches and charities.
- Romsey Mill continued to offer supervision, training, and support to the local youth workers employed by *Shelford & Stapleford Youth Initiative (SSYI)*, a local charity supported by several churches and Parish

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

Councils in the South Cambs villages of Great Shelford, Little Shelford, Stapleford, Sawston, and Duxford. Romsey Mill's CEO and YDT Coordinator also provided other advice and support to their trustees.

- Partnership work with *Beacon Youth Trust (BYT)* also carried on throughout the year, with Romsey Mill employing youth workers on behalf of BYT and providing ongoing advice and support to their trustees, in the delivery of community and church-based youth work in the South Cambs village of Linton.
- Romsey Mill continued local community youth work in Hampton, Peterborough. We hired an office and space for youth activities at *Christ the Servant King CofE Church*. Links with church staff and volunteers remained positive and mutually beneficial.

Providing help, advice, and positive support to those in economic or other need or hardship:

The Romsey Mill team has provided extensive and ongoing advice and practical assistance to those facing economic difficulties and other forms of hardship.

During the 2024-2025 year, our **Pre-school** cared for 52 children, of whom 23 (previous year: 17) received the 2-year-old funding entitlement, which is only available to families' receiving benefits such as Income Support and Universal Credit.

Children from birth until the end of their Reception year at Primary school who have significant and complex additional needs or disabilities and require ongoing specialist support from across education, health, and care can be assessed to receive Early Help Support. This includes children with communication difficulties, sensory, learning, or physical challenges, and/or complex health needs. Romsey Mill's **Pre-school** had 4 children (previous year: 5) attending our settings who received Early Help (with Specific Educational Needs Inclusion Funding) for 1-to-1 support. Three children had an autism diagnosis and one probable neurodiverse.

Additionally, 1 child (previous year: 2) was from a family receiving support from Social Care under a child protection plan.

Romsey Mill's **Pre-School** also welcomed 24 children (previous year: 26) for whom English is an additional language.

Our **Young Parents Programme (YPP)** gave tailored support and guidance to 37 young mums (previous year: 39) and 6 young dads (previous year: 12). Within the overall number of families supported, 11 families (previous year: 18) had children with higher level Social Care involvement (8 Child Protection cases, 1 Child in Need cases, 2 Early Help Assessments). The information, advice, and other support given to young parents continued to cover issues linked to housing, benefits, mental health, domestic abuse, substance misuse, education, and employment.

The number of young people our **Youth Development Team** regularly engaged with increased again. In total, 2,468 young people participated in positive support and activities with Romsey Mill in 2024-25, up from 2,107 the previous year. Our Youth Development Team provided even more focused support to 225 young people (previous year: 153) during crisis situations involving issues such as housing, finance, food insecurity, domestic violence, and mental health needs. For another year, our Youth Development Team ran community-based activities funded by the HAF (Holiday Activities and Food) scheme, ensuring that young people eligible for free school meals were able to engage in activities that included meals outside of the school term.

As noted earlier in this report, over the past year, our **Aspire** team supported 236 autistic young people (previous year: 204) experiencing a range of social and health related needs, linked to their conditions. Within the total number of young people in our **Aspire** project, the team supported 45 young people (previous year: 47) funded by the Disabled Children's Referral and Access Team (DCRAT). Additionally, some of our **Aspire** young people and their families faced significant economic hardship. 48 parents (previous year: 50) of **Aspire** young people received a support call or one-to-one meeting, including 6 families (previous year: 6) who were assisted in applying for PIP or DLA benefits for their child—all of which were successful. Most of the parents supported by our **Aspire** team had no other avenues of in-person assistance.

Across our **Aspire** and **Youth Development** teams, 208 at-risk young people (previous year: 200) received one-to-one mentoring support from a Romsey Mill team member.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Romsey Mill's *Charity Shop* continued to offer affordable clothing and household goods to hundreds of local residents. Our Charity Shop Community Development Lead also provided support to vulnerable individuals in the community, helping to reduce isolation, manage mental health challenges, and improve overall well-being.

Local churches and charities continued to partner with Romsey Mill by supporting our work financially or by providing food parcels, Christmas hampers, or other tangible help, which were distributed by Romsey Mill to families and young people in economic need.

Other charitable purposes beneficial to the Community:

The management and provision of community facilities for local families, groups, charities, and others remained a vital aspect of our broader charitable activities:

- Between 1st April 2024 and 31st March 2025, we had 36 local groups and organisations (previous year: 28) using Romsey Mill Centre, of which 22 (previous year: 14) were regular hirers and 14 (previous year: 14) were one-off bookings for training events or short-term bookings. We had 28 (previous year: 42) family gatherings during the year. Romsey Mill Centre was used for 206 hours (previous year: 267) for one off hires and 1274 hours (previous year: 1181) for regular hirers (including tutoring by schools, independent of YDT alternative provision).
- Ross Street Community Centre welcomed 59 local groups and organisations (previous year: 58) that hired space, of which 34 (previous year: 28) were regular hirers and 25 (previous year: 30) were one-off hires. We had 35 (previous year: 56) family gatherings during the year. Ross Street Community Centre was used for 402 hours (previous year: 431) of one-off hire and 1875 hours (previous year: 1588) by regular hirers.
- Mill Road Community Centre welcomed 85 local groups and organisations (previous year 51), of which 25 (previous year: 22) were regular hirers and 60 (previous year: 29) were one-off bookings. We had 43 (previous year 32) family gatherings during the year. Mill Road Community Centre was used for 1130 hours (previous year: 468) for one off hires and 1992 hours (previous year: 836) for regular hirers.
- In addition to these bookings, Romsey Mill Centre and Ross Street Community Centre were used as Polling Stations in May for local elections. We continued to provide small rooms for tutoring of young people struggling to return to/stay in school. During the year, Coleridge Community College and St. Bede's School used our buildings for this purpose (independent of alternative education contracts we have through our Youth Development team).

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Our social enterprises - Romsey Mill Charity Shop in Cambridge City and Cara Coffee in Great Shelford South Cambs - continued to offer services to local communities, provide training and volunteering opportunities, and support to more vulnerable people, reducing isolation and improving wellbeing.

Performance against other specific objectives set for 2024-2025:

- A new draft Strategic Framework and plan the next 3-year cycle was completed. Further work is needed before this is finalised and therefore the brand review was deferred until after the adoption of the strategic plan.
- Work to strengthen our capacity across teams continued through support, supervision and training for line-managers; no additional appointments to new leadership or management roles were made during the year.
- Plans were developed and implemented with resulting increase to external hire and use of the spaces in our three Community Centres. In particular, the promotion of our newest facility, Mill Road Community Centre, resulted in increased use of this building by a range of groups and organisations.
- We completed a review of roles within Romsey Mill's fundraising team. New team members were recruited and supported into roles.
- A full appraisal of Romsey Mill's current Pre-school provision was undertaken, and a plan was developed to reconfigure our two settings into a single provision to be based at Romsey Mill Centre. This plan would be implemented in the summer term of 2025, with a single setting provision running from September 2025.

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

- A review of our Young Parents Programme offer happen. A new YPP Coordinator was appointed just before the start of this reporting year. During the year there were some additional staffing and financial challenges, meaning that the YPP team had to focus on the continuity of a core offer to a smaller number of young parents.
- New youth voice/participation projects with University of Cambridge and Cambridge Citizens were developed and delivered, with one of our Lead Youth Development Workers successfully delivering project work.
- Following a successful application to TNL reaching Communities Fund for 3-years of funding, we made appointments to our youth development work in the communities of Hampton and Northstowe. This included the review and reorganisation youth development team roles in Cambourne and Northstowe, following the conclusion of a temporary team arrangement.
- Following the submission of a successful proposal to Cambridgeshire Office of Police and Crime Commissioner (Serious Violence Duty Funding), a new project targeting support for children in specific local primary schools and through detached youth work in the community was developed.
- There was some expansion of Youth Development Team activities in Peterborough, including support within schools and open access youth groups. However, development of youth work in additional geographical areas was not possible and would only happen as further funding is secured.
- New Aspire groups and other support for autistic young people launched in Peterborough and Northstowe, following the recruitment and training of new team members for these areas. The development of additional Aspire outreach and support into schools in these new areas followed at a later date.

Performance of material fundraising activities against the fundraising objectives set:

The capacity of Romsey Mill's Fundraising and Communications was reduced from the start of the reporting year, following the retirement of a part-time team member at the end of 2023 and a subsequent unsuccessful recruitment campaign. Early in the year, another part-time team member, responsible for Community Fundraising, left to take up a role with another charity. At the same time, one of the team's part-time Trust and Statutory Fundraisers moved to a Community Fundraising and Communications role within the team.

Romsey Mill's Trustees recognised the need for the team to be working at full capacity, particularly with regard to optimising income generated from applications to Charitable Trusts and Statutory Bodies and encouraged a further recruitment campaign to increase the team's capacity. In the summer of 2024, one part-time Trust and Statutory Fundraiser was recruited, and shortly after two inexperienced fundraisers with potential to grow were recruited to the roles of Trusts and Statutory Fundraiser and Individuals Fundraising & Data Officer.

Community support, including donations from supporters – individuals, churches, and local companies – as well as funds raised from events was slightly less than we had budgeted at the beginning of the year.

Bridge the Gap Walk in September was a successful event, attracting 2,000 people and raising in excess of £44k shared between Romsey Mill and Arthur Rank Hospice Charity. We organised a Yorkshire Three Peaks team fundraising challenge in May 2024. 11 walkers took part and helped to raise over £8k. In March 2025, 37 runners took part in the Cambridge Half Marathon, and helped to raise over £11.5k for Romsey Mill.

Romsey Mill's Christmas Appeal for 2024 was very successful, raising over £49k. The appeal included the Big Give Christmas Campaign, which itself raised £20k, including £5,000 of pledged donations and £5,000 of Big Give Champions' match-funding.

Income generated from our social enterprises (Romsey Mill Charity Shop and Cara Coffee), room hire, and training was also slightly below the target set at the beginning of the year.

From April 2024, the first of 3 years' funding from Reaching Communities from The National Lottery came into effect (£646k over 3 years) for community-based youth development work in north Cambridge and in new developments (e.g. Cambourne, Northstowe, Trumpington and Hampton).

BOARD OF MANAGEMENT REPORT FOR THE YEAR ENDED 31ST MARCH 2025

Notable successful funding applications to Trusts and Local Authorities coming in the reporting year included:

- BBC Children in Need BIG SKY programme funding (£5k) towards delivering youth work with mental health benefits for young people in Northstowe.
- The Office of the Police and Crime Commissioner awarded Serious Violence Duty funding (£21k) for youth development work in Hampton and Orton in Peterborough.
- Cambridgeshire Skills agreed to help fund courses for young people engaged through our youth development and young parents work (£39k over 12 months, from September 2024).
- Cambridgeshire County Council (£15k) for youth work in Northstowe throughout 2025.
- An additional year of flex funding (£42k) from The Henry Smith Foundation towards our Aspire work with autistic children and young people.
- The Frank Litchfield General Charitable Trust awarded £3k towards our work with young parents.

In addition, Cambridge City Council Community Grants funding (£26k) was secured for 3 projects in Aspire, YPP and YDT, starting in April 2025.

The year-end financial position was below what had been forecast at the beginning of the year, but the number of grant applications being submitted was increasing towards the end of the year, in comparison with previous years, reflecting the hard work of the new team as they came up to speed, and focussed on meeting objectives.

Financial Review

Sources of Income and Expenditure in 2024/25:

Romsey Mill is thankful for the many individuals, community groups, churches, schools, colleges, businesses, local councils and statutory teams, other charities, grant-making Trusts, who gave time, experience, financial donations, grant funding, support-in-kind, enabling Romsey Mill to continue growing relationships, sharing hope, creating opportunities, and bringing positive social change.

Overall income for the year was £1,477,522 (2023-24: £1,501,134). Romsey Mill received and generated income from various sources and in a range of ways, and these can be broadly categorised as:

- Trusts and foundations that make grants for charitable purposes contributed £490,612 representing 33% of Romsey Mill's income (2023-24: £437,271; 29%).
- Our social enterprise and community fundraising activities generate income totalling £514,030 which was 35% of our income (2023-24: £491,980; 33%).
- Statutory grants and contract payments for work across *Pre-School, Young Parents, Aspire, and Youth Development* amounted to £421,943 and 29% of income (2023-24: £482,874; 33%).
- Earned income of £50,937 representing 3% of income (2023-24: £75,568; 5%) was for charitable services, largely relating to our Alternative Education provision and some of our Pre-School work.

Romsey Mill's total annual expenditure was £1,711,362 (2023-24: £1,581,316). 86% of this expenditure directly related to our charitable work with young people, children, and families; the remaining 14% of expenditure covered costs associated with unrestricted fundraising and governance. At the heart of Romsey Mill is the relationship-centred approach which unlocks potential and meets need by positioning meaningful and effective relationships as the first order goal, both an end in itself and the means by which other goals will be achieved (like better health, stronger communities, greater job satisfaction). Direct employment costs of the Romsey Mill staff team as a percentage of overall expenditure remained steady, being 75% of total expenditure (2023-24: 72%). Whilst there is a direct cost in supporting our volunteers (in engagement, training, and management), the added value and the impact volunteers have on our services are significantly higher.

As of 30 June 2025, our forecasts for the current 2025-26 financial year show that expenditure will be about 12.9 % higher than in 2024-25. At this point in the year, Romsey Mill had managed to secure 73% of forecast expenditure for the current year. We are fairly confident that we can secure close to 92% of income against expenditure by the year-end, which means that we are planning for the possibility of using up to £150k of our unrestricted reserves to meet the shortfall between income and expenditure.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Romsey Mill's provisional overall expenditure figure for 2026-27 is £1,981,198. The main financial challenges we are anticipating for next year are: reductions in statutory funding available through grants and contracts; the ongoing uncertainty around the UK's current economic position (including cost of living), and its potential detrimental impact on unrestricted income from fundraising events and Romsey Mill's social enterprises; greater competition for Trusts and National Lottery income.

Given our present reserves and the forecast year-end position for 2025-26, Romsey Mill is assured that we will have sufficient funds to continue through the year, but we may be required to restructure and reduce some charitable activities if our fundraising doesn't secure higher income.

Value for Money:

Romsey Mill's approach to Value for Money works to help ensure that:

- What we do is relevant and leads to benefits for the young people, families and communities that Romsey Mill's team members are alongside (spend wisely).
- How we work is efficient and effective, so we don't waste time or money (spend effectively).
- We get a good return from what we spend and make wise choices (spend well).

We achieved this during the year by:

- Regular monitoring and review of the activities and benefits of our work with young people and families.
- Getting multiple quotes for more expensive purchases and services.
- Retendering certain service contracts to get better value for money.
- Carrying out regular reviews of other costs.
- Bringing in additional funding to improve services.

Reserves Policy:

To help maintain stability during less predictable circumstances and changes, which result in reduced income or additional expenditure, and to guard against any undesirable impact on our work, Romsey Mill's trustees designate a level of funds as Reserves.

Having a clearly defined Reserves Policy with a realistic level of designated funds enables Romsey Mill to:

- Absorb setbacks and take advantage of change and opportunity.
- Demonstrate that we are effectively managing our resources and have thought through how we might secure our viability beyond the immediate future and provide reliable services over the longer term.

At the point of adopting income and expenditure budgets for the 2025-26 financial year, Romsey Mill held free reserves of £683,593.

Romsey Mill anticipates that income generation will remain challenging in the coming months and over the next few years, particularly as statutory funding—through both grants and contracts—is likely to decrease.

Grant-making charities and foundations are also reporting a significant increase in applications, with some seeing a rise of 30–50%, and others experiencing a doubling in demand.

Individual giving trends are shifting as well – this is unsurprising given the current economic climate and pressure on many household incomes. According to the Charities Aid Foundation's (CAF) annual UK Giving Report, the British public donated an estimated £15.4 billion to charities in 2024. However, the number of individuals donating has dropped to the lowest levels recorded since CAF began its research in 2016.

This financial pressure has been further compounded by the increase in employer National Insurance Contributions, which came into effect in April 2025.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

In light of these factors, the Trustees will maintain the reserves target range at three to six months of the following year's estimated expenditure. However, they acknowledge that over the coming years, the actual level of reserves is likely to fall between three and four months of expenditure.

The budgets adopted by the Trustees for this year include further planned use of reserves to support roles and areas of work previously identified. At the end of the financial year, Romsey Mill anticipates reserves will stand at a level equivalent to 3.1 months of the following year's operating costs.

The Leadership and Management Team and the Board of Trustees recognise that income will need to increase during the year to ensure that reserves remain above the minimum threshold of three months for the following year.

Looking ahead, our goal over the next four years is to generate income in excess of expenditure, aiming to build reserves to the equivalent of five months' operating costs by the end of the 2029–30 financial year.

In the current 2025–26 year, £20,000 from Romsey Mill's unrestricted funds has been designated for building maintenance. This allocation will be reviewed and revised if Trustees determine that the funds are no longer required for this purpose—for example, if capital grant funding is secured for these improvements.

By adopting this reserves policy and target range, Romsey Mill is demonstrating good stewardship and sound financial management. We also hope this policy will help funders—including grant-makers and individual donors—understand the need for funding both to sustain existing projects and roles, and to strengthen Romsey Mill's future resilience.

This reserves policy will be reviewed and updated as part of the 2026–27 budget-setting process.

Financial procedures:

In the day-to-day of Romsey Mill's financial activity, all income and expenditure transactions are recorded in Romsey Mill's online SAGE accounts system, with bank reconciliations being completed twice monthly.

Two signatories are required for all cheques and payments through online banking; if the amount is above £2,000 one signatory must be the CEO or a Trustee.

Quarterly management accounts are produced and presented to the Finance Committee, along with any other relevant financial reports as required; the Finance Committee then report to the Full Board of Trustees.

The annual salary review process is overseen by a Remuneration Group, which comprises Trustees from the Finance and Operations & Resources Committees. The Full Board of Trustees reviews the group's recommendations and approves any changes to staff salaries and benefits. The Board also authorises the creation of new positions, major capital projects, or other initiatives with significant short- or long-term financial implications.

Specific objectives for April 2025 to March 2026:

- Increase engagement with local businesses and companies to raise awareness and encourage their involvement with Romsey Mill.
- Boost external bookings of the Mill Road Community Centre during weekdays and for summer months.
- Secure a regular daytime hirer for the Ross Street Community Room while increasing bookings for the Main Hall.
- Finalise and adopt Romsey Mill's next strategic plan.
- Complete a review of logo, tagline, and other visual elements to align with Romsey Mill's future goals.
- Update Romsey Mill's Equality, Diversity, and Inclusion action plan to ensure continued progress.
- Following additional change with our Young Parents Programme staff team, continue targeted fundraising and team reorganisation so that we can maintain vital support for a smaller, more dispersed group of young parents with greater needs.
- Further youth voice/participation projects with the University of Cambridge and Cambridge Citizens, seeking specific funding for staff and activity costs.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

- Secure additional funding to continue and expand initiatives aimed at preventing and reducing the risk of serious violence, building on the initial year of support for targeted children's support in local schools and detached youth work.
- Strengthen the expansion of our Youth Development and Aspire teams in Peterborough, focusing on growing partnerships and funding relationships to support these activities.
- Develop additional outreach and support through the Aspire programme in schools.

Governance, Structure and Management:**Governing Document:**

Romsey Mill Trust is constituted as a charitable company, limited by guarantee, registered with the Charity Commission (charity number 1069905) and Companies House in England and Wales (company number 3556721) on 1st May 1998. Romsey Mill Trust is governed by its Memorandum and Articles of Association, first published in May 1998 and revised in April 2013.

Organisational structure:

The Directors / Trustees (hereafter referred to as *Trustees*) of Romsey Mill Trust (usually known as Romsey Mill), form the Board of Management. The Trustees have collective control of the charity and are responsible for ensuring Romsey Mill continues to fulfil its charitable objects. Romsey Mill's Trustees give their time freely and do not receive remuneration or other financial benefits.

To support the effective operation of the charity, the Trustees established several committees with delegated responsibilities. During the 2024-2025 year, these committees included:

- Programme Committee
- Operations & Resources Committee
- Finance Committee
- Fundraising & Communications Committee

The day-to-day operations of Romsey Mill are managed by a Leadership & Management Team (LMT), which is led by the Chief Executive Officer (CEO). Appointments to roles within the LMT are made by the Trustees. There were no changes to the Leadership & Management Team during the 2024-25 year, which consisted of:

- CEO
- Operations & Resources Manager
- Fundraising & Communications Manager
- Programme Manager

Recruitment and appointment of Trustees:

Romsey Mill's Board of Trustees consists of a minimum of three and a maximum of twelve members. The existing Trustees, led by the Chair of Trustees and supported by the CEO, regularly review the composition of the Board to identify opportunities for strengthening it through new appointments. When needed, they seek individuals who bring additional and complementary skills and experience.

The Trustees understand that a diverse Board, representing a range of ethnicities, ages, genders, abilities, social classes, and backgrounds, will enhance the effectiveness of Romsey Mill. Trustees and CEO are actively working to improve diversity on the Board. Additionally, they aim to include individuals with lived-experience akin to the communities we are alongside, learning from and helping to support.

New trustees are appointed by the full Board of Trustees. The recruitment process, supported by the CEO, follows guidance from the Charity Commission and other advisory bodies (e.g. the National Council for Voluntary Organisations). This process includes advertising roles externally and asking existing trustees, staff, supporters, and programme participants to suggest possible candidates. Each prospective Trustee's eligibility is carefully considered along with their experience, knowledge and skills.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Trustees are appointed for a maximum term of five years. Upon completion of a term of service, individuals are eligible for reappointment by a majority decision of the remaining Trustees.

Induction and training of Trustees:

Following their appointment, new Trustees at Romsey Mill undergo an induction process led by the Chair of Trustees, with support from the Chief Executive Officer. This induction is designed to familiarise new Trustees with the charity's work and their responsibilities as board members.

New Trustees receive a Trustee Induction Pack which includes information about Romsey Mill and relevant publications from the Charity Commission, the NCVO, and other bodies. This material helps new Trustees understand the context in which Romsey Mill operates and their role within the organisation.

As part of their role, Trustees participate on one of Romsey Mill's committees and contribute to specific activities or projects. They are also encouraged to engage in relevant training and to participate in networking opportunities and other events to enhance their effectiveness and benefit the charity.

General Management:

Romsey Mill's Trustees convene board meetings at least four times per year, either in person or via video conferencing. These meetings are crucial for approving key decisions, and adopting plans and procedures including:

- *Strategic and business plans:* setting long-term vision, mission, and goals, providing a framework for achieving them.
- A range of organisational *policies:* e.g. Health & Safety, Data Protection, Safeguarding.
- *Annual budgets:* Reviewing and approving the budget for the financial year.
- *Year-End Accounts:* Examining and approving the financial statements for the past year.

Trustees receive regular updates through management accounts and quarterly financial projections. This information helps them monitor income and expenditure against the approved budgets and manage cash flow effectively.

Additionally, the Trustees are responsible for approving:

- *Capital Projects:* Any significant projects that fall outside of the existing budgets.
- *New Staff Posts:* The creation of new roles that represent a significant financial commitment (over £10k annually).
- *Operational Expenses:* Significant new operational expenses that require board approval.

This structured approach ensures that all major financial decisions and strategic directions are carefully considered and approved by the Board of Trustees.

At the invitation of the Trustees, the CEO and other members of Romsey Mill's Leadership & Management Team (LMT) typically attend all Full Board Meetings. Their presence ensures that the Trustees have direct access to the operational insights and updates necessary for informed decision-making.

A standing item on the agenda, 'Restricted Business,' allows Trustees to discuss sensitive or confidential matters without employees present when required.

Additionally, other members of Romsey Mill's staff team may attend Trustee meetings, by invitation, on an occasional basis. This helps to ensure that information most applicable to specific agenda items or discussions is shared.

All the committees established by the Full Board of Trustees, which have delegated responsibilities for specific areas of work, are chaired by a Trustee. Members of the Leadership & Management Team (LMT) join the committees relevant to their roles and organise meetings on an ongoing basis.

These committees play a crucial role in managing various operational aspects of Romsey Mill and ensure that key decisions and updates are communicated effectively to the Full Board of Trustees.

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025**

Other individuals with relevant skills and experience, including programme participants, can also be invited to join committees for occasional meetings or on a more regular basis. Their involvement helps ensure that the committees benefit from a diverse range of perspectives and expertise.

Committees typically meet four times a year and provide written or oral reports to the Full Board of Trustees. The committees are responsible for reviewing and updating existing organisational policies related to their specific areas of work. Additionally, new policies prepared by the Leadership and Management Team are approved by the relevant committee before being presented to and adopted by the Full Board of Trustees.

Any proposed changes to salary levels are initially reviewed by a Remuneration Group, composed of members from the Operations & Resources Committee, the Finance Committee, and Romsey Mill's Chair of Trustees. The group considers the recommendations and submits them to the Board of Trustees for final approval.

Risk Management:

Romsey Mill's Leadership & Management Team conducts an annual organisational risk assessment on behalf of the Trustees. This assessment identifies major risks across various areas, evaluates the level and likelihood of exposure, and proposes necessary management steps. The updated Risk Register is then approved by the Full Board of Trustees and monitored through Trustee committees. This process supports the stability of operations and the duty of care for staff, volunteers, and program participants.

Additionally, Romsey Mill takes other measures to manage risks and maintain operational integrity including:

- *Disclosure and Barring Service (DBS) Checks:* All staff and volunteers who work directly with children, young people, and vulnerable adults undergo appropriate DBS checks.
- *Financial Oversight:* Financial systems and processes are approved by Trustees and are subject to scrutiny by both the Trustees and auditors.
- *IT Security:* Romsey Mill's IT systems are managed by an external specialist contractor with security of systems and data as a core priority.
- *Insurance Coverage:* Suitable public liability, professional indemnity, and buildings & content insurance are in place for all services and activities.

These measures help ensure effective risk management and operational stability.

STATEMENT OF BOARD OF MANAGEMENT RESPONSIBILITIES

The Board of Management are required by company law to prepare financial statements each financial year which give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that year. In preparing those financial statements the Board of Management are required to:

- (a) Select suitable accounting policies and then apply them consistently;
- (b) Make judgements and estimates that are reasonable and prudent;
- (c) Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the Charity will continue in operation;
- (d) State whether the policies adopted are in accordance with the Companies Act 2006 and with applicable accounting standards and statements of recommended practice, subject to any material departures disclosed and explained in the financial statements;
- (e) Observe the methods and principals of the Charities SORP.

The Board of Management are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006.

The Board of Management 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.

BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST MARCH 2025

The Board of Management confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

STATEMENT OF DISCLOSURE OF INFORMATION TO AUDITORS

In the case of each of the persons who are on the Board of Management at the time when the Board of Management report is approved;

(a) So far as the Board of Management are aware, there is no relevant audit information (information needed by the Charity's auditors in connection with preparing their report) of which the Charity's auditors are unaware, and

(b) Each member of the Board of Management has taken all the steps they ought to have taken to make themselves aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Amounts are presented within items in the statement of financial activities and balance sheet in accordance with generally accepted accounting principles or practice, the Board of Management Members having had regard to the substance of the reported transaction or arrangement.

The Auditors, Prentis & Co LLP, will be proposed for re-appointment in accordance with Section 485 of the Companies Act 2016

APPROVAL

On behalf of the Board of Trustees/Directors


T Phipps (Chair)

Date: 26-11-2025

INDEPENDENT AUDITORS REPORT TO THE BOARD OF MANAGEMENT OF ROMSEY MILL TRUST AND GROUP**FOR THE YEAR ENDED 31ST MARCH 2025****Opinion**

We have audited the group financial statements of Romsey Mill Trust for the year ended 31st March 2025, which comprise Statement of Financial Activities, Group and Charity Balance Sheets, Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standards 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 Group and Charity's affairs as at 31st March 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis of 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 Group and Charity in accordance with 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 group 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 group and 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 other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's report therein. 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.

INDEPENDENT AUDITORS REPORT TO THE BOARD OF MANAGEMENT OF ROMSEY MILL TRUST AND GROUP

FOR THE YEAR ENDED 31ST MARCH 2025

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Group and Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Annual 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 Board of Management

As explained more fully in the Board of Management's responsibilities statement set out on page 18 the Board of Management 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 Board of Management are responsible for assessing the Group and 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 Board of Management either intend to liquidate the Group or 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 it 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The primary responsibility for the prevention and detection of irregularities including fraud rests with both the management and those charged with governance of the group and charity. We designed procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We have considered the nature of the industry and sector, control environment, laws and regulations and business performance of the group and charity, including its remuneration policies. Laws and regulations considered included, but were not limited to, the Companies Act 2006, Charities Act 2011, Charity SORP and FRS102.

We have enquired with management in regards to their own assessment of the risks of irregularities, including fraud. We also enquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

We have obtained relevant documentation and representations in order to form an opinion on potential irregularities, including fraud.

We considered the opportunities and incentives that may exist within the organisation for fraud.

INDEPENDENT AUDITORS REPORT TO THE BOARD OF MANAGEMENT OF ROMSEY MILL TRUST AND GROUP

FOR THE YEAR ENDED 31ST MARCH 2025

Based on this understanding, we designed specific audit procedures to identify instances of non-compliance with laws and regulations, including obtaining additional corroborative evidence as required. Examples of procedures included reviewing large and unusual transactions, reviewing large and unexpected variances, reviewing journal entries and reviewing legal correspondence.

There are inherent limitations in the audit procedures described above, not at least as sampling is used under International Auditing Standards, therefore not all transactions are reviewed. This means there is a risk we will not detect all irregularities including those leading to a material misstatement in the financial statements or non-compliance with regulations. The risk of not detecting a material misstatement due to fraud is also higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, collusion, omission or intentional misrepresentation.

Relevant identified laws and regulations were communicated within the engagement team so they remained alert throughout the audit for indications of fraud or non-compliance.

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 Group and 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 Group and Charity's members those matters, we are required to state to them in a 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 Group and Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



.....
Ian Shipley FCCA, Senior Statutory Auditor

for and on behalf of Prentis & Co LLP, Chartered Accountants and Statutory Auditors

115c Milton Road
Cambridge
CB4 1XE

10th December 2025

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025

| | Note | Restricted Funds | | | Restricted Funds | | | Total 2025 | Restricted Funds | | | Total 2024 |
|---|------|-----------------------|--------------------------------|------------------------------|-----------------------|--------------------------------|------------------------------|------------------|-----------------------|--------------------------------|------------------------------|------------------|
| | | Unrestricted Funds | Romsey Mill Centre Funds | Other Restricted Funds | Unrestricted Funds | Romsey Mill Centre Funds | Other Restricted Funds | | Unrestricted Funds | Romsey Mill Centre Funds | Other Restricted Funds | |
| | | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ | £ |
| Income | | | | | | | | | | | | |
| Donations and legacies | 2a | 191,826 | - | 17,345 | | | | 209,171 | 214,915 | - | - | 214,915 |
| Other trading activities | 2b | 185,416 | - | - | | | | 185,416 | 194,885 | - | - | 194,885 |
| Investment income | | 4,432 | - | - | | | | 4,432 | 2,954 | - | - | 2,954 |
| Charitable activities: | 11 | | | | | | | | | | | |
| Youth Development and Alternative Education | | 45,170 | - | 519,748 | | | | 564,918 | 67,371 | - | 404,958 | 472,329 |
| Aspire Programme | | 56,516 | - | 191,100 | | | | 247,616 | 75,257 | - | 155,700 | 230,957 |
| Young Parents Programme | | 3,175 | - | 28,764 | | | | 31,939 | 89,748 | - | 74,158 | 163,906 |
| Pre-Schools | | 117,317 | - | - | | | | 117,317 | 114,276 | - | - | 114,276 |
| Community activities | | 116,713 | - | - | | | | 116,713 | 106,912 | - | - | 106,912 |
| TOTAL INCOME | | 720,565 | - | 756,957 | | | | 1,477,522 | 866,318 | - | 634,816 | 1,501,134 |
| Expenditure | | | | | | | | | | | | |
| Expenditure on raising funds: | | | | | | | | | | | | |
| Cost of generating voluntary income | | 91,985 | - | - | | | | 91,985 | 87,728 | - | - | 87,728 |
| Cost of activities for generating funds | | 148,595 | - | 2,950 | | | | 151,545 | 147,126 | - | - | 147,126 |
| Charitable activities: | 3 | | | | | | | | | | | |
| Youth Development and Alternative Education | | 229,371 | - | 513,967 | | | | 743,338 | 204,439 | - | 485,554 | 689,993 |
| Aspire Programme | | 117,994 | - | 222,515 | | | | 340,509 | 101,781 | - | 151,809 | 253,590 |
| Young Parents Programme | | 104,637 | - | 22,988 | | | | 127,625 | 78,313 | - | 74,158 | 152,471 |
| Pre-Schools | | 157,488 | - | - | | | | 157,488 | 158,510 | - | - | 158,510 |
| Community Activities | | 98,872 | - | - | | | | 98,872 | 91,898 | - | - | 91,898 |
| TOTAL EXPENDITURE | | 948,942 | - | 762,420 | | | | 1,711,362 | 869,795 | - | 711,521 | 1,581,316 |
| Net income/(expenditure) | 6 | (228,377) | - | (5,463) | | | | (233,840) | (3,477) | - | (76,705) | (80,182) |
| Reconciliation of funds | | | | | | | | | | | | |
| Total funds brought forward | | 908,868 | 881,381 | 44,015 | | | | 1,834,264 | 912,345 | 881,381 | 120,720 | 1,914,446 |
| Total funds carried forward | | 680,491 | 881,381 | 38,552 | | | | 1,600,424 | 908,868 | 881,381 | 44,015 | 1,834,264 |

All activities are continuing. All gains and losses recognised in the year are included above. Romsey Mill Trust uses the exemption conferred by section 408 of the Companies Act 2006 in not preparing a separate Income and Expenditure Account for Romsey Mill Trust as a separate entity. The net expenditure for Romsey Mill Trust alone is £232,873 (2024: £79,874).

The notes on pages 25 to 33 form part of these financial statements.

CONSOLIDATED BALANCE SHEET
AS AT 31ST MARCH 2025

| | Note | 2025 | | 2024 | |
|--|------|----------------|------------------|----------------|------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible fixed assets | 8 | | 939,850 | | 943,088 |
| CURRENT ASSETS | | | | | |
| Debtors and prepayments | 9 | 128,359 | | 221,272 | |
| Deposit accounts | | 175,048 | | 165,000 | |
| Cash at bank and in hand | | 459,578 | | 578,252 | |
| | | <u>762,985</u> | | <u>964,524</u> | |
| LIABILITIES | | | | | |
| Creditors: falling due within one year | 10 | 102,411 | | 73,348 | |
| NET CURRENT ASSETS | | | 660,574 | | 891,176 |
| NET ASSETS | | | <u>1,600,424</u> | | <u>1,834,264</u> |
| THE FUNDS OF THE CHARITY | | | | | |
| Unrestricted funds: | | | | | |
| General funds | | 675,491 | | 888,868 | |
| Designated funds | 13 | <u>5,000</u> | | <u>20,000</u> | |
| | | | 680,491 | | 908,868 |
| Restricted funds: | | | | | |
| Other restricted funds | 11 | 38,552 | | 44,015 | |
| Romsey Mill Centre funds | 12 | <u>881,381</u> | | <u>881,381</u> | |
| | | | 919,933 | | 925,396 |
| TOTAL CHARITY FUNDS | | | <u>1,600,424</u> | | <u>1,834,264</u> |


Approved by the Board of Management on **26 NOVEMBER** 2025


.....
T Phipps (Chair)

CHARITY BALANCE SHEET
AS AT 31ST MARCH 2025

| | Note | 2025 | | 2024 | |
|--|------|----------------|------------------|----------------|------------------|
| | | £ | £ | £ | £ |
| FIXED ASSETS | | | | | |
| Tangible fixed assets | 8 | | 939,234 | | 942,165 |
| CURRENT ASSETS | | | | | |
| Debtors and prepayments | 9 | 324,874 | | 370,090 | |
| Deposit accounts | | 175,048 | | 165,000 | |
| Cash at bank and in hand | | 262,474 | | 428,611 | |
| | | <u>762,396</u> | | <u>963,701</u> | |
| LIABILITIES | | | | | |
| Creditors: falling due within one year | 10 | <u>101,163</u> | | <u>72,526</u> | |
| NET CURRENT ASSETS | | | 661,233 | | 891,175 |
| NET ASSETS | | | <u>1,600,467</u> | | <u>1,833,340</u> |
| THE FUNDS OF THE CHARITY | | | | | |
| Unrestricted funds: | | | | | |
| General funds | | 675,534 | | 887,944 | |
| Designated funds | 13 | <u>5,000</u> | | <u>20,000</u> | |
| | | | 680,534 | | 907,944 |
| Restricted funds: | | | | | |
| Other restricted funds | 11 | 38,552 | | 44,015 | |
| Romsey Mill Centre funds | 12 | <u>881,381</u> | | <u>881,381</u> | |
| | | | 919,933 | | 925,396 |
| TOTAL CHARITY FUNDS | | | <u>1,600,467</u> | | <u>1,833,340</u> |

Approved by the Board of Management on **26 NOVEMBER** 2025


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T Phipps (Chair)

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST MARCH 2025

| | Note | 2025 £ | 2024 £ |
|--|------|-----------------|-----------------|
| Net cash provided by/(used in) operating activities | 16 | (91,979) | (61,357) |
| Cash flows from investing activities: | | | |
| Interest received | | 4,432 | 2,954 |
| Purchase of tangible fixed assets | | (21,079) | (14,470) |
| Net cash used in investing activities | | <u>(16,647)</u> | <u>(11,516)</u> |
| Change in cash and cash equivalents in the reporting period | | (108,626) | (72,873) |
| Cash and cash equivalents at the beginning of the reporting period | | <u>743,252</u> | <u>816,125</u> |
| Cash and cash equivalents at the end of the reporting period | | <u>634,626</u> | <u>743,252</u> |

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

1. ACCOUNTING POLICIES

Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these financial statements. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) issued October 2019 (effective January 2019) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and Companies Act 2006.

The Trust constitutes a public benefit entity as defined by FRS 102.

The Trustees consider that there are no material uncertainties about the Group's ability to continue as a going concern.

Group Financial Statements

These financial statements consolidate the results of the Charity and Cara Coffee Limited

Functional and Presentation Currency

These consolidated financial statements are presented in pounds sterling which is the Charity's and subsidiary's functional currency. All amounts have been rounded to the nearest pound, unless otherwise indicated.

Income Recognition

Income is recognised when the charity has entitlement to the funds, any conditions attached to the income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' or 'revenue' grants, is recognised when the charity has entitlement to the funds, any conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Expenditure Recognition

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of obligation can be measured reliably.

Expenditure incurred on fundraising and publicity to generate unrestricted income to support direct charitable activities is included in costs of generating funds. That incurred to generate restricted income is included in support costs (see note 4 below).

Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The basis on which support costs have been allocated are set out in note 4.

Depreciation

Depreciation is not provided on the freehold building as any provision (annual or cumulative) would not be material due to its expected remaining useful economic life and because its expected residual value is not materially less than its carrying value. The Trust has a policy of regular structural inspection, repair and maintenance and the building is therefore unlikely to deteriorate or suffer from obsolescence. Floor coverings within the building are depreciated over 10 years on a straight line basis.

Depreciation on all other assets is provided at the following rates in order to write off each asset over its estimated useful life down to its residual value:

- Fixtures and fittings - 20% straight line and Computer equipment - over 3 or 5 years dependant on the asset use
- Motor vehicles - 20% straight line

Pension Costs

Romsey Mill contributes, on certain conditions, into employees' own pension schemes. Contributions payable are charged to the statement of financial activities in the period to which they relate.

Fund Accounting

Unrestricted funds are available to spend on activities which further any of the purposes of the charity. Designated funds are unrestricted funds which the trustees have decided at their discretion to set aside to use for a specific purposes. Restricted funds are for use solely as specified by the donor for particular areas of the charity's work.

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

2. INCOME

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2025 £ | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2024 £ |
|-------------------------------------|----------------------------|--------------------------|-----------------------------|----------------------------|--------------------------|-----------------------------|
| a) Donations and legacies | | | | | | |
| Donations from businesses | 19,295 | - | 19,295 | 34,030 | - | 34,030 |
| Donations from individuals | 132,976 | - | 132,976 | 102,523 | - | 102,523 |
| Legacies | - | - | - | 21,161 | - | 21,161 |
| Tax reclaimed (gift aid) | 17,437 | - | 17,437 | 7,321 | - | 7,321 |
| Donations from Churches and Chapels | 6,118 | - | 6,118 | 7,198 | - | 7,198 |
| Donations from Community Groups | - | - | - | 2,009 | - | 2,009 |
| Grants from Trusts | 16,000 | - | 16,000 | 35,900 | - | 35,900 |
| Other income | - | 17,345 | 17,345 | 4,773 | - | 4,773 |
| | 191,826 | 17,345 | 209,171 | 214,915 | - | 214,915 |
| b) Other trading activities | | | | | | |
| Charity shop | 79,565 | - | 79,565 | 81,078 | - | 81,078 |
| Events | 28,834 | - | 28,834 | 30,996 | - | 30,996 |
| Cara Coffee Shop | 77,017 | - | 77,017 | 82,811 | - | 82,811 |
| | 185,416 | - | 185,416 | 194,885 | - | 194,885 |

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

3. EXPENDITURE ON CHARITABLE ACTIVITIES

| Activity | Activities undertaken directly £ | Support costs (note 4) £ | Total 2025 £ | Activities undertaken directly £ | Support costs (note 4) £ | Total 2024 £ |
|---|----------------------------------|--------------------------|--------------|----------------------------------|--------------------------|--------------|
| Youth Development and Alternative Education and other expenditure | 575,344 | 167,994 | 743,338 | 513,942 | 176,051 | 689,993 |
| Aspire Programme | 238,444 | 102,065 | 340,509 | 172,227 | 81,363 | 253,590 |
| Young Parents Programme | 79,107 | 48,518 | 127,625 | 98,005 | 54,466 | 152,471 |
| Pre-Schools | 116,028 | 41,460 | 157,488 | 114,003 | 44,507 | 158,510 |
| Community Activities | - | 98,872 | 98,872 | - | 91,898 | 91,898 |
| | 1,008,923 | 458,909 | 1,467,832 | 898,177 | 448,285 | 1,346,462 |

4. SUPPORT COSTS

| | Administration £ | Management £ | Raising Restricted Funds £ | Education & Awareness £ | Total 2025 £ | Administration £ | Management £ | Raising Restricted Funds £ | Education & Awareness £ | Total 2024 £ |
|---|------------------|--------------|----------------------------|-------------------------|--------------|------------------|--------------|----------------------------|-------------------------|--------------|
| Youth Development and Alternative Education and other expenditure | 99,314 | 22,355 | 41,376 | 4,949 | 167,994 | 87,178 | 21,053 | 63,629 | 4,191 | 176,051 |
| Aspire Programme | 46,232 | 12,668 | 41,376 | 1,789 | 102,065 | 46,496 | 11,930 | 21,210 | 1,727 | 81,363 |
| Young Parents Programme | 19,640 | 7,452 | 20,688 | 738 | 48,518 | 25,185 | 7,017 | 21,210 | 1,054 | 54,466 |
| Pre-Schools | 37,100 | 2,981 | - | 1,379 | 41,460 | 40,212 | 2,807 | - | 1,488 | 44,507 |
| Community Activities | 92,911 | 5,961 | - | - | 98,872 | 85,753 | 5,613 | - | 532 | 91,898 |
| | 295,197 | 51,417 | 103,440 | 8,855 | 458,909 | 284,824 | 48,420 | 106,049 | 8,992 | 448,285 |

The Trust allocates its support costs as shown in the note above. The majority being for administrative and the raising of restricted funds as these contribute highest to supporting the Trust's activities.

Administration is inclusive of general administration, office premises, finance and IT costs.

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

5. STAFF COSTS

| | 2025 | 2024 |
|-----------------------|------------------|------------------|
| | £ | £ |
| Wages and salaries | 1,146,588 | 1,010,938 |
| Social security costs | 85,853 | 72,277 |
| Pension costs | 50,781 | 45,142 |
| | <u>1,283,222</u> | <u>1,128,357</u> |

There are 23 (2024: 19) full time and 40 (2023: 41) part time members of staff who are all involved in direct charitable activities. This equates to 39.1 full time equivalent staff at 31st March 2025. One employee received £60,000 or more in the year (2024: one). The charity's trustees received no remuneration during the year (2024: none).

The charity considers its key management to be its leadership and management team comprising the CEO and 3 senior managers. The aggregate remuneration of this team is £234,583. (2024: £219,884)

6. NET EXPENDITURE FOR THE YEAR

| | Total 2025 | Total 2024 |
|--------------------------------|---------------|---------------|
| | £ | £ |
| This is stated after charging: | | |
| Auditors' remuneration | 6,807 | 6,262 |
| Depreciation | <u>24,317</u> | <u>29,635</u> |

7. TAXATION

As a registered charity, Romsey Mill Trust is generally exempt from Income Tax and Capital Gains Tax, but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

**8. TANGIBLE FIXED ASSETS (GROUP AND CHARITY)
CURRENT YEAR**

| | Motor Vehicles | Land & Buildings | Fixtures & Fittings | Total |
|---------------------------------|-------------------|---------------------|------------------------|------------------|
| | £ | £ | £ | £ |
| As at 1st April 2024 | 23,634 | 935,879 | 196,912 | 1,156,425 |
| Additions | - | - | 21,079 | 21,079 |
| As at 31st March 2025 | <u>23,634</u> | <u>935,879</u> | <u>217,991</u> | <u>1,177,504</u> |
| Depreciation | | | | |
| As at 1st April 2024 | 12,999 | 54,498 | 145,840 | 213,337 |
| Charge for the period | 4,727 | - | 19,590 | 24,317 |
| As at 31st March 2025 | <u>17,726</u> | <u>54,498</u> | <u>165,430</u> | <u>237,654</u> |
| Net Book Value | | | | |
| As at 31st March 2025 - GROUP | <u>5,908</u> | <u>881,381</u> | <u>52,561</u> | <u>939,850</u> |
| As at 31st March 2025 - CHARITY | <u>5,908</u> | <u>881,381</u> | <u>51,945</u> | <u>939,234</u> |

**TANGIBLE FIXED ASSETS (GROUP AND CHARITY)
PRIOR YEAR**

| | Motor Vehicles | Land & Buildings | Fixtures & Fittings | Total |
|---------------------------------|-------------------|---------------------|------------------------|------------------|
| | £ | £ | £ | £ |
| As at 1st April 2023 | 23,634 | 935,879 | 274,050 | 1,233,563 |
| Additions | - | - | 14,470 | 14,470 |
| Disposals | - | - | (91,608) | (91,609) |
| As at 31st March 2024 | <u>23,634</u> | <u>935,879</u> | <u>196,912</u> | <u>1,156,425</u> |
| Depreciation | | | | |
| As at 1st April 2023 | 8,272 | 54,498 | 212,540 | 275,310 |
| Charge for the period | 4,727 | - | 24,908 | 29,635 |
| Eliminated on disposal | - | - | (91,608) | (91,608) |
| As at 31st March 2024 | <u>12,999</u> | <u>54,498</u> | <u>145,840</u> | <u>213,337</u> |
| Net Book Value | | | | |
| As at 31st March 2024 - GROUP | <u>10,635</u> | <u>881,381</u> | <u>51,072</u> | <u>943,088</u> |
| As at 31st March 2024 - CHARITY | <u>10,635</u> | <u>881,381</u> | <u>50,149</u> | <u>942,165</u> |

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

9. DEBTORS

| | Group 2025 | Charity 2025 | Group 2024 | Charity 2024 |
|--------------------------------|---------------|-----------------|---------------|-----------------|
| | £ | £ | £ | £ |
| Debtors | 28,861 | 28,861 | 113,622 | 113,622 |
| Prepayments and accrued income | 99,498 | 97,670 | 107,650 | 106,554 |
| Inter group balance | - | 198,343 | - | 149,914 |
| | 128,359 | 324,874 | 221,272 | 370,090 |

10. CREDITORS: FALLING DUE WITHIN ONE YEAR

| | Group 2025 | Charity 2025 | Group 2024 | Charity 2024 |
|---|---------------|-----------------|---------------|-----------------|
| | £ | £ | £ | £ |
| Trade creditors | 37,640 | 37,158 | 4,190 | 4,105 |
| Other taxes and social security costs | 25,061 | 25,061 | 21,511 | 21,511 |
| Other creditors, accruals and deferred income | 39,710 | 38,944 | 47,647 | 46,910 |
| | 102,411 | 101,163 | 73,348 | 72,526 |

11. RESTRICTED FUNDS - CURRENT YEAR

| | At 1st April 2024 | Income | Expenditure | At 31st March 2025 |
|---|-------------------------|---------|-------------|--------------------------|
| | £ | £ | £ | £ |
| <u>Youth Development and Alternative Education</u> | | | | |
| Youth Music | - | 47,716 | 47,716 | - |
| Shelford & Stapleford Youth Initiative | - | 5,450 | 5,450 | - |
| Howard Foundation | - | 4,000 | 4,000 | - |
| Cambourne Youth Partnership | - | 42,202 | 42,202 | - |
| Beacon Youth Trust | - | 45,827 | 45,827 | - |
| Cambridge City Council Community Grant | - | 12,640 | 12,640 | - |
| The National Lottery | - | 192,584 | 192,584 | - |
| Cambridgeshire County Council - Northstowe | - | 21,500 | 21,500 | - |
| Children in Need | - | 10,901 | 10,901 | - |
| Cambridgeshire Holiday Activities and Food Programme | - | 3,708 | 3,708 | - |
| Orchard Park Parish Council | - | 14,070 | 14,070 | - |
| Youth Work Bursary (East of England and East Midlands) | - | 12,733 | 12,733 | - |
| Cambridgeshire County Council - Serious Violence/detached | - | 50,000 | 50,000 | - |
| OPCC Peterborough - Serious Violence duty | - | 20,834 | 20,834 | - |
| Cambridgeshire Community Saftay Partnership | - | 16,500 | 16,500 | - |
| Cambridgeshire Skills | - | 2,508 | 2,508 | - |
| Trumpington Parish Council | - | 5,000 | 5,000 | - |
| South Trumpington Parish Council | - | 1,675 | 1,675 | - |
| Peterborough Mental Health Fund | - | 1,500 | 1,500 | - |
| National Citizens Service | - | 2,500 | 2,500 | - |
| Ann Docwra (Hardship Fund) | - | 5,900 | 119 | 5,781 |
| | - | 519,748 | 513,967 | 5,781 |

Other restricted funds

| | | | | |
|---------------------------------------|---|--------|-------|--------|
| Cambridge City Council (S106 Funding) | - | 17,345 | 2,950 | 14,395 |
|---------------------------------------|---|--------|-------|--------|

Young Parents Programme

| | | | | |
|--|---|--------|--------|-------|
| Comic Relief | - | 5,173 | 5,173 | - |
| Cambridge City Council Community Grant | - | 6,000 | 6,000 | - |
| Cambridgeshire Skills | - | 10,565 | 10,565 | - |
| The Frank Litchfield Charitable Trust | - | 5,000 | 1,250 | 3,750 |
| East of England Co-Op Community Carer Fund | - | 2,026 | - | 2,026 |
| | - | 28,764 | 22,988 | 5,776 |

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

| | At 1st April 2024 | Income | Expenditure | At 31st March 2025 |
|--|-------------------------|---------|-------------|--------------------------|
| | £ | £ | £ | £ |
| <u>Aspire Programme</u> | | | | |
| Microsoft Research Limited Fund | 1,500 | - | 1,500 | - |
| The Strangward Trust | 1,000 | - | 1,000 | - |
| Cambridgeshire County Council - Cultivate Fund | - | 7,500 | 7,500 | - |
| Henry Smith | 10,500 | 44,100 | 42,000 | 12,600 |
| PYE Foundation | - | 3,500 | 3,500 | - |
| The Evelyn Trust | - | 45,000 | 45,000 | - |
| Cambs and Peterborough Integrated Care Board (NHS) | 31,015 | 66,000 | 97,015 | - |
| Peterborough City Council | - | 25,000 | 25,000 | - |
| | 44,015 | 191,100 | 222,515 | 12,600 |
| | 44,015 | 756,957 | 762,420 | 38,552 |

11. RESTRICTED FUNDS - PRIOR YEAR

| | At 1st April 2023 | Income | Expenditure | At 31st March 2024 |
|---|-------------------------|---------|-------------|--------------------------|
| | £ | £ | £ | £ |
| <u>Youth Development and Alternative Education</u> | | | | |
| Youth Music | 29,947 | 17,570 | 47,517 | - |
| Children in Need | - | 33,364 | 33,364 | - |
| The Cherry Family Foundation | 9,727 | - | 9,727 | - |
| Shelford & Stapleford Youth Initiative | - | 7,518 | 7,518 | - |
| Cambridgeshire County Council - Northstowe | - | 31,500 | 31,500 | - |
| Rathbones | 4,717 | 2,531 | 7,248 | - |
| Cambridgeshire Skills - Youth Working Training | 2,500 | 2,898 | 5,398 | - |
| Cambridgeshire Holiday Activities and Food Programme | - | 3,279 | 3,279 | - |
| Souter Charitable Trust | 3,000 | - | 3,000 | - |
| Howard Foundation | - | 4,000 | 4,000 | - |
| Cambourne Youth Partnership | - | 43,950 | 43,950 | - |
| Beacon Youth Trust | - | 49,401 | 49,401 | - |
| Cambridge City Council Community Grant | - | 19,900 | 19,900 | - |
| Orchard Park Parish Council | - | 5,025 | 5,025 | - |
| Cambridgeshire County Council - Serious Violence/detached | - | 33,750 | 33,750 | - |
| Police and Crime Commissioners | - | 800 | 800 | - |
| The National Lottery | 6,314 | 145,306 | 151,620 | - |
| The National Lottery - Youth Work Training | 24,391 | - | 24,391 | - |
| National Citizens Service | - | 1,666 | 1,666 | - |
| Cambridgeshire Community Reaching Further award | - | 2,500 | 2,500 | - |
| | 80,596 | 404,958 | 485,554 | - |
| <u>Young Parents Programme</u> | | | | |
| Comic Relief | - | 47,371 | 47,371 | - |
| Cambridge City Council Community Grant | - | 7,187 | 7,187 | - |
| Cambridgeshire Skills | - | 19,600 | 19,600 | - |
| | - | 74,158 | 74,158 | - |
| <u>Aspire Programme</u> | | | | |
| The Bailey Thomas Charitable Fund | 2,000 | - | 2,000 | - |
| The Strangward Trust | - | 2,000 | 1,000 | 1,000 |
| The Frank Litchfield General Charitable Trust | 500 | - | 500 | - |
| Microsoft Research Limited Fund | 2,624 | 2,000 | 3,124 | 1,500 |
| Cambridgeshire County Council - Cultivate Fund | 5,000 | 7,500 | 12,500 | - |
| Cambridge City Council Community Grant | - | 5,000 | 5,000 | - |
| PYE Foundation | - | 3,500 | 3,500 | - |
| Henry Smith | 10,000 | 42,000 | 41,500 | 10,500 |
| Cambridgeshire Public Health | 20,000 | - | 20,000 | - |
| Cambs and Peterborough Integrated Care Board (NHS) | - | 84,950 | 53,935 | 31,015 |
| Hills Road Sixth Form | - | 5,000 | 5,000 | - |
| The Evelyn Trust | - | 3,750 | 3,750 | - |
| | 40,124 | 155,700 | 151,809 | 44,015 |
| | 120,720 | 634,816 | 711,521 | 44,015 |

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

The restricted funds being carried forward at the end of the year generally represent grants received in advance for work to be carried out in the following year.

For information regarding the various activities outlined above, see pages 2 - 3 of the accounts.

The S106 funding from Cambridge City Council was raised to fund the purchase of an AV system at Ross Street Community Centre. This was acquired at the end of the year so will be reduced by depreciation in future years.

**12. ROMSEY MILL CENTRE FUND
- CURRENT YEAR**

| | At 1st April 2024 £ | Income £ | Expenditure £ | Transfers £ | At 31st March 2025 £ |
|--------------------|------------------------------|-------------|------------------|----------------|-------------------------------|
| Romsey Mill Centre | 881,381 | - | - | - | 881,381 |

**ROMSEY MILL CENTRE FUND
- PRIOR YEAR**

| | At 1st April 2023 £ | Income £ | Expenditure £ | Transfers £ | At 31st March 2024 £ |
|--------------------|------------------------------|-------------|------------------|----------------|-------------------------------|
| Romsey Mill Centre | 881,381 | - | - | - | 881,381 |

The purpose of the Fund is to represent the net book value of the building in Note 8.

13. DESIGNATED FUNDS - CURRENT YEAR

| | At 1st April 2024 £ | Income £ | Expenditure £ | At 31st March 2025 £ |
|------------------------------|------------------------------|-------------|------------------|-------------------------------|
| Building Maintenance Reserve | 5,000 | - | - | 5,000 |
| Programmes | 15,000 | - | 15,000 | - |
| | 20,000 | - | 15,000 | 5,000 |

DESIGNATED FUNDS - PRIOR YEAR

| | At 1st April 2023 £ | Income £ | Expenditure £ | At 31st March 2024 £ |
|------------------------------|------------------------------|-------------|------------------|-------------------------------|
| Building Maintenance Reserve | 5,000 | - | - | 5,000 |
| Programmes | 15,000 | - | - | 15,000 |
| | 20,000 | - | - | 20,000 |

The above transfers are reflected within unrestricted funds in the Statement of Financial Activities.

Building Maintenance Reserve

This reserve is to ensure Romsey Mill Trust has funds to meet the costs of unanticipated major repairs to the building.

Programmes

This reserve is to ensure Romsey Mill Trust has the funds to meet the costs of its ongoing programmes in which restricted funding may not cover.

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP
CURRENT YEAR**

| | Unrestricted funds | | Restricted funds | | |
|--------------------|--------------------|------------------|--------------------|------------------------|------------|
| | General funds | Designated funds | Romsey Mill Centre | Other Restricted funds | 2025 Total |
| | £ | £ | £ | £ | £ |
| Fixed assets | 58,469 | - | 881,381 | - | 939,850 |
| Net current assets | 617,022 | 5,000 | - | 38,552 | 660,574 |
| | 675,491 | 5,000 | 881,381 | 38,552 | 1,600,424 |

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

ANALYSIS OF NET ASSETS BETWEEN FUNDS - GROUP

| PRIOR YEAR | Unrestricted funds | | | Restricted funds | |
|--------------------|--------------------|------------------|--------------------|------------------|------------|
| | | | Romsey Mill Centre | Other | 2024 Total |
| | General funds | Designated funds | | Restricted funds | |
| | £ | £ | £ | £ | £ |
| Fixed assets | 61,707 | - | 881,381 | - | 943,088 |
| Net current assets | 827,161 | 20,000 | - | 44,015 | 891,176 |
| | 888,868 | 20,000 | 881,381 | 44,015 | 1,834,264 |

15. RELATED PARTY TRANSACTIONS

Throughout the year the charity was controlled jointly by the Board of Management.

No expenses were reimbursed to Trustees by the charity during the year (2024: £Nil).

No fee income (at the market rate) was received from Trustees during the year. (£257 : 2024)

N Taylor (resigned 25/09/24) is also a trustee of Cambourne Youth Partnership, a charity which during the year was engaged in a contract with Romsey Mill Trust for the provision of a part time Youth Development Worker. This contract is operated on an arms length basis.

A Single's (Chair: resigned 25/09/24) husband is a Trustee of Sports Connection Foundation, in which Romsey Mill Trust works in partnership to run activities, e.g. football games, for the benefit of the individuals it supports. A Single received no remuneration or has any other financial involvement.

The charity formed a subsidiary company, Cara Coffee Limited, on 23rd March 2019. Two trustees, J Hildersley and K Pearson are directors, together with the charity's CEO, N Perry.

16. RECONCILIATION OF EXPENDITURE TO NET CASH FLOWS FROM OPERATING ACTIVITIES (GROUP AND CHARITY)

| | 2025 £ | 2024 £ |
|---|-----------|-----------|
| Net movement in funds | (233,840) | (80,182) |
| Adjustments for: | | |
| Less investment income | (4,432) | (2,954) |
| Add depreciation | 24,317 | 29,635 |
| Increase/(decrease) in creditors | 29,063 | (86,611) |
| Decrease/(Increase) in debtors | 92,913 | 78,755 |
| Net cash provided by/(used in) operating activities | (91,979) | (61,357) |

17. OPERATING LEASE COMMITMENTS (GROUP AND CHARITY)

| | 2025 £ | 2024 £ |
|--|-----------|-----------|
| The following operating lease payments are committed to be paid: | | |
| Total future commitments | 123,989 | 141,458 |

A new lease for the Charity Shop commenced on 8th May 2023.

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

18. INVESTMENTS - CHARITY SUBSIDIARIES

Cara Coffee Limited

Country of Incorporation: England and Wales

Nature of Business: Trading

| Class of shares: | % Holding | Year ended 31st March 2025 | Year ended 31st March 2024 |
|--|------------------|---------------------------------------|---------------------------------------|
| Ordinary | 100 | £ | £ |
| Aggregate capital and reserves brought forward | | 924 | 1,232 |
| (Loss)/profit for the year | | (967) | 8,099 |
| Donated to parent (Romsey Mill Trust) | | - | (8,407) |
| Aggregate capital and reserves carried forward | | <u>(43)</u> | <u>924</u> |

The Trust was gifted 100% of the issued share capital of Cara Coffee Limited (company number 11901327), a company incorporated in England and Wales on 23rd March 2019. The Trustees deem the market value of these shares to be £Nil. The subsidiary undertaking is included within the consolidated accounts.

The charity formed a subsidiary company, Cara Coffee Limited, on 23rd March 2019. Two trustees, J Hildersley and K Pearson are directors, together with the charity's CEO, N Perry.