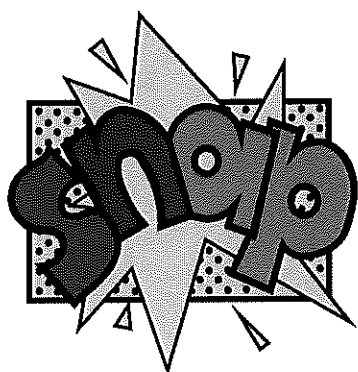


ANNUAL REPORT AND ACCOUNTS

Registered Charity No. 1077787
Company Limited By Guarantee No. 03805837

For the year ended 31st December 2024





Supporting, Nurturing and Partnering

Partnering with parents, we support families whose children have additional needs or disabilities by providing compassion, guidance and hope.



About Us

Website: www.snapcharity.org

Email: info@snapcharity.org

Telephone: 01277 211300

Fundraising

Email: fundraising@snapcharity.org

Fundraising Tel: 01277 245345

SNAP

The SNAP Centre, Pastoral Way, Warley, Brentwood, Essex CM14 5WF

Registered Charity No. 1077787

A company limited by guarantee in England and Wales No. 03805837



**REPORT OF THE TRUSTEES FOR THE PERIOD ENDED
31st DECEMBER 2024**

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Report of the Trustees for the year ending 31st December 2024

The Trustees are pleased to present their annual directors' report and financial statements of the charity for the year ended 31st December 2024 which are also prepared to meet the requirements of a director's 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 the Accounting and Reporting by Charities: Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2019).

Chair's Review

Welcome to the Report and Accounts for 2024.

I was honoured to be elected as the new Chair of the board of Trustees in 2024 and would like to thank our outgoing Chair, Mandy Carr for such strong leadership in her 5 years as Chair prior. I am grateful that Mandy took on the Vice Chair role and offer my personal thanks for her support in this handover period.

2024 was a milestone year for SNAP – our 30th Anniversary. It has been mentioned that when our founders got together and the idea of SNAP formed and started its journey none would have envisaged how this vital service has evolved and grown and yet still how necessary our services are to families, not only with new, modern challenges but also with some that would be very familiar all those years ago sadly.

I am constantly impressed by the fantastic team that Karen Boath has built since taking on the CEO role. Her leadership has generated such a positive, can-do team culture that always has our SNAP families front and centre of everything they do and constantly strive to do more and make a difference.

At the heart of SNAP's mission is our commitment to partnering with parents, providing compassion, guidance, and hope to families of children with additional needs and disabilities. Over the past year, we have seen first-hand the challenges families face, but also their incredible resilience when given the right support. Whether it's a parent finding reassurance in a counselling session, a family gaining clarity through expert advice, or children and siblings building friendships at our sessions, SNAP continues to be a place where families feel understood, supported, and empowered. As the demand for our services grows, we remain committed to evolving and expanding our support, ensuring every family that turns to us finds the help they need.

Of course, to deliver our much relied upon services we need to ensure that our financial position is strong and our Finance Director Jeremy Radley has continued to ensure that we have robust systems and data to ensure that we know our numbers and have strong budgeted planning.

Fund raising is a constant need and our team have had a fantastic 30th Anniversary year reaching the milestone of £1,000,000 income. It was a very busy year with three significant events that stood out, in particular, our Anniversary Ball, Golf day and 24 hour Kitchen Disco that raised fantastic amounts and so I would like to thank everyone involved in making those events happen and such a success.

This report offers me the opportunity to congratulate the whole SNAP team and to say thanks to every one of you for what you do, how you do it and for the impact you have on our families.

Our Board continues to evolve with some changes this year. Two very longstanding Trustees decided that this year would be the year for them to retire and so I thank both Paula Hills and Michael O'Connell for their 30 years' of service. Such dedication is incredible and on behalf of the whole Board I thank them and assure them that we will carry on their work and never lose sight of the fact that our families are at the heart of what we do.

We also welcomed two new Trustees who both bring relevant and diverse experience. Liz Chaplin is a family trustee who has been a great supporter for many years and can offer the board her lived experience and Thomas Broad who brings his banking & accountancy skills.

Finally, I would also like to highlight just a few key items from the last year:

- We welcomed 605 new families this year
- Total families supported to 4,708
- 1,068 Counselling sessions
- 529 Face 2 Face advice sessions
- Specialist Talks & Webinars with 540 participants

Just a few of the things in our fantastically busy 2024 calendar providing support, guidance, hope and fun.

We recognise that the need for our services and support are continuously in demand and so great effort has been made to plan and determine what and how we will rise to the challenge of the next year and I have every confidence that SNAP will continue to meet those challenges and be there when called upon.



Stuart Hulbert
Chair of the Trustees

Message from the CEO

As CEO of SNAP, I am honoured to lead a passionate and resilient team that remains steadfast in our mission to support families with children and young people with additional needs and disabilities.

This past year has been one of growing hardship for the families we support. Rising costs of living, limited access to specialist services, and the emotional strain of caring have deepened the challenges faced by parents and caregivers. Many have struggled with feelings of isolation and exhaustion as they navigate an increasingly uncertain landscape.

At the same time, charities like SNAP are operating under mounting pressure. Changes introduced in the government's most recent budget have significantly affected our sector, reducing access to vital funding streams at a time when demand for our services has never been greater. Despite these challenges, we remain determined to meet the needs of our families with compassion, guidance, and hope.

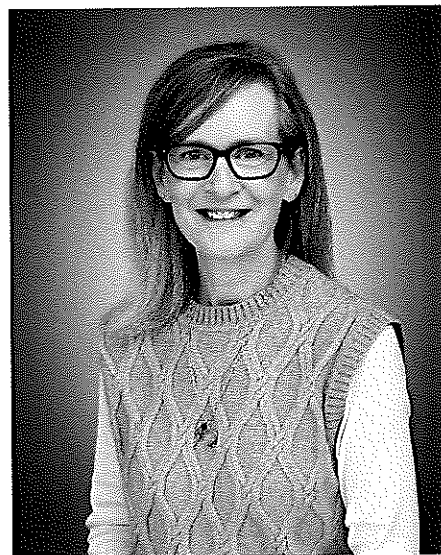
This year's Annual Report highlights the breadth of support we have delivered, the lives we have impacted, and the collective strength of our SNAP community. It is a story of resilience, and the extraordinary power of working together to ensure that every family feels heard, supported, and valued.

I am deeply grateful to our staff, trustees, volunteers, and partners, whose generosity and dedication continue to drive our mission forward. Your continued support ensures that SNAP remains a trusted source of comfort and guidance for the families who rely on us.

Thank you for being part of our vital work.



Karen Boath
Chief Executive Officer



Objectives and Activities

SNAP works in partnership with parents and carers of children and young people in Essex with any additional need or disability. The charity aims to inform, encourage and support parents so that they can grow in strength and knowledge and become better equipped to give the best possible help to their children. The overriding principle of SNAP's work is to help and empower the whole family.

The services at SNAP provide a safe and welcoming environment for families, that is tailored to their needs. This offers the children and young people an opportunity to freely be themselves and make new friends. Meanwhile, parents and carers have access to their own peer support network and community, relieving their own feelings of isolation.

In shaping objectives for the year and planning activities the Trustees have referred to the Charity Commission's general guidance on public benefit. SNAP is very conscious that it relies on grants, donations and income from fees to cover its operating costs and it is essential that we provide excellent outcomes for our families in a cost-effective manner. Our fee structure reflects that affordable access to our services is extremely important to us and our families.

In the course of interaction with statutory funders, care providers, local authorities and other agencies, SNAP utilises its hands-on experience to advocate that the needs of the child and family are fully understood. The objective is to inform decision makers of the support required by SNAP families.

To ensure SNAP's work remains focused on our stated aims and objectives, performance and outcomes are continuously monitored. The 2024 annual report gives details of the charity's services, its achievements, performance and how it has benefited the people it is set up to help. SNAP systematically seeks feedback from our families which, along with monitoring and evaluation, indicates we are providing essential and high-quality services and activities.

Services and Support

Over the past 31 years, SNAP has gained an in-depth understanding of the everyday demands of supporting a child with an additional need or disability on the whole family. As a result, the charity's extensive experience ensures that families receive holistic support that helps them to lead a more fulfilling life.

SNAP has developed a variety of services in response to the needs of local families, according to age and individual levels of the children and young people whose families we support. The charity recognises the changes and demands that families encounter as their children grow older. Families will develop new skills and resilience with the knowledge that SNAP is always there when needed.

SNAP actively seeks the views and opinions of our families to help measure the impact of services and to assist in the development and planning of future provision.

The Trustees are fully engaged in discussing and reviewing the services and support offered by SNAP to ensure they are relevant and continue to meet the needs of our families.

Parents and Carers

Information, advice and support is provided by way of:

Helpline, E-mail and Telephone Support the SNAP helpline is open from 9.00am to 4.00pm weekdays (except on Fridays when it opens between 9.00am to 3.00pm) to give information and support.

Face-to-Face Parent Advice provides parents with the opportunity to discuss their concerns and difficulties with SNAP's trained staff or receive Education and Benefits advice from our specialist partner providers.

Attendance at the weekly **Multi-Disciplinary Assessment Clinic (MDAC)** at Brentwood Community Hospital. At these meetings, children/young people will have an appointment to receive a diagnosis. SNAP is in a unique and privileged position whereby we work alongside the paediatrician and other professionals at these meetings.

Counselling is provided by professional counsellors and offered to parents, children and/or the whole family where they would benefit from this service.

Specialist Parent Talks, workshops and focus events enabling families to learn about specific needs or concerns from professionals and access opportunities to network with other families and representatives of related organisations.

The **SNAP Directory** is a comprehensive online guide of useful contacts to point both parents and professionals in the right direction.

The **Information Network** updates parents regularly by email with information and opportunities relevant to their specific circumstances. The Information Network Facebook Group provides another accessible way of sharing information directly with families. Recently this has included links to activities and groups being hosted by other charities in Essex to further support our families.

The **Specialist Library** is an extensive collection of specialist books and information sheets which provide targeted information relating to specific issues or difficulties.

SNAP Survival Guides are written and produced annually to help families over times of routine change or transition. We have produced guides to support families during the Christmas and Summer holidays and moving to Secondary School.

Parent Choir sessions provide an opportunity to sing and socialise with other parents and carers.

Children and Young People

We offer a wide range of facilities and activities encompassing both term-time and holiday sessions including:

Pre-school sessions support Early years' development of young children with additional needs and disabilities through stimulating, interactive and sensory experiences using play, art, and music to encourage interaction within the group and between the parent and child.

After-school Clubs for school aged children and young people including more structured sessions, such as Drama and Choir, and free play sessions that utilise the specialist facilities and equipment at The SNAP Centre. Sessions focus on increasing self-esteem and confidence, while enhancing social and communication skills.

Holiday Clubs provide opportunities to meet up with other families during the school holidays. A variety of sessions are on offer that are all tailored to different age groups and different levels of need. Clubs help relieve families' isolation, which are heightened during the holidays.

All sessions benefit from the **Specialist Equipment and Facilities** available at The SNAP Centre including a multi-sensory room, IT Suite, a soft play area, an outside terrace area, and a variety of toys and games.

Siblings

Sibling Support offers inclusive activities such as the pre-school children groups, after-school clubs, holiday sessions and sibling activity days, including our four-day SIBS4FUN programme each summer. The aim is to alleviate feelings of isolation and provide respite from being a 'young carer' and allows them to meet other children who are in similar situations. In 2024, SIBS4FUN was based on a theme of the Circus.



Outcomes:

- Reduced isolation and improved networks of support for the whole family.
- Improved access to information and strategies, which increases understanding and ability to effectively advocate for the needs of children and young people who have additional needs and disabilities.
- Increased parents/carers' confidence, empowerment and ability to engage with statutory and voluntary service providers, medical professionals and other families.
- Greater self-reliance, independence and ability to ensure that children and young people with additional needs and disabilities get the best possible support.
- Increased resilience, mental health and overall feeling of wellbeing across the family.
- Improved communication skills, self-esteem and social interaction for children and young people with additional needs and disabilities.
- Enhanced support for siblings to deal with the challenges they face and give them opportunities to develop relationships with other children and young people experiencing similar circumstances.
- Increased understanding by professional bodies, including statutory and other voluntary sector organisations, of the support that SNAP families require.

Impact:

- Parents/Carers are more resilient and empowered, are able to make confident, informed choices to help their children and young people with additional needs and disabilities and their siblings.
- Children and young people with additional needs and disabilities and their siblings experience improved social inclusion as a result of the confidence and self-esteem gained at SNAP.
- Older children and young people return to SNAP to volunteer in the activities from which they have benefitted. The skills acquired through volunteering also provide experiences that develop independence, life skills and support future life choices in education and training.

Volunteers

The Charity is an integral part of the community and relies on voluntary help.

Volunteer roles include supporting parents and children in individual sessions and at group activities, identifying and cataloguing material for the specialist library and helping with office duties. In addition, many volunteers take part in our fundraising activities. Our Trustees, who are all volunteers, devote significant amounts of their time to supporting SNAP in a variety of ways.

Without such dedicated and skilled volunteers SNAP could not offer the wide range of support and services essential for its families.

Achievements and Performance

2024 Achievements

- There were 605 new families who registered with SNAP for the first time in 2024, taking the total supported to 4,708 by end of the year. The numbers needing our support is indicative of the poor level of statutory provision available to families, a lack of appropriate school places for children with additional needs, as well as an increase in awareness by parents of neurodiversity conditions.
- Our family support staff extended their presence at a greater variety of parent events across a wider area of Essex, increasing awareness of how SNAP can support families. At our premises, we have hosted a greater number of externally run training programs designed specifically for SNAP families.
- Our children's activity sessions were reconfigured and renamed to provide clarity to parents about their child's journey through the different age group activities provided by SNAP. A beautiful drama production involving our drama class students and our parent and children's choirs was delivered at Brentwood Theatre in December.
- Our website was relaunched with a new strapline using the letters in SNAP as its starting point. "Supporting, nurturing and partnering" captures what SNAP is all about. Our new mission statement can be seen on page 1. "Compassion, guidance and hope" resonated strongly with the working groups that continued to the new mission statement.
- During our 30th anniversary year, we were delighted to sign a new 30 year lease on the SNAP Centre premises. Our thanks to Brentwood Council for offering SNAP the opportunity to extend our occupancy at our lovely home.
- An incredible amount of money was raised through our 30th anniversary fundraising efforts. As well as regular events such as the SNAP Ball and the SNAP Golf Day at Thorndon Park, we hosted a 24 hour kitchen disco, a families and staff sky dive and encouraged supporters to try doing something 30 times in January 2024. The work of the Events Committee, made up of fantastic volunteers has allowed staff to focus on other areas of fundraising, for which we are very grateful.
- SNAP's greatest assets are the staff that work here and we are very grateful for their dedication and expertise. During 2024, we achieved Essex Working Well level 2 accreditation. In our weekly survey of staff using an online wellbeing tool, pride in working for SNAP is always above national and sector comparisons.
- After 30 years of continuous service, two Trustees retired from their duties. We are immensely grateful to both Michael O'Connell and Paula Hills for their incredible contribution since 1994.

2025 Aspirations

- Ensure that SNAP can meet the growing demand for our services across the whole of Essex.

- Continue to evaluate and adapt our services to ensure they are providing the best possible support to our families. Undertake a "Theory of Change" evaluation to identify the impact of SNAP on families.
- Look to strengthen relationships with other charities particularly in transitional support to facilitate partnership working.
- Ensure that SNAP remains in a good position financially with adequate unrestricted reserves to cover expenditure requirements for between 6 to 9 months.
- Advance our investment plans for upgrading both our premises and our back-office infrastructure. A particular focus is our changing room provision and our counselling rooms.
- Continue to review the functionality of the Website and mobile access. Ensure they are fit for purpose and user friendly.
- Sustain and develop relationships with our supporters and volunteers. A specific focus on story telling and video content is important.
- Continue to monitor the health and wellbeing of staff to ensure they are properly supported to enable them to continue supporting our families.
- Prepare for a statutory audit of our financial statements in the event that revenue is over £1million for a second year running.



'SNAP' Shot - number of Families with Children and Young People who have any additional need and disability Supported in 2024

4,708

Active families

605

New families
registered

6,189

Children and young
people with additional
needs and disabilities



2,943

Helpline Phone Calls



4,274

Helpline Emails

540

Attendance at
specialist talks
and webinars



712

Children and young people
attended holiday services and
individual sessions



205

Sibling
young carers
supported

515

Children and young people
attended clubs & activities from
pre-school groups to after-school clubs



529

Face-to-face parent
advice appointments
and surgeries

6,789

Hours of children's
services attended

1,068

Counselling
sessions for
parents and families

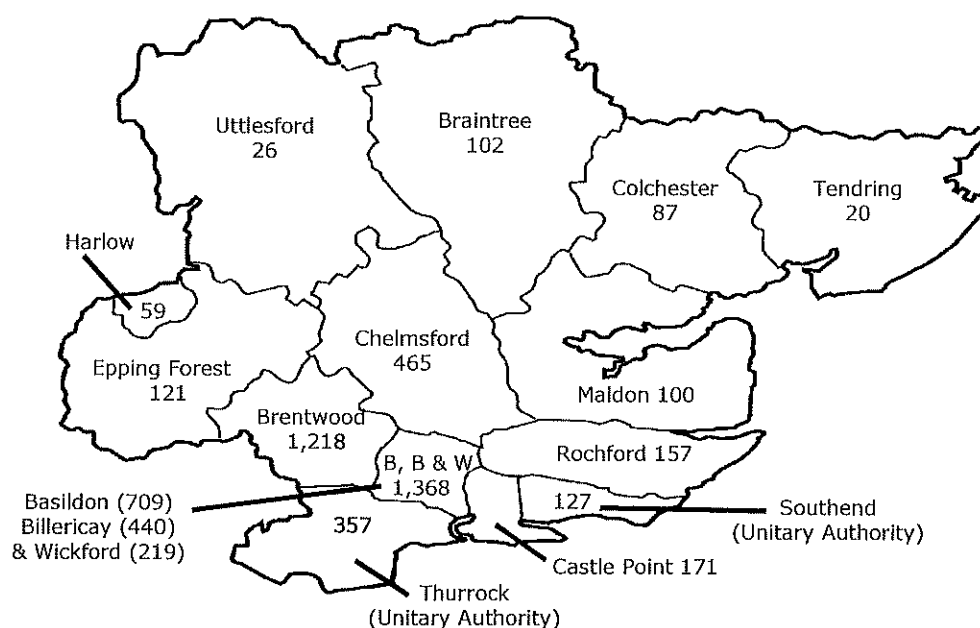
Profile of Children's Needs

Below is a statistical profile according to diagnosis of the 6,189 children with additional needs currently registered with SNAP. In total there are 11,389 recorded diagnoses for the children because some children are diagnosed as having more than one disability.

DIAGNOSIS	No.	%		DIAGNOSIS	No.	%
Autistic spectrum disorder	4,496	39		Behavioural Difficulties	214	2
ADD/ADHD	1,969	17		Epilepsy	200	2
Speech & language difficulties	705	6		Dyspraxia	199	2
Mental health issues	593	5		Rare conditions	133	1
Developmental delay	419	4		Cerebral Palsy	121	1
Sensory processing disorder	401	3		Visual Impairment	118	1
Dyslexia	349	3		Chromosome disorders	105	1
Learning difficulties	236	2		Hearing impairment	92	1
Physical disability	225	2		Down syndrome	72	1
Other conditions including brain/spine/genetic/heart disorders					742	7

Area of Benefit

There were 4,708 Essex families registered with SNAP at 31st December 2024. The map shows the Essex County Council districts in which 4,378 of these families live:



In addition to the 4,378 families shown above, we continue to provide support to families in Havering, Barking and Dagenham and Redbridge who were previously registered with us, although SNAP is no longer in a position to support new families from these areas.

Financial Review

Profitability

SNAP recorded a profit of £138,000 in 2024 compared to a loss of £39,000 in 2023. The profit resulted from record levels of income and occurred despite a 15% increase in expenditure compared to the previous year.

Income of £1,068,000 in 2024 was 40% higher than in 2023 through a combination of increased support from statutory authorities and the fundraising generosity of SNAP supporters during the charity's 30th anniversary year.

Higher expenditure was driven by an expansion of services to meet the growth in number of families turning to SNAP and the changing requirements of those families. With 80% of SNAP's expenditure relating to staff costs, a contributory growth factor was the increase in the UK living wage, increasing by 10.4% in April 2024. General inflationary pressures impacted most expenditure lines.

Reserves

At 31st December 2024 SNAP's unrestricted reserves were £669,000, providing expenditure cover for 8.7 months. The Trustees believe that SNAP is in a good financial position and with continued support will continue to prosper.

Budget 2025

SNAP's budget for 2025 ensures that free reserves will remain within the requirements set out by the Trustees (see note 19 of the accounts) and that the additional funds generated from our 30th anniversary year will be utilised. At the end of 2025, free reserves are budgeted at £582,000, representing 6.5 months of expenditure cover. During 2025, a loss of £71,000 generated from a slight reduction in income and higher expenditure is expected.

Expenditure in 2025 is expected to reach £1,082,000, an increase of 17% compared to 2024. This is primarily due to further investment in the number of staff but is also impacted by additional costs such as higher employer's national insurance costs. An increase in April 2025 of the UK living wage not only creates immediate cost increases in respect of staff paid at that rate but also requires action to reduce salary compression across all staff salary bands.

In order to provide funding for the growth in expenditure, income has been budgeted at £1,012,000 for 2025, a reduction of £51,000 or 5% compared to 2024. Although a repeat of the successes at our 30th anniversary events is not expected, we do expect other forms of income to at least maintain their 2024 levels. Despite the significant amount to be raised, the Trustees are confident that with hard work and great support, the income target can be met.

The success of our financial position is and continues to be due to the ongoing generosity of our many donors. Without them, SNAP would not be able to continue. Statutory agencies, Charitable Trusts and Foundations, individuals, businesses, Rotary clubs, Lodges, Round Tables, schools, sports clubs and other community organisations raise money every year to help us fund our activities. Everyone at SNAP is truly very grateful for all their wonderful support.

We are also extremely grateful to Future Office Solutions for all their assistance with our IT needs, Blue Serif who support our website and Hollington Associates who support our recruitment.

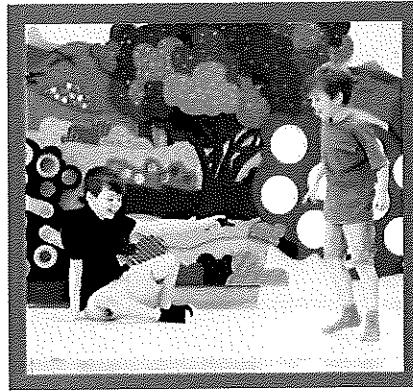
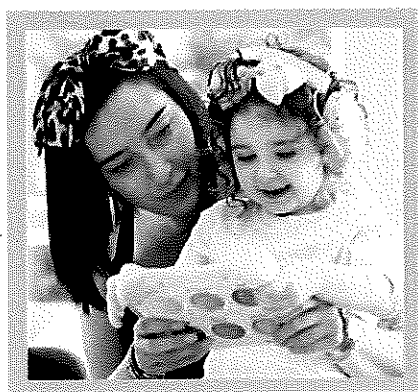
Plans for Future Periods

SNAP has a robust 3-year Business and Fundraising Plan in place and budgets are reviewed against actual income at each Trustee Executive meeting to ensure the charity's long-term financial stability is sustainable.

Our specific aspirations for 2025 are outlined on page 9 of this Report.

Post Balance Sheet Events

There were no significant post balance sheet events to note.



Structure, Governance & Management

Governing Document

SNAP's governing document is its Memorandum and Articles of Association, which states that its objects "are for the relief of children with physical and/or mental disabilities or other additional needs particularly by the provision of information, encouragement and support to their parents and such other charitable activities as the Executive Committee in their absolute discretion shall decide".

SNAP was formed in 1994 and was registered as a charity in September 1996. On 6th May 1999 it was agreed by the Trustees that SNAP Special Needs and Parents (Registered Charity No. 1058255) should become a charitable company limited by guarantee and that the Trustees elected at the Annual General Meeting on 26th May 1999 would be the initial directors of the incorporated charity. Special Needs And Parents Limited (Company No. 03805837) was incorporated under the Companies Act 1985 on 13th July 1999 and was registered as a charity by the Charities Commission on 13th October 1999 (Registered Charity No. 1077787). Special Needs And Parents Ltd has continued to be known as 'SNAP' and that acronym has been used throughout the report.

Special Needs And Parents Limited had 1,261 members at the end of the year. The members' liability in the event of SNAP winding up is £1 each.

Trustee Recruitment and Appointment

SNAP is governed by a board of directors, which forms the Executive Committee. The directors of SNAP are known as trustees and are referred to as such throughout the annual report and accounts.

At the end of 2024, there were eleven trustees on our Executive Committee. It has a balanced mix of parents of children with disabilities and members of the community with relevant experience.

The Executive Committee conducts an annual corporate governance code formal evaluation of the Executive Committee and individual trustees. All members of the Executive Committee give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 21 of the accounts.

The trustees may, by ordinary resolution, appoint a person who is willing to be a trustee either to fill a vacancy or become an additional trustee. At a general meeting a person may be appointed a trustee if he or she is recommended by the trustees in accordance with the Articles or if a member qualified to vote at the meeting nominates a person in accordance with the Articles. The maximum number of trustees is twelve.

Trustee Induction and Training

Trustees receive a Trustee Information Pack, which includes the Charity Commission publication "CC3 The Essential Trustee: What you need to know", together with information on the Nolan Principles which are the basis of the ethical standards expected of Trustees. The pack also contains the charity's structure, aims and objectives, a Trustee job description and the Trustee standing orders which sets out how the Board will operate in support of the SNAP team.

Prospective trustees are invited to attend an Executive Committee meeting as an observer, so they fully understand the responsibilities of being a SNAP trustee. They visit the charity to see it in operation and meet the staff and volunteers and follow an induction programme. Trustee training is continually reviewed, and information is provided of training courses available, so that Trustee development continues throughout their time on the Executive Committee.

Organisational Structure

The Board of Trustees, which can have up to twelve members, administers the charity. The full Board meets four times a year and there are standing sub-committees covering Finance and Remuneration, Fundraising and Risk. Other sub-committees are constituted as appropriate to review specific topics. In the past this has included areas such as GDPR. Other Trustees support the CEO as subject matter experts when required, an example of this being Safeguarding.

The CEO is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the CEO has delegated authority, within terms of delegation approved by the trustees for operational matters including services for SNAP families, financial management, fundraising, marketing and publicity, HR and employee relations.

Related Parties

None of our trustees receive remuneration or other benefit from their work with the charity. In the current year there are no related party transactions to be reported.

SNAP has no subsidiaries or connected charities but works in partnership with other organisations concerned with the welfare of children and young people with disabilities and their families.

Remuneration Policy for Senior Staff

As the most senior employed person within the charity, the CEO is in charge of directing, controlling, running and operating the charity on a day-to-day basis.

The remuneration of staff including the CEO is reviewed annually by the Remuneration Committee and considers prevailing inflation rates, changes in responsibility and the charity's financial resources. The Remuneration Committee's recommendations are submitted to the full Executive Committee for approval.

Risk Management

The trustees have a risk management strategy which comprises:

- the principal risks and uncertainties that the charity faces. These are updated by the management team and presented to the Executive Committee at every Executive Meeting, for review and discussion.
- the establishment of policies, systems and procedures to mitigate those risks identified in the annual review.
- the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

Reference and Administrative Information

Charity Name:	Special Needs and Parents Limited
Working Name:	SNAP
Charity Registration No:	1077787
Company Registration No:	03805837
Registered Office and Operational Address:	The SNAP Centre, Pastoral Way, Warley, Brentwood, Essex CM14 5WF

Trustees

Stuart Hulbert (Chair)	A Chartered Insurance Broker and Joint Managing Director of a Chartered Insurance broking firm based in Brentwood that specialises in advising and arranging insurance for the care and social welfare sector.
Mandy Carr (Vice Chair)	A retired HR Consultant with over 40 years' experience across a wide range of sectors. Latterly including 12+ years as a freelance consultant working with SMEs. Mandy has previously volunteered as a School Governor/Academy Trust Director and Chaired an occupational Pension Fund.

Suzanne Davies (Treasurer)	An accountant, previously Suzanne was a partner at a firm of Certified Accountants and worked with a wide range of charitable trusts and institutions.
Julia Gray	Worked for the last 5 years as an Office Manager supporting families for an Essex based Therapy Centre which specialises in sensory OT. Previously Julia was a full-time mum with two sons; one of whom has additional needs. Before having her family, Julia worked in the City for over 20 years for several financial companies.
Paul Deller Ray	A Registered Social Worker with 35+ years' experience across Children and Adults Social Care, both in the statutory and voluntary sectors, primarily in Safeguarding, learning disability and Autism.
Kate Scola	Works as an Economist at the Competition and Markets Authority and has two sons.
Steve Sawyer	Working within the health, social care and charity sectors for over 25 years at local, national and international levels. Steve brings wide experience of organisational development, systems and governance, coupled with a decade-long personal experience of the support and services SNAP provides.
Vince Wooding	Vince retired in 2022. As an experienced business leader he built and led businesses in the Financial Services and Outsourcing Industries. During his career Vince has been a board member of various leading companies in UK, Australia and Japan.
Denise Lagdon	Denise has been involved in Education as a secondary teacher for over 40 years specialising in pastoral care and ensuring the school in which she was Assistant Head was inclusive giving all students every opportunity to succeed. Since retiring Denise has volunteered at SNAP in family sessions.
Elizabeth Chaplin (appointed 23 September 2024)	Liz is a mum of two children and a full time carer to her youngest child. Liz's daughter has complex medical needs and they've been accessing SNAP services for over 16 years. She has a history of working in social care, initially with an interest in child protection and families affected by drug and alcohol misuse. After having her first child, she returned to work in early years, in a family support worker role.

Thomas Broad
(appointed 26 November
2024)

Tom is a qualified accountant working in the financial services sector. He is currently Treasurer of the CIBC World Market's Children's Foundation and was formerly a trustee of Jessie May. His interest in SNAP originated through exploring services for his son who has additional needs.

Richard Bareham
(resigned 1 May 2024)

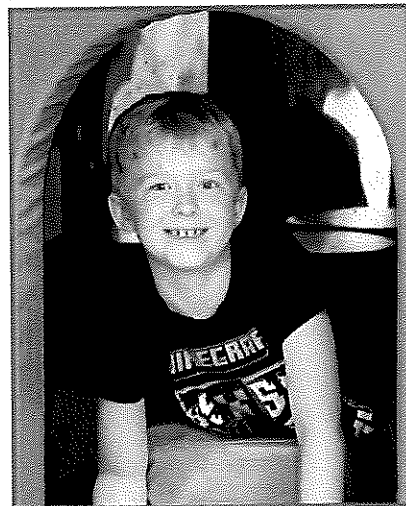
A Chartered Management Accountant with 25 years of financial management experience within the commercial and charity sectors.

Michael O'Connell
(resigned 13 July 2024)

Retired solicitor and Notary Public.

Paula Hills
(resigned 4 December
2024)

Founder of a music therapy charity for pre-school children with additional needs in 1993 and is a founder of SNAP. Paula previously co-ordinated the Essex Forum for Support Groups/Organisations. Paula's second child Oliver has profound and complex needs.



Staff in 2024

CEO:	Karen Boath
Finance Director:	Jeremy Radley
Family Support	Kate Batson, Rachel Franklin, Pam Kinsella Alex Taylor, Allister Fudge-Smith, Andrea Pereira, Caitlin Cable, Caley Andrews-Richardson, Hannah Cox, Helen Wasdall, Katie Cachia, Liza Bowring, Louisa Pagel, Natalie South, Olivia Lancaster, Paula Hollingworth, Paula Nelson, Sasha Clark
Finance & Fundraising	Sara Clifton, Callum Boath, Bev Stare, Charlotte Neale, Michaela Morement, Fiona Townsend, Sami Shulton, Jill Ault

Honorary Life President

Hilary Needham MBE	Founder, Chairman (1994 - 1998) and Manager (1998 - 2017)
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Accountants

MJ Bushell Audit LLP, 8 High Street, Brentwood, Essex CM14 4AB

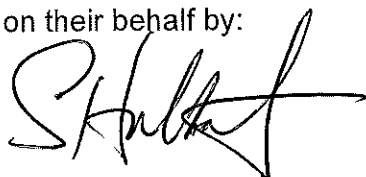
Bankers

CAF Bank Limited, PO Box 289, West Malling, Kent ME19 4TA
Cambridge & Counties Bank, Charnwood Court, New Walk, Leicester, LE1 6TE
Charity Bank, Fosse House, Tonbridge, TN9 1BE
Hampshire Trust Bank, 131 Finsbury Pavement, London EC2A 1NT
Lloyds TSB, 47 High Street, Brentwood, Essex CM14 4RN
NatWest Bank, 46 High Street, Brentwood, Essex CM14 4AN
Redwood Bank, The Nexus Building, Broadway, Hertfordshire, SG6 3TA
United Trust Bank, 1 Ropemaker Street, London, EC2Y 9AW

In addition, the cash deposit platform provided by Flagstone was used to secure FSCS protection for the charity's funds.

The Report of the Trustees on pages 1 to 18 was approved by the Trustees and signed

on their behalf by:



Stuart Hulbert (Chair)
19th March 2025

SPECIAL NEEDS AND PARENTS LIMITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SPECIAL NEEDS AND PARENTS LIMITED

I report to the Trustees on my examination of the financial statements of Special Needs and Parents Limited (the Charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

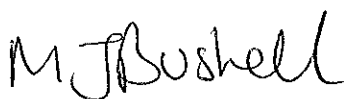
Independent examiner's statement

Since the Charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Corné von Wielligh ACA
M J Bushell Audit LLP
8 High Street
Brentwood
Essex
CM14 4AB

Dated: 21/03/2025

SPECIAL NEEDS AND PARENTS LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	230,738	-	230,738	200,489	-	200,489
Charitable activities	4	53,450	584,244	637,694	49,421	378,528	427,949
Other trading activities	5	164,911	-	164,911	124,361	-	124,361
Investments	6	29,306	-	29,306	9,310	-	9,310
Total income		478,405	584,244	1,062,649	383,581	378,528	762,109
Expenditure on:							
Raising funds	7	205,427	-	205,427	169,618	-	169,618
Charitable activities	8	184,423	534,790	719,213	212,025	419,442	631,467
Total expenditure		389,850	534,790	924,640	381,643	419,442	801,085
Net income/(expenditure)		88,555	49,454	138,009	1,938	(40,914)	(38,976)
Transfers between funds		(2,460)	2,460	-	-	-	-
Net movement in funds	10	86,095	51,914	138,009	1,938	(40,914)	(38,976)
Reconciliation of funds:							
Fund balances at 1 January 2024		583,034	232,260	815,294	581,096	273,174	854,270
Fund balances at 31 December 2024		669,129	284,174	953,303	583,034	232,260	815,294

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

SPECIAL NEEDS AND PARENTS LIMITED

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	14		196,324		184,820
Current assets					
Debtors	15	14,582		-	
Cash at bank and in hand		783,475		678,077	
		798,057		678,077	
Creditors: amounts falling due within one year	16	(41,078)		(47,603)	
Net current assets			756,979		630,474
Total assets less current liabilities			953,303		815,294
The funds of the Charity					
Restricted income funds	18		284,174		232,260
Unrestricted funds	19		669,129		583,034
			953,303		815,294

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 19th March 2025



Suzanne Davies
Trustee



Stuart Hulbert
Trustee

Company registration number 03805837 (England and Wales)

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Special Needs and Parents Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is The SNAP Centre, Pastoral Way, Warley, Brentwood, Essex, CM14 5WF.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's memorandum, articles and the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.5 Expenditure

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

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings	The capitalised costs of the SNAP Centre building are being written off on a straight line basis over the term of the lease with effect from May 2007 for 24 years. This has now been extended to 30 years since July 2024.
Fixtures and fittings	10% per annum straight line
Computers	25% per annum straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1.10 Pension

The charity operates a defined contribution pension scheme for all employees. The assets of the scheme are held separately from those of the charity. The annual contributions are charged to the SOFA.

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts	230,738	200,489

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Charitable activities						
Children's activities	31,161	-	31,161	29,403	-	29,403
Family and parent counselling	16,183	-	16,183	17,867	-	17,867
Parent services	6,106	-	6,106	2,151	-	2,151
Grants and donations	-	584,244	584,244	-	378,528	378,528
	53,450	584,244	637,694	49,421	378,528	427,949

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	164,911	124,361

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	29,306	9,310

7 Raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
<u>Fundraising and publicity</u>		
Other fundraising costs	5,291	5,869
Support costs	200,136	163,749
Fundraising and publicity	205,427	169,618
	205,427	169,618

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

8 Expenditure on charitable activities

	Charitable activities 2024 £	Charitable activities 2023 £
Direct costs		
Staff costs	418,602	371,956
Children's activities	30,132	26,101
Parent services	9,804	6,338
Counselling	41,720	34,804
Technology costs	10,053	8,380
Premises costs	40,706	28,323
	<u>551,017</u>	<u>475,902</u>
Share of support and governance costs (see note 9)		
Support	168,196	155,565
	<u>719,213</u>	<u>631,467</u>
Analysis by fund		
Unrestricted funds	184,423	212,025
Restricted funds	534,790	419,442
	<u>719,213</u>	<u>631,467</u>

9 Support costs

	2024 £	2023 £
Staff costs	301,597	245,289
Depreciation	27,904	34,782
Technology costs	14,850	20,238
Accountancy	2,700	2,400
Premises costs	384	1,786
Other support costs	20,897	14,819
	<u>368,332</u>	<u>319,314</u>
Analysed between		
Fundraising	200,136	163,749
Charitable activities	168,196	155,565
	<u>368,332</u>	<u>319,314</u>

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10	Net movement in funds	2024	2023
		£	£
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the independent examination of the charity's financial statements	2,700	2,400
	Depreciation of owned tangible fixed assets	27,904	34,782
		<u>27,904</u>	<u>34,782</u>

11 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

The cost of the Trustee indemnity insurance in 2024 was £647 (2023: £642).

12 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	24	22
	<u>24</u>	<u>22</u>
Employment costs	2024	2023
	£	£
Wages and salaries	639,524	551,058
Social security costs	59,807	49,755
Other pension costs	20,868	16,432
	<u>720,199</u>	<u>617,245</u>

The key management personnel of the charity comprise the Trustees and Executive Directors (Family Services and Finance & Fundraising) The total employee benefits of the key management personnel were £106,041 (2023: £108,642).

There were no employees whose annual remuneration was more than £60,000.

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

14 Tangible fixed assets

	Leasehold land and buildings £	Fixtures and fittings £	Computers £	Total £
Cost				
At 1 January 2024	381,961	97,718	47,780	527,459
Additions	-	35,052	4,356	39,408
At 31 December 2024	381,961	132,770	52,136	566,867
Depreciation and impairment				
At 1 January 2024	262,598	48,717	31,324	342,639
Depreciation charged in the year	9,814	9,027	9,063	27,904
At 31 December 2024	272,412	57,744	40,387	370,543
Carrying amount				
At 31 December 2024	109,549	75,026	11,749	196,324
At 31 December 2023	119,364	49,000	16,456	184,820

15 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	14,582	-

16 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		13,376	13,795
Deferred income	17	-	12,105
Other creditors		2,529	-
Accruals		25,173	21,703
		41,078	47,603

17 Deferred income

	2024 £	2023 £
Other deferred income	-	12,105

Deferred income is included in the financial statements as follows:

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

17 Deferred income (Continued)

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	-	12,105
Movements in the year:		
Deferred income at 1 January 2024	12,105	-
Released from previous periods	(12,105)	-
Resources deferred in the year	-	12,105
Deferred income at 31 December 2024	-	12,105

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2024 £
	232,260	584,244	(534,790)	2,460	284,174
Previous year:	At 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2023 £
	273,174	378,528	(419,442)	-	232,260

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2024 £
	583,034	478,405	(389,850)	(2,460)	669,129

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

19 Unrestricted funds (Continued)

Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
General funds	581,096	383,581	(381,643)	-	583,034

In the Trustees' view, the reserves should provide the charity with adequate financial stability and the means for it to meet its charitable objectives for the foreseeable future.

The trustees maintain the charity's unrestricted reserves at a level which is equivalent to between six and nine month's operational expenditure and have done so having regards to its manner of operation and likely funding streams.

The trustees review the amount of reserves that are required to ensure that they are adequate to fulfil the charity continuing obligations at each executive meeting.

At 31 December 2024, the ratio of Unrestricted Reserves to Annual Operating Expenditure was 0.72, equivalent to 8.7 months (31 December 2023: 8.4 months). Our 2025 budget forecasts a ratio of 0.54, equivalent to 6.5 months of 2025 budgeted expenditure.

20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	9,645	186,679	196,324
Current assets/(liabilities)	659,484	97,495	756,979
	<u>669,129</u>	<u>284,174</u>	<u>953,303</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	14,865	169,955	184,820
Current assets/(liabilities)	568,169	62,305	630,474
	<u>583,034</u>	<u>232,260</u>	<u>815,294</u>

21 Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2024**

22 Major donors by category

The following organisations provided funding to SNAP across our various services in 2024.

Support and Advice to Families

Access Group Foundation

Essex County Council Carer's Community Fund

Garfield Weston Foundation

Malcolm & Beryl Crook Fund managed by the Essex Community Foundation

Mid and South Essex Integrated Care System (ICS)

Provide Community Fund

Souter Charitable Trust

The Henry Smith Charity

The Grace Trust

The National Lottery Community Fund

Services for children and young people

Aspen Insurance

Brentwood Community Fund

Charles S French Charitable Trust

Chelmsford Star Co-Op Community Fund managed by the Essex Community Foundation

Community Organisations Cost of Living Fund administered by the National Lottery

Douglas Allen Estate Agents Charity Fund managed by the Essex Community Foundation

Essex Association of Local Councils

Haslars Foundation

Marconi (Chelmsford) Employee Charity Fund

Matchroom Sport Charitable Foundation

Saffron Community Fund managed by the Essex Community Foundation

Skipton Building Society Charitable Foundation

St James's Place Charitable Foundation

Tesco Stronger Starts

The Hedley Foundation

The Paul & Rachel Jeffreys Charitable Trust

The Perry Watlington Trust

The Tula Trust Ltd

W.G. Stacey Family Fund managed by the Essex Community Foundation

SPECIAL NEEDS AND PARENTS LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) **FOR THE YEAR ENDED 31 DECEMBER 2024**

22 Major donors by category

(Continued)

Core Funding

Ted Russell Charitable Trust

The Sir Jules Thorn Charitable Trust

Equipment and Toys

Billericay Round Table

Essex County Council Locality Fund

Wooden Spoon