

Company registration number: 04002287

Charity registration number: 1082452

Unfold - Empowerment Through Mentoring Ltd

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 March 2025

Field Sullivan Limited
9 Hare & Billet Road
Blackheath
SE3 0RB

Unfold - Empowerment Through Mentoring Ltd

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Unfold - Empowerment Through Mentoring Ltd

Reference and Administrative Details

Chairman	Anthony Daniel Gibson
Trustees	Ribhu Agrawal Anthony Daniel Gibson Amaya Lopez-Jauregui Marwa Nasr Swati Pandit Mohsin Qadir Jack Rowan Ploy Wood Matthew Wright Grace Xia Nick Yassukovich
Secretary	Catherine Mahony
Charity Registration Number	1082452
Company Registration Number	04002287
Registered Office	Fivefields 8-10 Grosvenor Gardens LONDON SW1W 0DH
Independent Examiner	Field Sullivan Limited 9 Hare & Billet Road Blackheath SE3 0RB
Bankers	NatWest Victoria (B) POB 1357 169 Victoria Street London SW1E 5NA

Unfold - Empowerment Through Mentoring Ltd

Trustees' Report

The Trustees, who are directors for the purposes of company law, present the annual report together with the financial statements and auditors' report of the charitable company for the year ended 31 March 2025 which have been prepared in compliance with current statutory requirements, The Companies Act 1985, the Charities SORP (FRS 102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland and the Charities Act 2011; and with the charity's governing document, its Memorandum and Articles of Association.

Chair's Report

Welcome to our Annual Report for 2024/2025.

This year marked both a milestone and a turning point for Unfold. As the final year of our current strategy, FY 2024/25 was a period of delivery at scale, alongside reflection, consolidation and renewal. In a context of growing pressures on housing, mental health and safeguarding systems, our focus remained constant: providing social, emotional and practical support that enables people to identify their priorities and get where they want to be.

Across mentoring and peer support, we supported **491 individuals** this year, including **253 women, children and young people through mentoring** and **238 people through group-based support**. This growth was deliberate and values-led: we extended provision to groups facing acute and often overlooked challenges, while ensuring that expansion was matched by appropriate staffing, systems and partnerships.

We are proud of the progress made across our strategic objectives of Growth, Impact, Engagement, Efficiency and Sustainability since launching our strategy in June 2020. This year represented both a culmination of that work and a foundation for what comes next. We established and grew Youth Support Groups for young people seeking asylum, launched and delivered new programmes for care-experienced young people co-designed with experts by experience, and developed and piloted support for families experiencing homelessness and prolonged stays in temporary accommodation. In line with recommendations from our Women's Advisory Council, we also expanded Women's Support Groups in the community, ensuring women experiencing isolation, insecure housing and wider instability could access safe spaces for connection and support.

We know that what we do makes a difference. Grounded in positive psychology, our programmes are designed to build confidence and wellbeing, increase self-efficacy through goal-setting, and reduce loneliness by connecting people to services, activities and communities that meet their needs. This year, our improved data practices and continued implementation of our CRM enabled us to better understand patterns of change over time, alongside qualitative learning gathered through focus groups, case reviews and programme insight. Across our mentoring programmes, **89% of participants maintained or increased their confidence** by the end of the programme, reinforcing the strength of our model in both improving wellbeing and preventing decline at moments of significant vulnerability.

A defining feature of FY 2024/25 was our deepening commitment to participatory governance. Building on the Youth Advisory Council, we strengthened and embedded the Women's Advisory Council, and for the first time commissioned a full Participatory Evaluation led by members of both councils as evaluators. Through structured engagement sessions and shared analysis, people with lived experience shaped our understanding of impact, priorities for improvement and strategic direction. The findings, presented through a film made by council members for community members and decision-makers, marked a step-change in how we learn as an organisation, and will directly inform our next three-year strategy.

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Trustees' Report

This year also brought meaningful organisational development behind the scenes. We redesigned our Strategic Framework with Clear Thinking Consulting, supported by John Lyons Charity, strengthening planning and accountability and putting in place clearer performance indicators for trustees and Advisory Councils to track progress. We also strengthened our sustainability: diversifying income across statutory, trust, foundation and contract funding, securing new multi-year investment, and reducing exposure to single-source risk in volatile areas such as asylum support. By year-end, over **60% of the following year's budget was secured**, and the organisation ended the year in surplus, reflecting prudent financial management alongside growth and quality delivery.

None of this would be possible without the commitment, skill and care of our staff team, volunteers and partners. Our work depends on strong relationships: with the people we serve, with local organisations and statutory services, and with the volunteers who give their time to walk alongside women and young people as they navigate complex systems and challenges. I would like to thank everyone who has contributed to Unfold's work this year, and in particular to acknowledge Catherine and the staff team for their leadership through a year of significant delivery and strategic transition.

I write this report on behalf of my fellow trustees, who have continued to provide support and oversight throughout the year. As we move into our next strategic cycle, we do so with clarity about what matters most: being accountable to lived experience, delivering high-quality support, and strengthening our ability to influence the systems that shape people's lives. We are proud of what has been achieved, and excited for the next chapter of Unfold's work in our communities.

Dan Gibson

Chair of Trustees

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Trustees' Report

Objectives and Activities

Activities undertaken to further public benefit

Our Charity's purposes, as set out in the company's memorandum of association, are to benefit the public by:

1. Safeguarding, protecting and preserving the good health – both mental and physical – of children and parents
2. Preventing cruelty to or maltreatment of children
3. Relieving sickness, poverty and need amongst children and parents of children
4. Promoting the education of the public in better standards of childcare within the area of Westminster and its environs

We achieve these purposes through the provision of a volunteer mentoring service for parents, children and young people, alongside peer support for women with children and young people. Our services offer social, emotional and practical support, enabling people to identify their priorities and get where they want to be.

Grounded in positive psychology, our suite of programmes is designed to deliver impact that lasts beyond the life of the intervention, with three core objectives:

- Developing a growth mindset to boost confidence and wellbeing
- Building self-efficacy by enabling people to identify and achieve goals that matter to them
- Connecting people to at least one additional group, service or activity that meets their needs, tackling loneliness and enabling people to independently manage the challenges they face

The Trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The sections below describe how these activities delivered public benefit during the year.

Strategic Progress

FY 2024/25 marked the final year of our current organisational strategy and a pivotal period of reflection, consolidation and renewal. Over the course of the year, we not only responded to significant external changes, including growing pressures in housing, mental health and safeguarding systems, but also undertook a rigorous Participatory Evaluation to ensure that our next strategy is firmly rooted in the experiences, priorities and expertise of the people we serve, and the local realities in our community.

Since launching our strategy in June 2020, we have made substantial progress against our five strategic objectives of Growth, Impact, Engagement, Efficiency and Sustainability. This year represents both a culmination of that work and a foundation for the next three years.

Growth: This year we continued to expand our reach while remaining responsive to changing needs. Across mentoring and peer support programmes, we supported 491 individuals, including 253 women, children and young people with mentoring and 238 people in group-based support. As reaching more people than last year, we extended provision to new groups facing acute and often overlooked challenges.

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Trustees' Report

Key developments included:

- The establishment and growth of Youth Support Groups for young people seeking asylum, providing safe, consistent spaces during a period of heightened uncertainty
- The launch and delivery of new programmes for care-experienced young people, co-designed with experts by experience
- The development and piloting of a programme supporting families experiencing homelessness and prolonged stays in temporary accommodation
- Expansion of provision of Women's Support Groups to five in the community, in line with recommendations from the Women's Advisory Council

Growth this year was deliberate and values-led, prioritising depth and quality alongside scale, and ensuring that expansion was matched by appropriate staffing, systems and partnerships.

Impact: Our mentoring programmes made a huge, measurable impact on people facing a range of complex challenges, with 100% of women and 89% of children and young people maintaining or increasing their levels of confidence by the end of the programme. Building on the implementation of our CRM system and improved data practices, we consolidated our approach to measuring change over time, as well as gleaning valuable insights from qualitative data gathered in empowering ways. We invested heavily in qualitative learning through focus groups, case reviews and, most significantly, our Participatory Evaluation. This process enabled us to move beyond asking whether our programmes work, to exploring how, for whom and under what conditions they deliver lasting change.

The learning from this year confirms that our programmes not only improve wellbeing but also play a crucial role in preventing decline at moments of significant vulnerability, a particularly important outcome given the cumulative pressures faced by the people we support.

The learning from this year confirms that our programmes not only improve wellbeing but also play a crucial role in preventing decline at moments of significant vulnerability, a particularly important outcome given the cumulative pressures faced by the people we support.

Engagement A defining feature of FY 2024/25 was the deepening of our commitment to participatory governance. Building on the Youth Advisory Council (YAC), we strengthened and embedded the Women's Advisory Council (WAC), and for the first time commissioned consultants to facilitate a full Participatory Evaluation led by members of both councils as evaluators.

Through structured engagement sessions, workshops and shared analysis, service users provided us with findings and recommendations presented in a [video report](#) they produced for people in the community and decision-makers. This directly influenced Unfold's understanding of impact, priorities for improvement and strategic direction. Trustees and staff reported that decision-making was significantly enriched by this process, with closer accountability to lived experience and a clearer focus on what matters most.

The Participatory Evaluation marks a step-change in how we learn as an organisation and will directly inform our next three-year strategy, ensuring it is ambitious, relevant and grounded in the realities of the people we serve.

Efficiency: Significant progress towards improved efficiency was made in the re-design of our Strategic Framework, in collaboration with Clear Thinking Consulting, supported by John Lyons Charity. In consultation with our staff and trustees, we redesigned our strategy, planning and accountability tools, with a full set of performance indicators enabling trustees and Advisory Councils to track progress towards strategic objectives.

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Sustainability: This year saw strengthened organisational resilience. We diversified our funding base across statutory, trust, foundation and contract income, secured new multi-year funding, and reduced exposure to single-source risk in volatile areas such as asylum support.

By year-end, over 60% of the following year's budget was secured in contracted and confirmed funding, providing a stable platform from which to implement our new strategy. The organisation ended the year in surplus, reflecting prudent financial management alongside growth and quality programme delivery.

Programme Performance

We deliver our work through two main strands: one-to-one mentoring and peer support groups.

Our mentoring is person-centred and delivered by trained, supervised volunteers who are carefully recruited, vetted and supported. Mentors typically meet with mentees weekly for one to two hours over three to six months. Across all mentoring programmes we aim to:

- Boost confidence and wellbeing
- Support goal-setting and autonomy
- Connect people to wider services, activities and communities

Our peer support groups provide safe, welcoming spaces where people can access support, information and connection at no cost. Delivered in partnership with trusted local organisations, the groups enable people to build social networks, access services and prevent isolation during periods of instability.

Broadening Horizons

This year, **Broadening Horizons continued to respond to need across Westminster and Kensington & Chelsea**, supporting children, teenagers and young adults aged 10 – 25 through relationship-based mentoring and peer support groups.

Young refugees and people seeking asylum aged 16 – 25 were supported in two **Youth Support Groups**. These continued to be a vital source of stability and connection for **81 participants**. Hosted in the safe and well-equipped spaces of Westminster's Youth Hubs, St Andrews and Feathers, the groups provided an opportunity to make friends, access information and participate in activities that fostered confidence, creativity and belonging.

Sessions included workshops on mental health, healthy relationships and leadership, delivered in person by specialist partners including Let Me Know, Talking Therapies, the Cardinal Hume Centre, Refugee Education UK, Imperial Charity, and others. Alongside this, young people took part in a varied programme of cultural and recreational activities including a zoo visit, mini-golf, bowling, a Chelsea Stadium tour, and trips to the museum, theatre and a musical. As the programme progressed, young people increasingly shaped the session content themselves, reflecting growing confidence, ownership and leadership.

We were also able to provide 207 children and young people with **mentors**, who provided support to build confidence, manage transitions and explore future opportunities. Referrals continued to reflect high levels of complexity, including mental health needs, SEND and experiences of exclusion from mainstream education.

Alongside standard mentoring and our support to young people seeking asylum and refugees, we expanded delivery to four Pupil Referral Units for 13 children and young people **excluded from mainstream school**. We began matching mentors with **care-experienced young people** in a pilot programme, following a six-month co-design process with experts by experience. This was supported by the local authority and the Department for Education, with input from leading organisations for children and young people in the care system, including Become and Settle.

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Trustees' Report

Over half of the young people we worked with were based in **Westminster (52%)**, with a further **27% in Kensington & Chelsea**, reflecting both borough-wide reach and the concentration of need in our local communities.

As in previous years, our work reached young people who are often least well served by mainstream support. **76% of the children and young people we supported are from the Global Majority**, with the largest group identifying as **Middle Eastern (27%)**, followed by **Black African and Black British (21%)** and **Mixed Heritage (17%)**. A further **8%** described themselves as being of **Asian heritage**, and **3%** as **Latin or Central American**, alongside smaller proportions identifying as **White and White British (12%)** and **European heritage (5%)**, with **7% unknown**.

In terms of gender, we saw a broadly even split overall, supporting **50% young women and girls** and **47% young men and boys**, with the remaining participants describing themselves as non-binary or choosing not to disclose their gender identity.

We continued to work across a wide age range, from children in early secondary transition through to young adults: **21% were aged 10–12, 44% were 13–16, 12% were 17–18, and 23% were 19–25**.

This spread reflects both ongoing demand for support in early adolescence, and sustained need for young adult provision.

Many of the young people we support face multiple pressures at once. This year, **a third (32%) were eligible for free school meals**, highlighting the scale of financial pressure families are experiencing. **Just over a fifth (21%)** identified as, or had a diagnosis of, **Special Educational Need or Disability (SEND)**, and over one in ten children were from **single-headed households**, often led by women.

These indicators reinforce what we see day-to-day: that young people are navigating not just individual challenges, but structural barriers that can limit opportunity and wellbeing.

We measure part of our impact through changes in young people's self-described wellbeing over the course of mentoring, particularly confidence, loneliness and how positive they feel about the future. This year's data shows that mentoring continued to make a meaningful difference, both by driving improvements and by helping to prevent decline at moments when many young people are struggling.

- **Confidence:** By the end of mentoring, **78% recorded that their confidence had not declined**, and a further **11% reported increased confidence** - meaning that for **89%** of young people we supported, we **improved confidence or prevented decline**.

In the aggregated survey results, this shift is clear: **78%** described themselves as feeling confident **often or all the time** by the end of the programme, almost double those at the start (**41%**), while those who said they **never or only sometimes** felt confident fell from **22%** to **11%**.

- **Loneliness:** At the end of mentoring, **33% reported that their loneliness had not increased**, and **22% felt less lonely**, meaning that for **56%** of young people we **reduced loneliness or prevented an increase**.

In the aggregated results, we saw a modest improvement: **67%** reported they **never or only sometimes** felt lonely by the end, up from **62%** at the start, while those who felt lonely **often or all the time** fell slightly from **24%** to **22%**.

- **Positivity about the future:** One of the strongest areas of change was young people's outlook. **67%** said they felt **more positive about the future**, and **11%** reported no decline, meaning we **improved or prevented decline** for **78%** of participants.

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This was echoed in the aggregated survey data: by the end of mentoring, **67%** said they felt positive about the future **often or all the time**, double the proportion at the start (**34%**), while those who felt positive **never or only sometimes** fell from **27%** to **11%**.

In a wider context where many young people are experiencing anxiety, uncertainty and isolation, we are encouraged to see these patterns of change, particularly the strong shift in confidence and future outlook. This is especially significant given the levels of need among the young people referred to us through statutory services, including Social Services, Early Help Teams, Family Navigators and GPs, as well as pupil referral units, education centres and contingency hotels supporting young people seeking asylum.

Across the programme, young people highlighted key areas of impact including building confidence, reducing social isolation, fostering independence, and developing healthier relationships. Together, these outcomes underline the importance of consistent, trusted support that helps young people feel steadier, more hopeful, and better equipped to move towards the futures they want.

Case Study – Broadening Horizons

*Around **64%** of children and young people permanently excluded from state-funded schools in England were eligible for free school meals in 2023/24, an indicator of higher vulnerability and a group more likely to experience adverse childhood experiences. Diana (not her real name) is a 15-year-old student attending a Pupil Referral Unit, for children excluded from mainstream school, in Westminster. She was referred to Unfold by the school's Link Teacher in March 2024 for support with managing her anger, to find a safe outlet to process her emotions.*

Diana was matched with a mentor whose practical approach suited her needs. They met weekly in person, with online sessions when needed, creating a space where Diana could speak openly and reflect on life in and outside of school. From the start, Diana was focused and with the encouragement of her mentor, she set herself three clear goals: to manage her anger in healthier ways, explore starting a cooking business, and reduce her vaping.

Together, Diana and her mentor worked on recognising emotional triggers, building healthier friendships, and practicing ways to pause before reacting. Over time, Diana shared that she could feel a difference and was proud that she hadn't punched a wall since starting mentoring. This was a meaningful indicator of how much her behaviour had shifted. Her mentor also supported her cooking ambition, encouraging her to try recipes from different cultures and plan next steps, both of which she has successfully achieved. For their final session, they cooked together to celebrate her progress in a dedicated space at the school.

Finally, to support Diana's goal of reducing her vaping, Unfold referred her to Insight, which provided additional specialist support and strategies to help her cut down, alongside her mentoring sessions. After finishing the programme, Diana joined Unfold's Youth Advisory Council and continues to share her experiences to strengthen support for other young people.

Mentoring for Mums (M4M)

This year, **Mentoring for Mums (M4M)** continued to provide trusted, relationship-based support to women facing significant and often overlapping challenges, combining one-to-one mentoring with welcoming community-based provision.

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Trustees' Report

We were able to run **five Women's Support Groups across Westminster**, supporting **192 women** seeking asylum, women in insecure housing and women in the wider community. The groups provided consistent spaces for connection, information-sharing and access to services during a period of significant upheaval, including the closure of contingency hotels and transitions into homelessness systems.

Partnerships spanned health, education, cultural and community organisations enabled women to access healthcare, learning opportunities and practical support for themselves and their children. They ranged from singing workshops with the English National Opera, to practical support with equipment and clothes for babies from Little Village, cooking sessions with North Paddington Foodbank, employability courses with Westminster Adult Education Services and City Capital College, and sexual health and relationship support with SASH.

We also provided **mentoring to 46 women** to rebuild confidence, navigate complex systems and identify goals that matter to them and their families. While external factors affected uptake at certain points in the year, mentoring remained a crucial source of one-to-one support during periods of crisis and transition. Our specialised **M4M Welcome programme provided support specifically for refugees and people seeking asylum**, reflecting both growing need and the importance of safe, consistent spaces for women who may otherwise be isolated. Across the programme, **61% of participants were supported through M4M Welcome**, with **39% accessing the standard M4M offer**.

Our reach remained strongly local, with most women supported living in **Westminster (67%)** and a further **18% in Kensington & Chelsea**.

As in previous years, M4M supported women from communities that are often least likely to access timely, appropriate support. **61% of the women we worked with are from the Global Majority**, with the largest groups identifying as **Middle Eastern (24%)** and **Black African and Black British (24%)**, followed by **Latin or Central American heritage (6%)** and **Asian heritage (6%)**. Smaller proportions identified as **White and White British (9%)** and **European heritage (3%)**, while **27% were recorded as unknown**.

We supported women across a wide age range, reflecting the breadth of need among mothers and caregivers at different life stages: **12% were aged 20–29, 33% 30–39, 36% 40–49**, with smaller numbers aged **50–59 (6%)** and **60–69 (6%)**.

Many of the women who come to M4M are balancing caring responsibilities alongside significant structural pressures. This year, **nearly two thirds (64%) of our service users' children were eligible for free school meals**, underlining the financial strain affecting families. **A quarter (24%) of service users' children identified as, or had a diagnosis of, SEND**, and **over half (55%) of women were the head of a single-parent household**.

These challenges shape daily life, and reinforce why sustained, practical and emotionally supportive relationships can be transformational.

We measure part of our impact through changes in self-reported wellbeing across the mentoring journey, particularly confidence and loneliness. This year, data gathered through our CRM has enabled us to better understand patterns of change at scale, and the results demonstrate the strength of the mentoring relationship—both in creating improvements and in helping to prevent decline.

- **Confidence:** By the end of mentoring, **83% of participants recorded increased confidence**, and a further **17% recorded that their confidence had not declined**—meaning that for **100% of the women we supported, mentoring improved confidence or prevented decline**.

Looking at the aggregated survey results, the overall shift is clear: by the end of the programme, **50% of participants described themselves as feeling confident often or all the time**, compared to **14% at the start**, while those who felt confident **never or only sometimes** reduced from **46% to 17%**.

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- **Loneliness:** By the end of mentoring, **33% of participants felt less lonely**, while **50% reported that their loneliness had not increased**—meaning that for **83% of women we mentored, we reduced loneliness or prevented an increase**.

The aggregated results show that by programme end **67% said they never or only sometimes felt lonely**, and the proportion who felt lonely **often or all the time fell from 4% at the start to none by the end**.

Knowing the complexity of the challenges many women are navigating, often while parenting, managing limited income, and advocating for children with additional needs, we are encouraged by the scale of these changes. Taken together, they show that M4M is not only improving wellbeing for many women, but also helping to protect against deterioration at times when pressures are high, isolation is common, and support can be hard to access.

Case Study – Mentoring for Mums

Hiwot is a 31-year-old refugee from Ethiopia who is living in temporary accommodation in Westminster. She first came to Unfold via her local children's centre when she was struggling with isolation, low confidence and poor wellbeing as a result of her social media use. Hiwot expressed a strong desire to regain her independence and to start her own catering business.

In June 2024, Hiwot started regularly attending the Women's Support Group in Maida Vale Family Hub. She chatted with other women who shared similar experiences, made friends and took part in the activities at the group, such as arts and crafts. In September, Hiwot joined a two-day Social Media Marketing course, which was delivered by Capital City College at the group. Since then, she has completed two more courses in Getting Started in Digital Careers and Finance for Freelancers. Through the group and these courses, Hiwot has developed practical skills to promote her business, such as creating and scheduling social media posts, understanding how to reach local audiences online, and developing basic budgeting and pricing skills to support self-employment.

Unfold further supported Hiwot by matching her with a mentor through the Mentoring for Mums programme. During weekly sessions, Hiwot's mentor encouraged her to set goals around wellbeing, motivation and business planning. Now, in addition to regularly attending the group and mentoring sessions, Hiwot has joined Unfold's Women's Advisory Council, where she describes feeling empowered and purpose-driven. With Unfold's support, Hiwot has shared that she has grown in confidence, strengthened her social network and made meaningful steps towards her self-employment goals. This is particularly significant given that refugee women face significantly lower and slower employment outcomes than both refugee men and the wider population, with employment rates of 44% after eight years in the UK, compared to an average of over 70%.

Alongside direct delivery, we developed our role in leading **coordination and advocacy** cross Westminster and Kensington & Chelsea, specifically with refugees and people seeking asylum. Monthly coordination meetings brought together statutory and voluntary sector partners to share contextual updates, address gaps and respond collectively to emerging risks.

This year our advocacy increasingly focused on systemic issues, including unsafe practices in temporary accommodation, failures in transition planning for refugees and growing risks of homelessness. Informed by our engagement with Advisory Councils and wider service users, through sustained engagement with local authorities, national bodies and specialist partners, we supported both individual cases and broader system change.

Advocacy learning from this year will directly inform our future strategy, as we build capacity to influence systems alongside delivering high-quality services.

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Trustees' Report

Treasurer's Report

This year, in line with organisational strategy to expand and develop programming, with increased investment in fundraising capacity, income increased by 45% to £642,180 this year. Similarly, expenditure was greater with staffing increases to deliver new and expanded programmes, rising 28% to £628,682. At the end of the financial year the Charity ended with a small surplus. Trustees are therefore assured of the financial stability of the organisation, but nonetheless, funding strategy in the coming year will focus on building reserves for increased security.

The charity retains two principal financial objectives:

1.'To record a surplus for the financial year' - This year the charity recorded a net surplus of £13,497, contributing to a healthy reserve of £202,803, with £123,824 in restricted funds (an increase from £90,060 the previous year) and £78,979 in unrestricted reserves, maintaining operational resilience while highlighting the need for sustained focus on unrestricted income growth to secure long-term financial stability

2.'To further diversify our funding sources' - Funding from donors and service contracts were the most significant sources of income. We aim to further diversify funding sources to reduce overall financial risk and having increased fundraising capacity. With investment in the funding team, the funding strategy will be oriented to developing more unrestricted income, which can be more costly to generate, with a lower yield on investment compared to some restricted funds.

Reserves Policy

The Trustees hold the reserve policy to set aside sufficient unrestricted funds to enable the Charity to continue its charitable activities for three months if its income were to sustain a long-term downturn for whatever reason. Whilst the Charity aims to ensure that this situation does not arise and that its long-term viability is maintained, the Trustees consider having such a reserve policy prudent.

Movement in Funds

Total incoming resources for the year amounted to £642,180 (2024: £443,974, driven by growth in restricted funding streams and sustained donor engagement. Total outgoing resources increased to £628,683 (2024: £490,143), reflecting planned investments in program delivery and staff costs to expand the Charity's impact. This resulted in a net surplus of £13,497 (2024: deficit of £46,169), aligning with strategic decisions to scale operations.

Year-end reserves stood at £202,803 (2024: £189,306), with restricted reserves increasing to £123,824 (2024: £93,060), while unrestricted reserves declined to £78,979 (2024: £96,246).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Unfold was registered as a charity in 1989. On 25 May 2000 we became a charitable company limited by guarantee.

We adopted a Memorandum of Association, which set the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the Charity being wound up, members are required to contribute an amount not exceeding £10.

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Trustees' Report

Recruitment and appointment of the Committee

All Trustees give their time voluntarily and received no benefits from the Charity.

New Trustees are elected annually at the Annual General Meeting and serve for a three-year term before re-election.

We said goodbye to Mohsin Qadir, our Treasurer in July 2025, and we share our thanks for his generous contribution of time and effort. He was replaced as Treasurer by Nick Yassukovich, an existing trustee with Unfold.

Trustees were required to complete a skills audit, to identify strengths and gaps, informing any further recruitment of trustees.

Organisational structure

The Trustees met every six to eight weeks to determine policy, review performance, oversee financial management, and receive the CEO's reports on the work of the Charity. All Trustees are directors. Trustees come from a variety of backgrounds and reflect the diversity of Westminster. Trustees meet regularly with our Youth and Women's Advisory Councils which provide the board with strategic direction and hold trustees to account, with representatives from both Councils attending Board meetings in an observer status.

The Board appointed a Financial Committee to review finances and funding, and a Staffing and Resources Committee to provide support and oversight in the management of resources.

Risk Management

In October 2025, Trustees conducted a review of the risks to which the Charity may be exposed, and updated the Risk Register, using the template recommended by the NCVO. This assessment identifies risk across key categories of Governance, External, Regulatory and Compliance, Financial, Operational, and Online working. The likelihood and impact of each risk is rated on a five-point scale, setting a target tolerable risk level after controls and mitigation. Risk scores are calculated with the formula likelihood score multiplied by impact score. Risks are then classified as low (1 – 8), medium (9 – 16) and high (17 – 25), with sets of actions identified to reduce medium and high risks.

Risk management has been a regular agenda item for Trustee meetings to ensure we remain alert to potential challenges for the organization.

We have identified the following core risk area as one which we rate as having a **residual risk** at a medium level or higher, outlining the actions we are undertaking to address this.

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All other risks are rated as low level following mitigating actions and are not included here.

Risk Area	Risk	Risk Level	Current Controls	Actions
Financial Risk	Free reserves are insufficient to deal with unexpected expenditures (litigation, parental leave, extended staff sickness).	Medium	Reserves policy to ensure equivalent of three months of basic operating costs in unrestricted funds in place. Active monitoring of reserves by Finance and Funding Committee on a regular basis. Income planning and forecasting. Third Party Liability Insurance provides protection against litigation. Good donor relationships suggests that restricted funds might be able to be used flexibly in the event it was required.	Fundraising strategy will aim to develop greater access to unrestricted funds, through generating commercial income.

Members of the Committee

Members of the Committee, who are directors for the purpose of company law and Trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 3 and the 'trustees and officers' section below.

In accordance with company law, as the company's directors, we certify that:

- So far as we are aware, there is no relevant audit information of which the company's accountants are unaware; and
- As the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the Charity's accountants are aware of that information.

Membership of Local and National Organisations

Unfold has affiliated membership to the National Council for Voluntary Organisations (NCVO), One Westminster, London Voluntary Service Council (LVSC). Unfold is also a member of the Fundraising Standards Board, Young Westminster Foundation, London Youth, UK Youth, the London Child Poverty Network, the South Westminster Action Network. This year, the CEO was elected by members to Chair the Westminster Community Network, which is co-chaired by Marwa Nasr, our trustee and expert by experience.

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Trustees' Report

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:	Ribhu Agrawal (appointed 26 June 2024)
	Anthony Daniel Gibson
	Amaya Lopez-Jauregui
	Marwa Nasr (appointed 14 August 2024)
	Swati Pandit (appointed 14 August 2024)
	Mohsin Qadir
	Jack Rowan
	Ploy Wood (appointed 26 June 2024)
	Matthew Wright
	Grace Xia
	Nick Yassukovich
	Monica Waller (resigned 10 July 2024)

Chairman: Anthony Daniel Gibson

Secretary: Catherine Mahony

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Unfold - Empowerment Through Mentoring Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including its income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

Unfold - Empowerment Through Mentoring Ltd

Trustees' Report

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

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

The annual report was approved by the trustees of the charity on 29 January 2026 and signed on its behalf by:



.....
Anthony Daniel Gibson
Chairman and trustee

Unfold - Empowerment Through Mentoring Ltd

Independent Examiner's Report to the trustees of Unfold - Empowerment Through Mentoring Ltd ('the Company')

I report to the charity trustees (who are also Directors for the purpose of company law) on my examination of the accounts of the Unfold - Empowerment Through Mentoring Ltd ('the charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet and related notes 18 to 35.

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the charity's trustees of Unfold - Empowerment Through Mentoring Ltd you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of Unfold - Empowerment Through Mentoring Ltd are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

Since Unfold - Empowerment Through Mentoring Ltd'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 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:

1. accounting records were not kept in respect of Unfold - Empowerment Through Mentoring Ltd as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts 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 accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

Unfold - Empowerment Through Mentoring Ltd

Independent Examiner's Report to the trustees of Unfold - Empowerment Through Mentoring Ltd ('the Company')

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 accounts to be reached.



.....
Timothy Sullivan FCA
Field Sullivan Limited
9 Hare & Billet Road
SE3 ORB

Date: 30/1/21

Unfold - Empowerment Through Mentoring Ltd

Statement of Financial Activities for the Year Ended 31 March 2025 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted £	Restricted £	Total 2025 £	Unrestricted £	Restricted £	Total 2024 £
Income and Endowments from:							
Donations and legacies	3	66,119	382,461	448,580	116,177	182,471	298,648
Charitable activities	4	191,873	-	191,873	142,100	-	142,100
Investment income	5	1,444	-	1,444	1,615	-	1,615
Other income	6	283	-	283	1,611	-	1,611
Total income		259,719	382,461	642,180	261,503	182,471	443,974
Expenditure on:							
Charitable activities	7	(276,986)	(351,697)	(628,683)	(323,159)	(166,984)	(490,143)
Total expenditure		(276,986)	(351,697)	(628,683)	(323,159)	(166,984)	(490,143)
Net movement in funds		(17,267)	30,764	13,497	(61,656)	15,487	(46,169)
Reconciliation of funds							
Total funds brought forward		96,246	93,060	189,306	157,902	77,573	235,475
Total funds carried forward	19	78,979	123,824	202,803	96,246	93,060	189,306

All of the charity's activities derive from continuing operations during the above two periods.

The funds breakdown for 2024 is shown in note 19.

The notes on pages 22 to 35 form an integral part of these financial statements.

Unfold - Empowerment Through Mentoring Ltd

(Registration number: 04002287)
Balance Sheet as at 31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	13	3,198	6,396
Tangible assets	14	<u>3,162</u>	<u>4,142</u>
		<u>6,360</u>	<u>10,538</u>
Current assets			
Debtors	15	18,749	92,805
Cash at bank and in hand	16	<u>324,410</u>	<u>194,637</u>
		343,159	287,442
Creditors: Amounts falling due within one year	17	<u>(146,716)</u>	<u>(108,674)</u>
Net current assets		<u>196,443</u>	<u>178,768</u>
Net assets		<u>202,803</u>	<u>189,306</u>
Funds of the charity:			
Restricted income funds			
Restricted funds		123,824	93,060
Unrestricted income funds			
Unrestricted funds		<u>78,979</u>	<u>96,246</u>
Total funds	19	<u>202,803</u>	<u>189,306</u>

For the financial year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the charity to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The notes on pages 22 to 35 form an integral part of these financial statements.

Unfold - Empowerment Through Mentoring Ltd

(Registration number: 04002287)
Balance Sheet as at 31 March 2025

The financial statements on pages 18 to 35 were approved by the trustees, and authorised for issue on 29 January 2026 and signed on their behalf by:



.....
Anthony Daniel Gibson
Chairman and trustee

The notes on pages 22 to 35 form an integral part of these financial statements.

Unfold - Empowerment Through Mentoring Ltd

Statement of Cash Flows for the Year Ended 31 March 2025

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash income/(expenditure)		13,497	(46,169)
Adjustments to cash flows from non-cash items			
Depreciation		2,371	2,303
Amortisation		3,198	3,198
Investment income	5	<u>(1,444)</u>	<u>(1,615)</u>
		17,622	(42,283)
Working capital adjustments			
Decrease/(increase) in debtors	15	74,056	(29,099)
Increase in creditors	17	22,849	22,198
Increase in deferred income		<u>15,193</u>	<u>74,400</u>
Net cash flows from operating activities		<u>129,720</u>	<u>25,216</u>
Cash flows from investing activities			
Interest receivable and similar income	5	1,444	1,615
Purchase of tangible fixed assets	14	(1,391)	(1,838)
Sale of tangible fixed assets		<u>-</u>	<u>782</u>
Net cash flows from investing activities		<u>53</u>	<u>559</u>
Net increase in cash and cash equivalents		129,773	25,775
Cash and cash equivalents at 1 April		<u>194,637</u>	<u>168,862</u>
Cash and cash equivalents at 31 March		<u><u>324,410</u></u>	<u><u>194,637</u></u>

All of the cash flows are derived from continuing operations during the above two periods.

The notes on pages 22 to 35 form an integral part of these financial statements.

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Charity status

The charity is limited by guarantee, incorporated in , and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation.

The address of its registered office is:

Fivefields
8-10 Grosvenor Gardens
LONDON
SW1W 0DH

These financial statements were authorised for issue by the trustees on 29 January 2026.

2 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102) - Second edition October 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). They also comply with the Companies Act 2006 and Charities Act 2011.

Basis of preparation

Unfold - Empowerment Through Mentoring Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors 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 periods in which the estimate is revised where revisions affects only that period, or in the period of the revision and future periods where the revisions affects both current and future periods.

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Gift aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Intangible assets

Intangible assets are stated in the Balance Sheet at cost less accumulated amortisation and impairment. They are amortised on a straight line basis over their estimated useful lives.

Tangible fixed assets

Individual fixed assets costing £500.00 or more are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Amortisation

Amortisation is provided on intangible fixed assets so as to write off the cost, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Amortisation method and rate
Website	4 years straight line

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Office equipment	4 years straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

3 Income from donations and legacies

	Unrestricted		Total	Total
	General	Restricted	2025	2024
	£	£	£	£
Donations and legacies;				
Appeals and donations	5,424	2,500	7,924	34,598
Gift aid reclaimed	205	-	205	229
Grants, including capital grants;				
Westminster Council	-	62,900	62,900	31,900
Strand Parishes Trust	-	-	-	5,000
The Westminster Almshouses Foundation	-	10,000	10,000	-
Hyde Park Place Estates Charity	5,818	-	5,818	5,378
Portman Foundation	-	5,000	5,000	-
Whiteley Foundation	-	15,000	15,000	-
Westbourne Park Family Centre	-	16,687	16,687	8,344
Peabody Community Foundation	-	-	-	5,000

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

	Unrestricted		Total 2025	Total 2024
	General £	Restricted £	£	£
The British Institute of Human Rights	5,200	-	5,200	-
The Baring Foundation	-	54,000	54,000	-
Swire Charitable Trust	-	15,000	15,000	-
Westminster City Council Community Priorities	-	7,498	7,498	-
John Lyons Resilience fund	-	50,000	50,000	50,000
The London Community Foundation	-	-	-	9,980
Edward Harvist Trust	-	-	-	1,200
Kensington Council	-	33,500	33,500	-
Greater London Authority	-	21,000	21,000	-
Westminster Foundation	49,472	21,398	70,870	70,352
St Giles in the Fields and William Shelton Charity	-	18,333	18,333	-
Young Westminster Foundation	-	10,686	10,686	10,687
John Lyons	-	-	-	25,000
City of Westminster Charitable Trust	-	38,959	38,959	19,480
NHSE LHEP	-	-	-	5,000
Landsec	-	-	-	1,000
Groundwork UK	-	-	-	500
The Linbury Trust	-	-	-	15,000
	<u>66,119</u>	<u>382,461</u>	<u>448,580</u>	<u>298,648</u>

4 Income from charitable activities

	Unrestricted	Total 2025	Total 2024
	General £	£	£
Contractual income	<u>191,873</u>	<u>191,873</u>	<u>142,100</u>

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

5 Investment income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Interest receivable and similar income;			
Interest receivable on bank deposits	1,444	1,444	1,615

6 Other income

	Unrestricted funds General £	Total 2025 £	Total 2024 £
Other income	283	283	1,611

7 Expenditure on charitable activities

	Note	Total 2025 £	Total 2024 £
Sessional costs		16,627	12,384
Events		1,999	-
Project development		34,329	13,687
Freelancers		5,760	300
Volunteer expenses		2,876	2,741
Funding partnership		31,546	19,746
Staff costs	11	430,768	361,494
Support costs	8	104,778	79,791
		<u>628,683</u>	<u>490,143</u>

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

8 Analysis of support costs

Support costs

	Note	Total 2025 £	Total 2024 £
Staff costs			
Other staff costs	11	4,244	1,027
Depreciation, amortisation and other similar costs		5,569	6,284
Fundraising costs		216	216
Rent and rates		43,033	34,688
Office expenses		22,267	17,489
Computer software and maintenance		3,788	4,504
Sundries		1	21
Management committee expenses		855	114
Advertising and marketing		2,893	2,946
Independent examination		2,850	3,249
Legal and professional		18,889	9,093
Bank charges		173	160
		<u>104,778</u>	<u>79,791</u>

9 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

10 Taxation

The charity is a registered charity and is therefore exempt from taxation.

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

11 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	381,530	317,809
Social security costs	31,796	30,027
Pension costs	13,697	13,022
Compensation payments	1,077	-
Other staff costs	6,912	1,663
	<u>435,012</u>	<u>362,521</u>

The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:

	2025 No	2024 No
Charitable activities	<u>11</u>	<u>10</u>

11 (2024 - 10) of the above employees participated in the Defined Contribution Pension Schemes.

No employee received emoluments of more than £60,000 during the year.

The chief executive officer, as the highest paid member of staff, received total benefits within £50,000-£60,000 band (2024 - £40,000-£50,000).

12 Pension and other schemes

Defined contribution pension scheme

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £13,697 (2024 - £13,022).

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

13 Intangible fixed assets

	Other intangible asset £	Total £
Cost		
At 1 April 2024	12,792	12,792
At 31 March 2025	12,792	12,792
Amortisation		
At 1 April 2024	6,396	6,396
Charge for the year	3,198	3,198
At 31 March 2025	9,594	9,594
Net book value		
At 31 March 2025	3,198	3,198
At 31 March 2024	6,396	6,396

14 Tangible fixed assets

	Furniture and equipment £	Total £
Cost		
At 1 April 2024	9,216	9,216
Additions	1,391	1,391
Disposals	(1,124)	(1,124)
At 31 March 2025	9,483	9,483
Depreciation		
At 1 April 2024	5,074	5,074
Charge for the year	2,371	2,371
Eliminated on disposals	(1,124)	(1,124)
At 31 March 2025	6,321	6,321
Net book value		
At 31 March 2025	3,162	3,162
At 31 March 2024	4,142	4,142

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

15 Debtors

	2025 £	2024 £
Prepayments	13,020	8,471
Accrued income	4,172	84,334
Other debtors	1,557	-
	<u>18,749</u>	<u>92,805</u>

16 Cash and cash equivalents

	2025 £	2024 £
Cash on hand	235	336
Cash at bank	<u>324,175</u>	<u>194,301</u>
	<u>324,410</u>	<u>194,637</u>

17 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	24,072	4,951
Other creditors	12,620	9,014
Accruals	20,431	20,309
Deferred income	<u>89,593</u>	<u>74,400</u>
	<u>146,716</u>	<u>108,674</u>

18 Obligations under leases and hire purchase contracts

Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Land and buildings		
Within one year	43,351	19,968
Between one and five years	<u>22,877</u>	<u>-</u>
	<u>66,228</u>	<u>19,968</u>

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

19 Funds

Current period

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Balance at 31 March 2025 £
Unrestricted				
General				
General Funds	96,246	259,719	(276,986)	78,979
Restricted				
John Lyon's Charity	6,254	-	(6,254)	-
St Giles in the Fields and William Shelton Charity	-	18,333	(7,618)	10,715
Westminster Council - VCS	-	29,400	(29,400)	-
The London Community Foundation	5,331	-	(5,331)	-
Westminster Foundation - rent	10,440	21,398	(21,139)	10,699
VRU Mayor Fund	16,669	67,000	(54,081)	29,588
Young Westminster - Brighter Futures	7,372	10,686	(18,058)	-
Shaftesbury Plc	-	2,500	(2,500)	-
Whiteley Foundation	-	15,000	(12,249)	2,751
Healthy Communities - North	6,416	16,687	(19,688)	3,415
Healthy Communities - South	5,163	38,959	(40,981)	3,141
John Lyon's Resilience fund	35,415	50,000	(46,720)	38,695
Portman Foundation	-	5,000	(5,000)	-
Barings Foundation	-	54,000	(47,290)	6,710
Westminster Almshouses	-	10,000	(10,000)	-
Greater London Authority	-	21,000	(17,890)	3,110
Swire Charitable Trust	-	15,000	-	15,000
Westminster City Council Community Priorities	-	7,498	(7,498)	-
	<u>93,060</u>	<u>382,461</u>	<u>(351,697)</u>	<u>123,824</u>
Total funds	<u>189,306</u>	<u>642,180</u>	<u>(628,683)</u>	<u>202,803</u>

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

Prior period

	Balance at 1 April 2023 £	Incoming resources £	Resources expended £	Balance at 31 March 2024 £
Unrestricted				
General				
General Funds	157,902	261,503	(323,159)	96,246
Restricted				
John Lyon's Charity	9,624	25,000	(28,370)	6,254
Young Westminster Foundation - Mercer	18,965	-	(18,965)	-
The London Community Foundation	-	9,980	(4,649)	5,331
City of Westminster Charitable Trust	5,181	-	(5,181)	-
Westminster Foundation - rent	-	20,880	(10,440)	10,440
VRU Mayor Fund	15,075	31,900	(30,306)	16,669
Young Westminster - Brighter Futures	6,688	10,687	(10,003)	7,372
Edward Harvist Trust	-	1,200	(1,200)	-
Westminster Foundation	6,670	-	(6,670)	-
Whiteley Foundation	7,289	-	(7,289)	-
The Steel Charitable Trust	8,081	-	(8,081)	-
Healthy Communities - North	-	8,344	(1,928)	6,416
Healthy Communities - South	-	19,480	(14,317)	5,163
Peabody Community Foundation	-	5,000	(5,000)	-
John Lyon's Resilience fund	-	50,000	(14,585)	35,415
	<u>77,573</u>	<u>182,471</u>	<u>(166,984)</u>	<u>93,060</u>
Total funds	<u>235,475</u>	<u>443,974</u>	<u>(490,143)</u>	<u>189,306</u>

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

John Lyon's Charity - contribution towards 'Youth and Family Support' programme.

St Giles in the Fields and William Shelton Charity - contribution towards 'Broadening Horizons Mentoring' programme.

Westminster Council - funds for 'VCS Core Funding Programme'.

The London Community Foundation - funds to provide specialised mentoring programme to 30 young refugees and asylum seekers aged 10-25 in Westminster.

Westminster Foundation - funds toward office space at Fivefields.

VRU Mayor Fund - for the provision of Mentoring Services under the terms of the MOPAC Violence Reduction Unit Funding.

Young Westminster Foundation - funds for 'Broadening Horizons: Support group for young adult asylum seekers' project.

Shaftesbury Plc - towards the 'Youth Advisory Council'.

Whitely Foundation - funds for 'youth support group and individual mentoring' for young asylum seekers in Westminster.

Health Communities North - funds from City of Westminster Charitable Trust, through Westbourne Park Family Centre, to run 'Healthy Communities Fund'; promote healthier lifestyle for residents of Westminster.

Health Communities South - funds from City of Westminster Charitable Trust to run 'Healthy Communities Fund'; promote healthier lifestyle for residents of Westminster.

John Lyon's - Resilience fund - to fund 'Mentoring Young People and Families' in Kensington and Chelsea and Westminster.

Portman Foundation - towards the funding of the 'Maida Vale's Women's Group'.

Baring Foundation - to develop and use human rights-based approaches to support protections for individuals and communities in London.

Westminster Almshouses - towards outreach programme and support of young asylum seekers and refugees in temporary accommodation across Westminster.

Greater London Authority - funds towards 'Skills for Londoners Community Outreach Programme'.

Swire Charitable Trust - funds towards the 'Broadening Horizons Programme - Youth Support Groups' project.

Westminster City Council Community Priorities - funds to help deliver 'Broadening Horizons Mentoring' project.

Unfold - Empowerment Through Mentoring Ltd

Notes to the Financial Statements for the Year Ended 31 March 2025

20 Analysis of net assets between funds

Current period

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2025 £
Intangible fixed assets	3,198	-	3,198
Tangible fixed assets	3,162	-	3,162
Current assets	219,335	123,824	343,159
Current liabilities	(146,716)	-	(146,716)
Total net assets	<u>78,979</u>	<u>123,824</u>	<u>202,803</u>

Prior period

	Unrestricted funds General £	Restricted funds £	Total funds at 31 March 2024 £
Intangible fixed assets	6,396	-	6,396
Tangible fixed assets	4,142	-	4,142
Current assets	194,382	93,060	287,442
Current liabilities	(108,674)	-	(108,674)
Total net assets	<u>96,246</u>	<u>93,060</u>	<u>189,306</u>

21 Related party transactions

There were no related party transactions in the year.