

Charity registration number 1085653 (England and Wales)

Company registration number 02878790

COLLAR & TIE LIMITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

COLLAR & TIE LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Kristofor Darby Harmeet Chagger-Khan Jennifer Soltau Alexander Woolner Linden Walcott-Burton Margaret Jones Adam Place Jack Torbet James Coleman	(Appointed 15 January 2025) (Appointed 15 January 2025) (Appointed 25 September 2024)
Artistic Director (CEO)	Paul Sutton	
Charity number (England and Wales)	1085653	
Company number	02878790	
Registered office	105 High Street Worcester Worcestershire WR1 2HW	
Independent examiner	Kendall Wadley LLP Granta Lodge 71 Graham Road Malvern Worcestershire WR14 2JS	
Bankers	National Westminster Bank Plc 1 The Cross Worcester WR1 3PR HSBC Bank PLC 6 Broad Street Worcester WR1 2EJ	

COLLAR & TIE LIMITED

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COLLAR & TIE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective for accounting periods commencing from 1 January 2019).

Objectives and activities

The Charity's objectives are to promote, maintain, improve and advance education by the encouragement of the arts, including the arts of drama, mime, dance, singing and music, and to formulate, prepare and establish schemes therefore provided that all the objects of the Charity shall be of a charitable nature.

The policies adopted in furtherance of these objectives are:

- To use a mixture of performance, digital media and sound pedagogy to create experiences for children, young people and disabled people and marginalised and excluded communities
- To build a network of partners with whom we deploy this distinct methodology

and there has been no change to these during the year.

Public benefit

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Charity should undertake.

Achievements and performance

Despite a challenging financial climate in both the public and charitable sectors, Collar and Tie has maintained continuity of its services to children, young people, and schools, thanks to its Prospero technology and its digital first strategy. We continued to deliver against our charitable objectives through our programme of work around three main areas of activity: (1) Networked Theatre Collaborations (themed projects that bring together our partners from around the world), (2) Bespoke projects, whilst our (3) Prospero, Software Service continued to deliver value to diverse partners and customers.

Delivery of our service

Prospero is an online distance learning platform for theatre and the arts. During the pandemic, Prospero came into its own. Our approach in using Prospero is threefold: first, to create new content for schools and young people through Prospero, second, expand school and student access to Prospero and thirdly recruit other arts organisations as Prospero Producers, making content for themselves to distribute.

We saw the Prospero Library continue to grow with new digital learning resources – what we call smartscripts – to benefit schools and students. Many of these resources were used by schools to support classroom activities, but many were used independently by students forced through repeated lockdowns to learn from home. Almost all of this content was available free of charge. We also expended Prospero's usage in a range of community settings, including public spaces and public venues.

Over twenty arts and community groups continued working as Prospero Producers – people who can create share smartscripts in Prospero. These included the Royal Shakespeare Company, Kings College London and Imperial College London, an anticipated prelude to a major partnership from 2025/26 onwards. Thanks to additional support from Arts Council England we were able to commission pilot work with Acorns Children's Hospice in Walsall. We continued to support people in Korogocho, a slum district of Nairobi, Kenya.

COLLAR & TIE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2025**

Our three-year programme of work with Worcester Monday Night Club for Learning Disabled adults continued into its second year, with the creation of a catalogue of easy-to-use video recipe tutorials in Prospero. These promoted healthy eating and independence in the wider learning-disabled community.

We developed a series of four interactive walks using Prospero in collaboration with staff and children at Woodrow First School in Redditch Worcestershire, one of England's most deprived neighbourhoods. These promoted active lifestyles amongst the family of local children whilst exploring local history.

Further enhancements to Prospero continued to be put in place during the year including a major rebranding and new features developed for the Royal Shakespeare Company but benefitting the whole range of our Producers.

Promotion of Creativity & Teaching

We have continued to take every opportunity to promote the arts and our distinct methodology as a means to advance education. This included presentations to National Drama. The theatre teacher's association, locally through a new role in the Worcester NPO Consortium and as Chair of the Worcestershire Cultural Education Partnership. We also have played an instrumental role in the development the new Scala Arts Centre, a £12 million pound capital project to regenerate a run down part of Worcester city centre. C&T hopes to play a strategic role in the Scala and its future programming from 2026 onwards, so our role in developing the centre itself has been critical.

Financial review

The Statement of Financial Activities shows income of £244,657 (2024: £223,625), all relating to unrestricted funding. As a recognised National Portfolio organisation income is received from Arts Council England, this is detailed in note 4 to the financial statements. The charitable company does not carry out significant fund raising activities.

Unrestricted reserves, being the total reserves of the charity, stand at £86,336 (2024: £114,441), which after allowing for tangible fixed assets gives free reserves of £79,826 (2024: £96,609).

Reserves policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at an appropriate level of up to six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

Risk management

The Trustees maintain a risk management strategy, which comprises:

- an ongoing review of the risks that the Charity faces and the implementation of systems to assess risks continuously;
- the establishment of systems and procedures to mitigate the risks identified;
- the implementation of procedures to minimise any potential impact on the Charity should any of those risks materialise.

COLLAR & TIE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2025**

Plans for future periods

We aim to refine Prospero's position as a learning and training tool, taking advantage of our new brand identity. We aim to expand our interests into the fields of vocational training and healthcare, both in Worcestershire, The South West, North East and North West as well as in the developing world.

We are continuing our Digital First approach to our services and charitable activities, maximising Prospero's potential to support creativity, learning and community development remotely. New partnerships, for example Imperial College London will enhance this, helping us to extend our impact on hard to reach communities. We will continue to support other charities with whom we share values and objectives, deploying Prospero to our mutual advantage. We are targeting our financial and human resources to support this work, reducing expenditure in other areas in light of this focus. We will continue to refine and invest in this strategy as local, regional and international conditions allow. We are grateful to the support of our key funders Arts Council England, and the National Lottery Community Fund in helping us to operate from a position of financial stability.

Structure, governance and management

The Charity is a charitable Company limited by guarantee incorporated on 8 December 1993 and as amended by special resolutions dated 16 June 2000, 22 March 2005 and 27 September 2005. The Charity was established under a Memorandum of Association that established the objects and powers of the charitable company and is governed under its Articles of Association. The Charity registered with The Charity Commission for England & Wales on 19 March 2001.

The Trustees, who are also the Directors for the purpose of Company law, and who served during the year were:

Kristofor Darby

Harmeet Chagger-Khan

Jennifer Soltau

Alexander Woolner

Linden Walcott-Burton

Margaret Jones

Hannah Philips

(Resigned 2 December 2024)

Adam Place

(Appointed 15 January 2025)

Jack Torbet

(Appointed 15 January 2025)

James Coleman

(Appointed 25 September 2024)

The Board has the power to appoint additional Directors as it considers fit to do so. Directors are recruited from across a wide range of expertise relevant to the activities of the Charity including the arts, education and business. These positions are publicly advertised and appointments are made through a selection process managed by the existing Directors and the Artistic Director and formally approved by the Board. A retiring Director should be eligible for re-election provided such retiring Director has not served as a Director for a continuous period of 6 years immediately prior to such re-election.

None of the Trustees has any beneficial interest in the Charity. All of the Trustees are members of the Charity and guarantee to contribute £1 in the event of a winding up.

The Memorandum & Articles of Association permit the Charity to enter into contracts with Trustees where the goods or services subject to contract are properly required by the Charity.

The Board meets quarterly to manage the affairs of the Charity. An Artistic Director is appointed by the Trustees. The Board is responsible for agreeing strategic and business plans, policy setting, approval of budgets, ensuring legal compliance and risk management. The day to day management of the Charity's affairs is delegated to the Artistic Director who is the Chief Executive Officer, and who is responsible for developing strategic and artistic plans for approval by the Board, and for ensuring the delivery of those plans.

COLLAR & TIE LIMITED

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) **FOR THE YEAR ENDED 31 MARCH 2025**

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees



Kristofor Darby
Trustee

28 October 2025

COLLAR & TIE LIMITED

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF COLLAR & TIE LIMITED

I report to the Trustees on my examination of the financial statements of Collar & Tie Limited (the Charity) for the year ended 31 March 2025.

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.

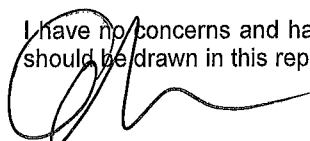
Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities 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

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.



Elizabeth Needham ACA CTA (VAT)
Kendall Wadley LLP

Granta Lodge
71 Graham Road
Malvern
Worcestershire
WR14 2JS

Dated: 28 October 2025

COLLAR & TIE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from:			
Donations and legacies	3	41	18
Charitable activities	4	242,888	222,658
Investments	5	1,728	949
Total income		<u>244,657</u>	<u>223,625</u>
Expenditure on:			
Charitable activities	6	272,762	225,955
Total expenditure		<u>272,762</u>	<u>225,955</u>
Net expenditure and movement in funds		<u>(28,105)</u>	<u>(2,330)</u>
Reconciliation of funds:			
Fund balances at 1 April 2024		<u>114,441</u>	<u>116,771</u>
Fund balances at 31 March 2025		<u>86,336</u>	<u>114,441</u>

COLLAR & TIE LIMITED

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	11		6,510		17,832
Current assets					
Debtors	12	36,998		49,211	
Cash at bank and in hand		59,208		92,883	
		96,206		142,094	
Creditors: amounts falling due within one year	13	(11,616)		(38,886)	
Net current assets			84,590		103,208
Total assets less current liabilities			91,100		121,040
Creditors: amounts falling due after more than one year	14		(4,764)		(6,599)
Net assets			86,336		114,441
The funds of the Charity					
Unrestricted funds			86,336		114,441
			86,336		114,441

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 March 2025.

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 28 October 2025

Jennifer Soltau

Jennifer Soltau
Trustee

Company registration number 02878790 (England and Wales)

COLLAR & TIE LIMITED

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

1 Accounting policies

Charity information

Collar & Tie Limited is a private company limited by guarantee incorporated in England and Wales and a charity registered in England and Wales. The registered office is 105 High Street, Worcester, Worcestershire, WR1 2HW.

1.1 Basis of preparation

The accounts have been prepared in accordance with the Charity's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective for accounting periods commencing from 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 applying FRS 102 Update Bulletin 1 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 and that there are no material uncertainties about its ability to continue. 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.

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.

1.5 Expenditure

Expenditure is recognised in the period in which the goods or services are received. Expenditure includes attributable VAT which is not recoverable. Expenditure is allocated to the particular activity where the cost relates directly to that activity.

Governance costs include those costs incurred in the governance of the Charity and its assets and are primarily associated with constitutional and statutory requirements.

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:

Fixtures, fittings & equipment	33.3% straight line
Motor vehicles	25% straight line

COLLAR & TIE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

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 and deposits held at call with banks.

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.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

The Charity operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the Charity. The annual contributions payable are charged to the statement of financial activities.

1.12 Deferred Income

Income is deferred where the Charity is not yet entitled to the use of the resources. When the pre-conditions for use are met then the income is released.

COLLAR & TIE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.13 Liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the Charity to expenditure.

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 2025 £	Unrestricted funds 2024 £
Donations and gifts	41	18

4 Charitable activities

	2025 £	2024 £
Income generated from, and grants within, charitable activities	242,888	222,658

Grants received

Arts Council England - National Portfolio	72,696	72,696
Heart of England	13,435	-
Worcestershire County Council	2,083	7,426
Arts Council England - National Lottery Project Grants	44,944	44,946
The National Foundation for Youth Music	-	10,875
Garfield Weston	15,000	-
	148,158	135,943

COLLAR & TIE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	1,728	949

6 Charitable activities

	2025 £	2024 £
Staff costs	133,696	91,664
Depreciation	10,384	13,666
Production costs	25,034	24,698
Staff training	1,635	1,667
Marketing	9,956	2,812
Conferences	1,044	1,591
Travelling and motor expenses	18,427	19,684
Meeting costs	2,580	2,820
Office costs	12,990	15,674
Insurance	1,492	1,498
Subscriptions	1,462	1,795
Office rent	10,533	5,126
Bank charges	357	346
Freelance project workers	2,195	13,256
Grant application costs	9,858	-
Loss on disposal	450	-
Foreign exchange losses	899	1,388
	242,992	197,685
Share of governance costs (see note 7)	29,770	28,270
	272,762	225,955

COLLAR & TIE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Governance costs

	2025 £	2024 £	Basis of allocation
Staff costs	25,407	23,880	Charitable activity
Board meeting costs	90	510	Governance
Legal and professional fees	1,895	1,108	Governance
Independent examiners fees	2,378	2,772	Governance
	<u>29,770</u>	<u>28,270</u>	
Analysed between Charitable activities	<u>29,770</u>	<u>28,270</u>	

8 Trustees

None of the Trustees received any remuneration during the year (2024 - £nil) and 1 Trustee was re-imbursed expenses during the year to the value of £20 (2024 - £68).

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Management and charitable activities	2	2
Administration	1	1
Total	<u>3</u>	<u>3</u>
Employment costs	2025 £	2024 £
Wages and salaries	140,175	101,682
Social security costs	10,536	5,895
Other pension costs	8,392	7,967
	<u>159,103</u>	<u>115,544</u>

COLLAR & TIE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£60,001 to £70,000	-	1
£70,001 to £80,000	1	-
	<u> </u>	<u> </u>

Remuneration of key management personnel

Key management personnel remuneration was £137,581.

11 Tangible fixed assets

	Fixtures, fittings & equipment £	Motor vehicles £	Total £
Cost			
At 1 April 2024	107,415	23,980	131,395
Disposals	(57,949)	-	(57,949)
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2025	49,466	23,980	73,446
	<u> </u>	<u> </u>	<u> </u>
Depreciation and impairment			
At 1 April 2024	89,583	23,980	113,563
Depreciation charged in the year	10,384	-	10,384
Eliminated in respect of disposals	(57,011)	-	(57,011)
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2025	42,956	23,980	66,936
	<u> </u>	<u> </u>	<u> </u>
Carrying amount			
At 31 March 2025	6,510	-	6,510
	<u> </u>	<u> </u>	<u> </u>
At 31 March 2024	17,832	-	17,832
	<u> </u>	<u> </u>	<u> </u>

12 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	13,500	38,669
Other debtors	-	45
Prepayments and accrued income	23,498	10,497
	<u> </u>	<u> </u>
	36,998	49,211
	<u> </u>	<u> </u>

COLLAR & TIE LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

13 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	4,466	3,922
Trade creditors	2,109	7,190
Other creditors	149	-
Accruals and deferred income	4,892	27,774
	<u>11,616</u>	<u>38,886</u>

14 Creditors: amounts falling due after more than one year

	2025 £	2024 £
Deferred income	<u>4,764</u>	<u>6,599</u>

The deferred income shown above together with £2,668 (2024 - £24,485) included in current liabilities, relates to subscriptions for the use of Prospero for periods ranging from 1 to 5 years. The income is released over the life of the agreement.

15 Analysis of net assets between funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fund balances at 31 March 2025 are represented by:		
Tangible assets	6,510	17,832
Current assets/(liabilities)	84,590	103,208
Long term liabilities	(4,764)	(6,599)
	<u>86,336</u>	<u>114,441</u>

16 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>8,392</u>	<u>7,967</u>

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

17 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

