

Registered Charity Number: 1091722
Registered Company Number: 04416344 (England and Wales)

The Oaklea Trust
(A Company Limited by Guarantee)

Trustees Annual Report and
Consolidated Financial Statements
for the year ended 31 March 2025

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THE OAKLEA TRUST

Charity Information

Trustees

C T J Harris, Chair
P H Smith, Vice Chair
S F O'Halloran (Resigned on 25 September 2024)
L J Adey
C A Smith (Appointed on 25 September 2024)
M L Denoual
C Mitchell (Resigned on 30 June 2025)
D Ridgway
R J Talbot
S F Welch (Resigned on 28 May 2024)

Company Secretary

J S Hall (Appointed on 2 December 2024)

Key Management Personnel

Executive Team:

J S Hall	Chief Executive (Appointed on 2 December 2024)
C Wigley	Chief Executive (Resigned on 22 November 2024)
A Wolfenden	Director

Finance Committee Members

P H Smith, Chair
J S Hall
A Wolfenden
D Ridgway
C Mitchell (resigned on 30 June 2025)
J Wood

Registered charity number

1091722

Registered Company number

04416344 (England and Wales)

Principal and registered office

Third Floor
East Wing
Station House
Station Road
Kendal
Cumbria
LA9 6RY

Auditors

Azets Audit Services
Fleet House
New Road
Lancaster
United Kingdom
LA1 1EZ

Bankers

Handelsbanken
First Floor East
Bridge Mills
Stramongate
Kendal
Cumbria
LA9 4UB

THE OAKLEA TRUST

Solicitors

Womble Bond Dickinson
1 Whitehall Riverside
Leeds
LS1 4BN

THE OAKLEA TRUST

Report of the Trustees for the year ended 31 March 2025

OAKLEA TRUST STATEMENT OF RECOMMENDED PRACTICE (SORP) REPORT FINANCIAL YEAR 2024/25

The Trustees, who are also directors of the Charity for the purposes of the Companies Act 2006, present their report with the Financial Statements of the Charity for the year ended 31 March 2025.

The Trustees have adopted the provisions of 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 (FRS102).

OBJECTIVES AND ACTIVITIES

The Group's Vision, Mission, Values, and Working Behaviours are:

- **Vision**
"We deliver the finest opportunities in the kindest possible way"
- **Mission**
"To support and care for people and communities so they can learn, develop, and thrive"
- **Our Values**
"Individuality, independence, interdependence, rights, respect, dignity, privacy, partnership, choice."
- **Our Working Behaviours**
"Be kind, be part of a team, be innovative, be focused, be productive, be respectful, be resourceful"

The Group comprises of a Registered Charity, Oaklea Trust and its wholly owned social enterprise subsidiary, Right2Work C.I.C. All work is planned, developed and evaluated to best ensure delivery against the Group's Vision and Mission and Charitable Objectives, as captured in its Memorandum and Articles of Association.

In 2022, the Trustees and the Executive formally reviewed the Mission, Vision and Values statements of the Group and produced a five-year strategic plan (commencing in 2023) for the Group to make sure it has a clear direction of travel, is ready to modernise and delivers the greatest value.

The objectives of Oaklea Trust are fully detailed within the Memorandum and Articles of Association and can be summarised as follows:

- To promote the relief and care of people with learning and other disabilities and also people who are socially disadvantaged and need assistance in the areas of care and support, their home environment, education, training, recreation and to enter or advance in their employment.

The objectives of Right2Work C.I.C are also fully detailed within its Articles and can be summarised as follows:

- To carry on activities which benefit the community and in particular people who are disabled and/or disadvantaged. Through the development of the social enterprise and in the provision of supervision, training, employment, volunteering and social inclusion opportunities.

Strategic Priorities & Business Objectives - 2023 (five-year strategy)

In the year 2022 the Group developed its five-year strategic priorities to commence at the beginning of 2023. This includes 48 individual objectives within five main focus areas:

1. Deliver outstanding care, learning and personal development
2. Attract, develop and retain high quality team members
3. Diversify our revenue sources
4. Develop the Oaklea Group brand across the North of England
5. Enhance our Governance

THE OAKLEA TRUST

Progress against these objectives are reported to the Board on a quarterly basis and are driven and monitored through our Executive Group and Senior Leadership Team.

Oaklea's focus for the medium term is to stabilise, following a period of change in leadership, and then to maximise delivery against its mission across the North of England, initially strengthening its presence and impact in the areas it currently operates in. To achieve this, in 2024-25 and beyond, priority will be given to engaging directly with beneficiaries, managing financial resources and employing quality people to do the job.

Managing resources

Quarterly Senior Leadership Team meetings are used to monitor progress against key performance indicators (KPI's) and the broader strategic objectives. KPI's are monitored under the headings of Empowering Quality People, Quality & Safety, Engaging Individuals & Communities, Seven Keys to Citizenship and Adequate Financial Resources.

Delivery against the strategy is measured through a rigorous annual quality audit cycle, where Trustees/Non-Executive Directors and senior staff team members undertake both desk research (to assess compliance, HR and financial record keeping) and visit each project in person to engage with beneficiaries, team members and other stakeholders, as appropriate. The findings from each audit conversation are captured centrally and reviewed by the Senior Leadership Team to encourage organisational learning and development. The individual reports are then collated into an annual Quality Audit Report which discusses customer outcomes, customer evaluation and quality and safety issues and is reviewed by the Executive Team and the Boards, as appropriate. In addition, employee remuneration is considered annually as part of the budget setting process.

Furthermore, to ensure wider team engagement in measuring and monitoring progress and a transparent approach to raising concerns and questions, Oaklea Trust's Employee Consultative Group meets quarterly to share information, consult with employees on changes or new ideas and to provide a platform to allow employees to voice their collective opinions, concerns, celebrations and suggestions.

Management of financial resources is achieved through partnership working between finance and operational teams. Focus is placed on developing accurate Management Accounts, cash flow monitoring and performance against financial KPI's. This is embedded within the monthly reporting mechanisms of the organisation and is monitored and reviewed by the Senior Leadership Team, Executive and Finance Committee on a quarterly basis. Any new business, areas of development or tenders are reviewed thoroughly with various scenarios modelled as part of the decision-making process to ensure that any new work contributes sufficiently to a sustainable financial future and meets the objectives of the Charity.

Investment in the training and development of employees is central to Oaklea Trust being well placed to deliver its regulatory duties and ensure good practice more generally through its non-regulated and central services. In order to empower quality people to do the job, Oaklea Trust have invested resources in a combination of online, in-person and accredited training opportunities, including, since 2023, providing access to an employee Leadership & Excellence programme (level 5 management), in conjunction with Kendal College.

Maximising the use of the Apprenticeship Levy has been approved as an important area of development for the Group and as such, both Oaklea Trust and Right2Work are fully engaged in the apprenticeship movement.

The operating agreement put in place to set out the working arrangements between the Charity and its wholly owned subsidiary CIC was reviewed in February 2024 and the revisions have been enacted in 2024-25 as planned. This review was led by a Governance group made up of Trustees of the Charity, Directors of the CIC, and members of the Executive team.

Public Benefit

The Charity Trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charity Commission.

The activities undertaken by the Charity are fully in line with its rules as stated within its Memorandum and Articles of Association and approved by the Charity Commission to be charitable.

THE OAKLEA TRUST

ACHIEVEMENTS AND PERFORMANCE

Listening to our customers, learners, partners and team members

During 2024/25 Oaklea Group has supported hundreds of individual customers/learners through our bespoke programmes. In addition, we have engaged hundreds more through the Appleby Hub, The Furniture Warehouse and Community Works, each of which provides opportunities to both individuals and local groups and champions the development of stronger communities. Our ever-increasing presence on social media in 2024-25 demonstrates the importance of capturing and sharing important stories of success, learning, development and joy. In 2024-25 this work has formed an early part of our Brand Development work which will continue over the coming years.

Throughout the year we capture and review compliments, complaints and reviews. We ensure lessons are learned, successes shared and celebrated and the cause of complaints and concerns understood. We also survey our teams, partner organisations and the aforementioned Employee Consultative Group.

Focusing on Quality

The Oaklea Trust use the results of Care Quality Commission (CQC) inspections, Internal Quality Audits and the Customer & Stakeholder Evaluation Survey as key indicators of quality. The CQC regulates some of the work undertaken by Oaklea Trust; they work to ensure services are safe, effective, caring, responsive and well-led.

In November 2024 CQC rated Oaklea Trust's Supported Living Programmes in Durham and Northumberland as Requiring Improvement. Improvements were started immediately and in January 2025 Oaklea Trust submitted a detailed Action Plan to CQC detailing how these would be extended and maintained overtime.

The annual cycle of Quality Audits that Oaklea Trust undertakes seek to capture evidence relating to the overall quality of the provision. Importantly, these will be extended in 2025 to ensure they also capture how each area of the action plan is being achieved and learned from in each area. Customer outcomes are assessed against the organisation's 7 keys to citizenship.

FINANCIAL REVIEW

Results for the Year

2024-25 was a more difficult year for the Charity following change in contractual terms relating to our work across the county of Durham. However, Right2Work performed strongly to the year ending 31st March 2025, helping the Group as a whole to end the year with a small surplus.

The Charity continues to review each of its projects to ensure the best outcome for customers, employees and the Charity. Celebration of Success awards ceremony was a highlight in the charity's calendar. This event was attended by each of the Boards, employees, and customers/learners, giving people the opportunity to celebrate achievement whilst ensuring the family culture of the organisation is maintained.

The Oaklea Trust achieved a surplus of £171k for the year ending 31" March 2025.

For the year ended 31st March 2025, Right2Work has donated £271k to Oaklea Trust and contributed £34k to its own reserves, as a result of achieving an operating profit of £316k.

Through good planning, monitoring and management, the Charity and its subsidiary have been able to remain financially robust, and whilst it was a harder than forecast year, the result overall was solid and provides strong foundations from which the new Executive Team can address the future with confidence.

THE OAKLEA TRUST

Fundraising

Fundraising is not currently a key area of Oaklea's work. In 2024-25 some small grants were secured from both independent and public bodies and some small donations were received. There is a commitment to exploring how this work area can be expanded in future.

Reserves

The Oaklea Trust has total reserves of £2,214k.

The group's unrestricted balance of £2,214k is partially supported by net fixed assets and net current assets. The majority of the unrestricted fund balance does not relate to liquid assets held, but rather net fixed assets (monies already spent on fixed assets less the balance of long-term loans held to finance those assets), leaving £646k supported by net current assets. The nature of the Charity's income is mainly predictable and has a direct correlation with the Charity's cost structure, allowing the Charity to operate with a lower reserves balance than many other organisations. However, the Board of Trustees does recognise the need to increase free reserves in support of the Oaklea Trust activities and growth.

The Board have previously set a reserves policy equivalent to 2 months unrestricted charitable expenditure and are currently reviewing the position to consider whether a minimum of 3 months would be more appropriate, given recent changes to employers National Insurance and the level of uncertainty at both a local and national level. As of 31st March 2025, the Trust has reserves equivalent to 1.3 months.

CHANGING PLANS AND PLANS FOR THE FUTURE PERIOD

Oaklea Trust and Right2Work are both well established and financially robust organisations. In April 2024 the Charity was looking, over the year ahead, to invest in the workforce, capital build programmes, expansion of their housing stock and recruitment. However, changes to the forecast during the year led to some of these areas of investment being put on hold.

As a result of the changing financial situation in 2024-25 and the impact of the UK Government's budget in October 2024 on the period 2025-26 and beyond, the next two years will now become a period of transition that is focused on building stability, developing teams and improving quality and governance. Growth is expected from 2026 onwards. The need to adopt this conservative position has been further evidenced by the limited LA settlements offered to Oaklea Trust and the impact of the ongoing uncertainty across the sector as a whole.

Right2Work is achieving good levels of growth and whilst uncertainty remains omnipresent there has been a strong increase in the number of people taking up our Supported Internships programme and other community-based offers. Early results for 2025-26 are stable.

STRUCTURE, GOVERNANCE AND ENGAGEMENT

The Oaklea Trust is a registered Charity and constituted as a company, limited by guarantee, as defined by the Companies Act 2006. The Oaklea Trust is controlled by its governing document, a Memorandum and Articles of Association.

The Oaklea Trust Board meets regularly throughout the year and in addition attends an annual away day with the Executive to review the strategic direction of the organisation, current and future challenges, goals and aims of the Charity. An annual combined meeting of the two Boards is scheduled for November 2025.

The Oaklea Trust also operates a Finance Committee and in 2024-25 a Remuneration Committee. The responsibilities of the Remuneration Committee transferred to the Finance Committee in September 2025. The Finance Committee ensures that the organisation operates within the best practice guidance of the Charity Commission and ensures thorough review and monitoring of the financial management of the organisation. The Finance Committee meets quarterly and operates within Terms of Reference as set by the Board of Trustees.

The Board of Trustees also delegate authority to the Executive as outlined in policy.

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All employees and Trustees are recruited using open advertisement and in accordance with Recruitment and Selection Policies. Oaklea is a supporter of the disability confident campaign and has achieved Disability Confident status. Oaklea Trust's policy is to promote equality of opportunity to all in employment and the selection process irrespective of their gender, race, ethnic origin, disability, age, nationality, sexuality, marital status and social class. Oaklea oppose all forms of unlawful and unfair discrimination. Selection for employment, promotion, training and any other benefits is on the basis of aptitude and ability.

All new Trustees are given induction packs that provide information about their responsibilities under company and charity law. All Trustees conform to Oaklea Trust's Declaration of Interests policy. New Trustees join the organisation on a trial period prior to being formally appointed. Their role during this period is one of non-voting observer to gain an understanding of the complexities of the organisation and their responsibilities as a Trustee.

The Oaklea Trust's social enterprise subsidiary Right2Work C.I.C operates under its own Articles. Right2Work C.I.C. is a Community Interest Company and is wholly owned by Oaklea Trust. There is an asset lock in place which ensures that the Oaklea Trust is the recipient of any residual assets should the company be wound up. Right2Work C.I.C. is a 'not for profit' organisation and any surpluses or assets are used for the benefit of the community, save those donated to the Charity Oaklea Trust.

Right2Work C.I.C has its own Board with a minimum of three Directors, of which at least one must be from the Oaklea Trust Board of Trustees and at least one must be independent of the Oaklea Trust. As detailed elsewhere, the relationship between the two organisations is subject to an operating agreement.

The Trustees and Directors have a duty to identify and review the risks to which the Charity and its subsidiary are exposed. Both organisations keep a live Risk Register which is regularly discussed at Board meetings. This has been significantly reworked in 2024-25 and is now a dynamic document that is regularly updated and reviewed at Senior Leadership Team meetings, Executive Team meetings, by the Finance Committee and at Board meetings. There is a risk policy in place which ensures the assessment and monitoring of risk, each risk is scored and a key individual identified to take any actions as necessary.

The Oaklea Trust Strategic Risk Register focusses on the areas of: Finance, Contracts & Business Development, People, Data Management, IT & Infrastructure and Governance. Each of these risks is analysed into risk factors and control measures are put in place where necessary and appropriate.

The Right2Work C.I.C Risk Register focuses on the same areas. All of these issues are regularly under review and measures developed as appropriate.

Statement of Trustees' Responsibilities

The trustees, who are also the directors of The Oaklea Trust for the purpose 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).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

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

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The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

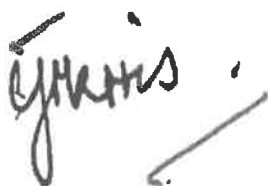
Auditor

In accordance with the company's Articles, a resolution proposing that Azets Audit Services be appointed as auditor of the company will be put at a General Meeting.

Disclosure of information to auditor

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Approved by order of the Board of Trustees on17.12.2025 and signed on its behalf by:



Christopher Harris - Chair of Trustees

THE OAKLEA TRUST

Independent Auditor's Report to the Members of The Oaklea Trust

Opinion

We have audited the financial statements of The Oaklea Trust (the "parent charity") and its subsidiary (the "group") for the year ended 31 March 2025 which comprise of the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheets, the Consolidated Statement of Cash Flows and the related Notes to the Financial Statements including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2025 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

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Independent Auditor's Report to the Members of The Oaklea Trust

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charitable Company and Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

THE OAKLEA TRUST

Independent Auditor's Report to the Members of The Oaklea Trust

Extent to which the audit was capable of identifying irregularities, including fraud

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with the directors and other management, and from inspection of the charitable group's regulatory and legal correspondence. We discussed with the trustees and other management the policies and procedures regarding compliance with laws and regulations. We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance during the audit.

The charitable group is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies and charities legislation), pensions legislation, taxation legislation and further laws and regulations that could indirectly affect the financial statements, comprising environmental, health and safety and employment legislation, and, in the current climate, Covid regulations. We assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the directors and other management and inspection of regulatory and legal correspondence, if any. These procedures did not identify any potentially material actual or suspected non-compliance.

To identify risks of material misstatement due to fraud we considered the opportunities and incentives and pressures that may exist within the charitable group to commit fraud. Our risk assessment procedures included: enquiry of trustees and other management to understand the high level policies and procedures in place to prevent and detect fraud and reading Board minutes. We communicated identified fraud risks throughout our team and remained alert to any indications of fraud during the audit.

As a result of these procedures we identified the greatest potential for fraud in the following areas:

- income recognition and in particular the risk that restricted income is incorrectly recognised within unrestricted income; and
- subjective accounting estimates.

As required by auditing standards we also identified and addressed the risk of management override of controls.

We performed the following procedures to address the risks of fraud identified:

- identifying and testing high risk journal entries through vouching the entries to supporting documentation;
- assessing significant accounting estimates for bias; and
- testing the recognition of income and in particular that it was appropriately recognised or deferred.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

THE OAKLEA TRUST

Independent Auditor's Report to the Members of The Oaklea Trust

Use of our report

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

Azets Audit Services

Susanna Cassey (Senior Statutory Auditor)

For and on behalf of Azets Audit Services Limited

**Chartered Accountants
Statutory Auditor**

17 Dec '25

Fleet House
New Road
Lancaster
United Kingdom
LA1 1EZ

Consolidated Statement of Financial Activities (including Income and Expenditure Account) for the year ended 31 March 2025

	Notes	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £
Income from:							
Donations and grants	3	708	8,202	8,910	15,895	4,949	20,844
Charitable activities	4	10,674,216	-	10,674,216	9,894,318	-	9,894,318
Total income		10,674,924	8,202	10,683,126	9,910,213	4,949	9,915,162
Expenditure on:							
Charitable activities	5	10,503,715	8,202	10,511,917	9,641,173	4,949	9,646,122
Total expenditure		10,503,715	8,202	10,511,917	9,641,173	4,949	9,646,122
Net income before transfers	6	171,209	-	171,209	269,040	-	269,040
Transfers between funds							
Net movement in funds		171,209	-	171,209	269,040	-	269,040
Total funds brought forward		2,042,930	-	2,042,930	1,773,890	-	1,773,890
Total funds carried forward		2,214,139	-	2,214,139	2,042,930	-	2,042,930

The Statement of Financial Activities includes all gains and losses recognised in the current period and the previous year and all relates to continuing operations.

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

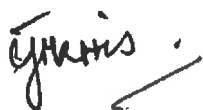
The notes on the appended pages form part of these Financial Statements.

Consolidated and Charity Balance Sheets as at 31 March 2025

	Notes	Consolidated		Charity	
		2025	2024	2025	2024
		£	£	£	£
Fixed assets					
Intangible fixed assets	10	-	-	-	-
Tangible fixed assets	11	2,197,693	2,063,245	2,073,781	1,934,355
Investments	12	-	-	1	1
		2,197,693	2,063,245	2,073,782	1,934,356
Current assets					
Stock		10,706	8,481	-	-
Debtors	13	739,152	834,371	675,170	765,712
Cash at bank		844,739	999,411	655,207	842,214
		1,594,597	1,842,263	1,330,377	1,607,926
Creditors: Amounts falling due within one year	14	(948,471)	(1,152,609)	(756,329)	(956,363)
Net current assets		646,126	689,654	574,048	651,563
Creditors: Amounts falling due after more than one year	15	(629,680)	(709,969)	(616,447)	(691,742)
Net assets		2,214,139	2,042,930	2,031,383	1,894,177
Represented by:					
Unrestricted charity funds:					
- General	17	646,126	687,941	574,048	651,563
- Designated	17	1,568,013	1,354,989	1,457,335	1,242,614
Restricted charity funds	17	-	-	-	-
Total funds		2,214,139	2,042,930	2,031,383	1,894,177

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies.

The financial statements were approved by the Board of Trustees on ~~17.12.2025~~ and signed on its behalf by:



C T J Harris – Chair of Trustees

Company Registration Number: 04416344 (England and Wales)
Registered Charity Number: 1091722

Consolidated Cash Flow Statement for the year ended 31 March 2025

	Notes	2025 £	2024 £
Cash flows from operating activities			
Net cash provided by operating activities	23	244,308	391,701
Taxation paid		(3,137)	(460)
Interest paid		(22,394)	(29,455)
Net Cash generated by operations		218,777	361,786
Cash flows from investing activities			
Purchase of tangible fixed assets		(290,865)	(227,165)
Proceeds from sale of tangible fixed assets		-	6,270
Net cash (used in) investing activities		(290,865)	(220,895)
Cash flows from financing activities			
Increase in / (repayment of) bank borrowings		(82,584)	(82,583)
Hire purchase creditor (decrease)		-	-
		(82,584)	(82,583)
Change in cash and cash equivalents in the year		(154,672)	58,308
Cash and cash equivalents brought forward		999,411	941,103
Cash and cash equivalents carried forward		844,739	999,411

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

Notes to the Consolidated Financial Statements for the year ended 31 March 2025

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Charitable company information

The charitable company is limited by guarantee, with the liability of members limited to £1 per member. The charitable company is registered in England and Wales with the Charity Commission. The registered office is Third Floor, East Wing Station House, Station Road, Kendal, Cumbria, United Kingdom, LA9 6RY.

If upon winding up or dissolution of the charitable company there remain any assets, after satisfying all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having objectives similar to the Charity.

Accounting convention

The financial statements have been prepared on a going concern basis 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 (FRS102) (effective 1 January 2022) ("Charities SORP (FRS102)"), the Financial Reporting Standard applicable in the UK and Ireland (FRS 102), the Companies Act 2006 and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts in these financial statements are rounded to the nearest £1.

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

On the grounds that the charitable company's results are consolidated into the charitable company's group accounts the charitable company has taken advantage of certain exemptions conferred by section 1.11 of FRS102 as follows:

- Exemption from presenting a charitable company statement of cash flows as a primary statement to the financial statements.

Going concern

The Trustees have at the time of approving the financial statements a reasonable expectation that the charitable company and group have adequate resources to continue in operational existence for the foreseeable future. The charitable company and group has sufficient cash reserves to meet its requirements in the medium term. It is considered that there are currently no material uncertainties which impact on the charitable company being able to continue in its current form. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Basis of consolidation

The financial statements consolidate the results of the charitable company and its wholly owned subsidiary, Right2Work CIC, on a line by line basis. A separate Statement of Financial Activities and Income and Expenditure Account for the charitable company has not been presented as the charitable company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

The income of the charitable company for the year was £9,641,126 (2024 - £9,097,269). Included in this was £270,903 Gift Aid asset transfer (2024 - £95,486) from the subsidiary. Expenditure amounted to £9,503,920 (2024 - £8,845,229). The net surplus of the charitable company for the year was £137,206 (2024 - £252,040 surplus).

THE OAKLEA TRUST

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Income

All income is included in the Consolidated Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- **Donations** are included in full in the Consolidated Statement of Financial Activities in the year in which they are receivable.
- **Grants** where the income is related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Income arising from grants and similar contracts specifically for the provision of activities or services which are provided as part of the charitable activities of the charity is recorded under the heading of income from charitable activities.

All other incoming resources are recognised on an accruals basis.

Fund accounting

Funds held by the charity are either:

- Unrestricted general funds - these are funds which can be used in accordance with the charitable objects at the discretion of the Trustees;
- Designated funds - these are funds allocated from the general fund or received from third parties which have no restrictions on their uses but which are designated for a particular purpose according to the Trustees; or
- Restricted funds - these are funds that can only be used for particular restricted purposes, as specified by the donors, within the objects of the charity.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes related value added tax which cannot be recovered. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services. It includes both costs that can be allocated directly to those activities and those of an indirect nature necessary to support them.

Support costs

Support costs relate to charitable activity and as such don't need to be allocated between different headings.

Governance costs comprise all costs relating to public accountability of the charity. The costs include statutory audit fees.

Operating leases

Rentals applicable to operating leases are charged to the Consolidated Statement of Financial Activities on a straight line basis over the term of the lease.

Staff costs

The costs of short term employee benefits are recognised as a liability and an expense where settlement of obligations does not fall within the same period.

Employee severance and redundancy pay is recognised within the accounts, on an accruals basis in the year in which the employee either left, or agreed to leave, the organisation.

Pension costs and other post-retirement benefits

The Charity operates a defined contribution pension scheme. The pension cost in the Consolidated Statement of Financial Activities represents the contributions payable for the year.

THE OAKLEA TRUST

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

In addition, the Charity has an employee who is a member of the Cumbria County Council Pension Scheme which is a defined benefit scheme. The assets of the Scheme are held separately from those of the charitable company. Employer contributions in respect of this scheme are also charged to the Statement of Financial Activities in the period to which they relate.

Intangible fixed assets - goodwill

Goodwill represents the excess of the cost of acquisition of unincorporated businesses over the fair value of net assets acquired. It is initially recognised as an asset at cost and is subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Goodwill has an expected life of ten years and shall be amortised on a systematic basis over its life.

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:

Freehold land and buildings	not depreciated (see below)
Leasehold land and buildings	over the term of the lease
Fixtures and fittings	25% - 33% reducing balance
Computers	25% reducing balance
Motor vehicles	25% reducing balance

Land and buildings are not depreciated since it is considered that given the long life of the properties concerned, depreciation would be immaterial, if any. The Directors carry out an annual impairment review in accordance with accounting standards.

It is a policy that a full year's depreciation is charged on tangible fixed asset additions and no depreciation is charged on tangible fixed assets in the year they are disposed of.

It is a policy of the trustees that individual items with a cost below £350 are not capitalised.

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 net income/(expenditure) for the year.

Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

Impairment of fixed assets

At each reporting end date, the reviews of the carrying amounts of its tangible and intangible 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).

No impairment review was undertaken in the year but was replaced by a report for our bankers on each properties valuation.

Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell.

Cash and cash equivalents

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

THE OAKLEA TRUST

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025 (CONTINUED)

Financial instruments

The group 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 becomes party to the contractual provisions of the instrument.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid.

Financial assets, other than those held at fair value through profit and loss, are assessed for indicators of impairment at each reporting end date.

Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset. Impairment losses are recognised in the income and expenditure account.

Creditors, loans and provisions

Creditors, loans and provisions are recognised where the group has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors, loans and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial liabilities are only derecognised when, and only when, the group's obligations are discharged, cancelled or they expire.

Amounts recognised as provisions are best estimates of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation.

2 Critical accounting estimates and judgements

In the application of the group'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, if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Critical judgements

The following judgements (apart from those involving estimates) have had the most significant effect on amounts recognised in the financial statements.

Tangible fixed assets

The useful life and depreciation rate of tangible fixed assets are reviewed annually and amended when necessary.

Defined benefit scheme

The Trustees have decided not to comply with the regulations of Financial Reporting Standard No. 17 to disclose the surplus/deficit of the scheme in relation to their employee in the current year as they believe the figures are immaterial to the financial statements.

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

3 Donations and grants

	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £
General donations	708	-	708	15,895	191	16,086
Grants and sponsorship	-	8,202	8,202	-	4,758	4,758
	708	8,202	8,910	15,895	4,949	20,844

4 Charitable activities

	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £
Care and support in the Community	10,674,216	-	10,674,216	9,894,318	-	9,894,318
	10,674,216	-	10,674,216	9,894,318	-	9,894,318

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

5 Expenditure on charitable activities

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Direct costs:						
Staff costs	9,038,955	8,202	9,047,157	8,294,665	4,949	8,299,614
Staff related costs	171,420	-	171,420	185,258	-	185,258
Depreciation	156,417	-	156,417	121,032	-	121,032
Property costs	451,266	-	451,266	415,068	-	415,068
IT costs	126,744	-	126,744	114,062	-	114,062
Other direct costs	128,370	-	128,370	154,010	-	154,010
Other charitable expenditure	405,898	-	405,898	339,638	-	339,638
	10,479,070	8,202	10,487,272	9,623,733	4,949	9,628,682
Governance costs:						
Auditor remuneration	19,000	-	19,000	14,440	-	14,440
Governance costs	5,520	-	5,520	3,000	-	3,000
	24,520	-	24,520	17,440	-	17,440
Total expenditure on charitable activities	10,503,715	8,202	10,511,917	9,641,173	4,949	9,646,122

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

6 Net income for the year

This is stated after charging:

	2025 £	2024 £
Depreciation – owned assets	156,417	121,032
(Profit)/Loss on disposal of fixed assets	-	(986)
Lease expenditure	49,251	92,604
Auditors' remuneration: - audit services	19,000	14,440
- other services	5,645	3,000

7 Trustees' remuneration and benefits

No trustees' remuneration or other benefits were paid for the year ended 31 March 2025 (2024 - £nil).

Trustees' expenses

Trustees' expenses paid for the year ended 31 March 2025 amounted to £2,319 (2024: £2,870).

The expenses relate to 6 Trustees (2024: 4).

8 Staff costs

	2025 £	2024 £
Wages and salaries	8,145,324	7,522,048
Social security costs	710,654	601,361
Pension costs	191,179	176,205
	9,047,157	8,299,614

The total remuneration of the key management personnel was £320,698 (2024: £306,436).

Reimbursed expenses, which are all subject to the charity's processes of internal controls, do not form part of remuneration and are not included above.

One employee received remuneration between £60,000 - £70,000 during the year (2024: two).

One employee received remuneration between £70,000 - £80,000 band (2024: nil).

No employees received remuneration between £80,000 - £90,000 (2024: one).

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

8 Staff costs (continued)

The average number of employees (full and part time) based on headcount during the year was:

	2025 Number	2024 Number
Management	50	53
Administrative	14	15
Care and Support	311	299
	375	367

9 Taxation

The charitable activities of The Oaklea Trust are potentially exempt from taxation under Chapter 3 of part 11 of the Corporation Tax Act 2010.

Right2Work CIC is not exempt to corporation tax and so surpluses are subject to a taxation charge.

10 Intangible fixed assets

	Consolidated and Charity
	£
Cost	
At 1 April 2024 and 31 March 2025	7,800
Accumulated depreciation	
Balance at 1 April 2024 and 31 March 2025	7,800
Net book value	
At 31 March 2025	-
At 31 March 2024	-

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

11 Tangible fixed assets

Consolidated

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2024	1,875,576	132,054	412,399	429,970	104,971	2,954,970
Additions	144,592	14,771	77,718	40,038	13,746	290,865
Disposals	-	-	-	-	-	-
At 31 March 2025	2,020,168	146,825	490,117	470,008	118,717	3,245,835
Depreciation						
At 1 April 2024	189,758	26,857	246,291	363,222	65,597	891,725
Charge for the year	-	17,955	71,923	53,259	13,280	156,417
Transfer	1,528	(1,528)	-	-	-	-
Disposals	-	-	-	-	-	-
At 31 March 2025	191,286	43,284	318,214	416,481	78,877	1,048,142
Net book value						
At 31 March 2025	1,828,882	103,541	171,903	53,527	39,840	2,197,693
At 31 March 2024	1,685,818	105,197	166,108	66,748	39,374	2,063,245

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

11 Tangible fixed assets (continued)

Charity

	Freehold land and buildings	Leasehold land and buildings	Fixtures and fittings	Computers	Motor vehicles	Total
	£	£	£	£	£	£
Cost						
At 1 April 2024	1,875,576	40,907	386,126	415,303	-	2,717,912
Additions	144,592	8,438	72,610	40,038	-	265,678
Disposals	-	-	-	-	-	-
At 31 March 2025	2,020,168	49,345	458,736	455,341	-	2,983,590
Depreciation						
At 1 April 2024	191,286	12,308	227,872	352,091	-	783,557
Charge for the year	-	4,934	68,059	53,259	-	126,252
Eliminated on disposal	-	-	-	-	-	-
At 31 March 2025	191,286	17,242	295,931	405,350	-	909,809
Net book value						
At 31 March 2025	1,828,882	32,103	162,805	49,991	-	2,073,781
At 31 March 2024	1,684,290	28,599	158,254	63,212	-	1,934,355

12. Investments

The consolidated financial statements include the results of Right2Work C.I.C, a company limited by shares (incorporated in England and Wales, registered number 07708701), its sole member being The Oaklea Trust. The liability of the charity in the event of Right2Work C.I.C being wound up is limited by a sum not exceeding £1.

Income earned and expenditure incurred by Right2Work C.I.C have been recognised within the charitable activities of The Oaklea Trust's consolidated accounts on the basis that these activities are deemed to have charitable intentions and purposes.

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

13. Debtors

	Consolidated		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade debtors	221,504	304,103	126,083	192,176
Other debtors	409,654	381,397	358,286	346,003
Amounts due from fellow group undertakings	-	-	139,942	78,662
Prepayments and accrued income	107,994	148,871	50,859	148,871
	739,152	834,371	675,170	765,712

14. Creditors – Amounts falling due within one year

	Consolidated		Charity	
	2025	2024	2025	2024
	£	£	£	£
Bank Loans (see note 16)	75,396	82,684	75,396	82,684
Trade creditors	101,445	214,203	68,860	172,688
Other creditors	38,282	43,137	38,282	43,137
Other taxation and social security	171,331	157,713	136,637	131,463
Corporation tax	15,514	3,137	-	-
Accruals and deferred income	546,503	651,735	437,154	526,391
	948,471	1,152,609	756,329	956,363

Bank loans are repayable in quarterly instalments and interest is charged between 3.3% - 3.6%. Bank loans are secured by first legal charges over freehold and leasehold properties, and a debenture over all other property and assets.

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

15. Creditors – Amounts falling due after more than one year

	Consolidated		Charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans (see note 16)	412,723	488,018	412,723	488,018
Accruals and deferred income	203,724	203,724	203,724	203,724
Deferred tax	13,233	18,227	-	-
	629,680	709,969	616,447	691,742

The bank loans are secured by the charitable company, as noted above.

16. Bank loans

An analysis of the maturity of the loans is given below:

	Consolidated		Charity	
	2025	2024	2025	2024
	£	£	£	£
Bank loans falling due:				
Within one year	75,396	82,684	75,396	82,684
Between one and five years	412,723	488,018	412,723	488,018
Over five years	-	-	-	-
	448,119	570,702	448,119	570,702

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

17. Funds summary

Consolidated	Balance 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance 31 March 2025 £
Unrestricted:					
General fund	687,941	10,674,924	(10,503,715)	(213,024)	646,126
Designated fund	1,354,989	-	-	213,024	1,568,013
Restricted funds:					
Restricted fund	-	8,202	(8,202)	-	-
Total Funds	2,042,930	10,683,126	(10,511,917)	-	2,214,139

Charity	Balance 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance 31 March 2025 £
Unrestricted:					
General fund	651,563	9,641,126	(9,503,920)	(214,721)	574,048
Designated fund	1,242,614	-	-	214,721	1,457,335
Restricted funds:					
Restricted fund	-	-	-	-	-
Total Funds	1,894,177	9,641,126	(9,503,920)	-	2,031,383

The designated fund represents the net fixed assets (fixed assets less long term creditors) which are not liquid amounts, and are represented by long term amounts already spent within the charity.

The restricted income includes various grants received from the local councils during the year. All of the grants were spent as at 31 March 2025.

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

18. Analysis of net assets between funds

Consolidated	Unrestricted funds	Designated funds	Restricted funds	Total
	2025	2025	2025	2025
	£	£	£	£
Fixed assets	-	2,197,693	-	2,197,693
Current Assets	1,594,597	-	-	1,594,597
Creditors due within one year	(948,471)	-	-	(948,471)
Creditors due after one year	-	(629,680)	-	(629,680)
Transfers	-	-	-	-
Total funds	646,126	1,568,013	-	2,214,139

Charity	Unrestricted funds	Designated funds	Restricted funds	Total
	2025	2025	2025	2025
	£	£	£	£
Fixed assets	-	2,073,782	-	2,073,782
Current Assets	1,330,377	-	-	1,330,377
Creditors due within one year	(756,329)	-	-	(756,329)
Creditors due after one year	-	(616,447)	-	(616,447)
Transfers	-	-	-	-
Total funds	574,048	1,457,335	-	2,031,383

19. Company limited by guarantee

The charity is a company limited by guarantee and has no share capital. The members of the company undertake to contribute such amount as may be required to the company's assets. In the event of the charity being wound up, the liability in respect of each member is limited to £1.

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

20. Commitments

Operating lease commitments - Consolidated

The total future minimum lease payments under non-cancellable operating are as follows:

	Land and buildings		Other leases	
	2025 £	2024 £	2025 £	2024 £
Expiring:				
Within one year	81,866	46,478	1,325	1,104
Between one and five years	323,088	155,584	338	1,385
Over five years	251,000	146,375	-	-
	655,954	348,437	1,663	2,489

Operating lease commitments - Charity

The total future minimum lease payments under non-cancellable operating are as follows:

	Land and buildings		Other leases	
	2025 £	2024 £	2025 £	2024 £
Expiring:				
Within one year	44,766	46,478	1,325	1,104
Between one and five years	179,064	155,584	338	1,385
Over five years	153,554	146,375	-	-
	377,384	348,437	1,663	2,489

Capital commitments

At 31 March 2025 the charity had not approved any capital expenditure which has not been contracted for, nor entered any contracts for, capital expenditure which were not provided for (2024 - £nil).

21. Pension Commitments

The charity operates a defined contribution scheme. The pension costs charge for the year was £191,179 (2024: £176,205). At the balance sheet date £26,616 (2024: £26,616) was outstanding.

The charity also contributes to a pension scheme with Cumbria County Council. The pension cost charge represents contributions payable and amounted to £6,752 (2024: £6,305). At the balance sheet date the scheme was in surplus, resulting in a debtor of £5,700 (2024: £5,600 debtor).

The company has one employee who is a member of the defined benefit scheme. The Trustees have decided not to comply with the regulations of Financial Reporting Standard No. 17 to disclose the surplus/deficit of the scheme in relation to their employee in the current year as they believe the figures are immaterial to the financial statements.

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

22. Related party transactions

During the year the charitable company was under the control of its Board of Trustees. J S Hall, Chief Executive and Company Secretary (appointed 2 December 2024) is also company secretary of the trading subsidiary, Right2Work Limited (appointed 9 January 2025).

C Wigley, Chief Executive and Company Secretary (resigned 22 November 2024) was also a director of the trading subsidiary, Right2Work Limited up to 28 May 2024.

Right2Work Limited

On 18 July 2011 the charitable company incorporated a trading subsidiary.

At the year end date, the charitable company had provided an interest bearing loan.

During the year, in addition to the recharge of expenses, The Oaklea Trust has charged Right2Work CIC (a subsidiary of The Oaklea Trust) rent and service charges amounting to £14,520 (2024 - £16,606).

During the year, Right2Work CIC donated £270,903 (2024 - £95,486) to the parent, The Oaklea Trust.

At the year end, The Oaklea Trust had amounts due from Right2Work CIC of £139,942 (2024 - owed to Right2Work CIC of £78,662).

23. Reconciliation of net income/expenditure to net cash flow from operating activities

	2025 £	2024 £
Net movement in funds	171,209	269,040
Adjustments for:		
Depreciation charges	156,417	121,032
Amortisation charges	-	-
(Profit)/loss on disposal of tangible fixed assets	-	(986)
Taxation	10,519	4,850
Interest payable	22,394	29,455
(Increase)/Decrease in stock	(2,225)	(2,431)
(Increase)/Decrease in debtors	95,217	(48,862)
Increase/(Decrease) in creditors	(209,223)	19,603
Net cash provided by operating activities	244,308	391,701

24. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows	At 31 March 2025 £
Cash at bank and in hand	999,411	(154,672)	844,739
Loans falling due within one year	(82,684)	7,288	(75,396)
Loans falling due after more than one year	(488,018)	75,295	(412,723)
	428,709	(72,089)	356,620