

Registered number: 04680981
Charity number: 1098364

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

GROUP TRUSTEE'S REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

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TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report together with the audited financial statements of the charitable company for the 1 April 2024 to 31 March 2025. The Annual Report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the group and the charitable company qualify as small under section 383 of the Companies Act 2006, the Group Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

Lincolnshire Integrated Voluntary Emergency Service (LIVES) is the charity that delivers an emergency response to the people of Lincolnshire when they are suffering a 999 medical emergency.

The geography and infrastructure of the greater Lincolnshire area creates challenges for delivering a timely and skilled response to medical emergencies that reduces suffering and saves lives. LIVES exists to help address these challenges.

We bring people, skills, equipment and knowledge to people suffering a medical emergency in Lincolnshire, be they ill or suffering traumatic injuries. LIVES exists because our county is rural, our infrastructure is sparse, and yet our people suffer the same medical and traumatic emergencies every day as those living in cities or urban areas. We believe that no one in our county should suffer poorer outcomes from a medical emergency just because they live or work far from the healthcare facilities they need.

Last year, LIVES' volunteer emergency responders dedicated more than 50,000 hours to supporting their Lincolnshire communities and were deployed to 3,046 medical emergencies. For more than 84% of the jobs we attend our Community First Responders arrived before the ambulance. Our Community Emergency Medicine and Falls teams attended over 6,700 patients. LIVES educators taught lifesaving skills to 3,840 people across a wide range of community and business settings and our Community CPR champions taught more than 1,650 people a life-saving skill.

The service is provided free at the point of need, to anyone in Lincolnshire, resident or visitor, based on clinical need.

Objectives and activities

a. Policies and objectives

Charities are required to demonstrate how they provide a benefit to the public.

LIVES delivers benefit to the public in the relief of injury or illness by facilitating and delivering rapid response and treatment of those suffering a medical emergency or traumatic injury. This benefit is available to any member of the public in Lincolnshire and areas nearby whether they are residents or visitors, and access to the service is based solely on patient need.

The Trustees have complied with their duty in accordance with the Charities Act and the Charity Commission's guidance on public benefit in exercising their powers and duties to consider it in all aspects of the company's activities.

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

Objectives and activities (continued)

b. Vision, mission and charitable aims

Our vision is that no person should suffer unnecessarily as a result of their illness, injury or their rural location.

Our mission is to provide equality and excellence of care to any person who suffers an emergency medical problem or injury within Lincolnshire.

Our charitable aims, as set out in our Memorandum of Association are to:

(A)

Provide immediate medical care to any person injured in any accident or involved in any medical emergency in the area of Lincolnshire, North Lincolnshire, North East Lincolnshire or any area reasonably close thereto

(B)

Advance the principles of Pre-Hospital Emergency Care on a national basis; providing advice and guidance in all aspects of such care; including delivery of training and provision of approved emergency equipment when required to do so

(C)

Obtain, collect and receive money and funds that arise from the national furtherance of LIVES objects

c. Values

Integrity – Our strength comes from working together and upholding shared values. We do the right thing, even when it's difficult.

Community – This is where we're from, we're in this together. We're all united around a common purpose; to support the communities in which we all live.

Excellence – We strive to be the best we can in everything we do and to give all of our people an equal opportunity to grow and flourish.

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TRUSTEES' REPORT (CONTINUED)
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Objectives and activities (continued)

d. Strategic overview - It takes a team to save a life

If an individual suffers a medical emergency in our county, we should be equipped to protect their safety and maximise positive medical outcomes. Whatever it takes.

It's the basis upon which LIVES was built in the past and it will always inform our plans for the future. When location or geography makes it more difficult to access emergency healthcare, we will be there to deliver pre-hospital emergency medicine excellence, wherever it's needed.

Our current strategy was developed in 2020 with five priority areas are:

1. Understand our impact

We know we make a difference but measuring that is sometimes difficult. We will improve our data collection and adopt new measures to demonstrate the difference we make. We will work with research partners to build an evidence base for the effectiveness of our emergency response activity. We will use this information to continuously improve the quality of care that we deliver to people in our communities.

2. Grow our presence

We want every community in Lincolnshire to have access to our emergency response. We will increase the number of LIVES responders in operation across Lincolnshire, with targeted recruitment in areas where there is less coverage. We will invest in the skills of these responders so they can meet the needs of their community. And we will identify opportunities to use our skills in different ways to support people in medical need.

3. Focus on quality

We strive to excel at everything that we do. Our work is always based on evidence and we focus on delivering quality service and care – in our clinical activity, our training and the knowledge that we provide. We inspire and encourage all our people to be the best that they can be, at their chosen level.

4. Sustain our growth financially

We will develop and consolidate income streams that support the charity to deliver our aims. We will ensure that we have adequate reserves to weather unpredictable circumstances. And we will be transparent with our supporters, customers and funders, so they are clear on how we spend the funds that they trust us with.

5. Achieve the highest levels of governance excellence

Doing the right thing is important to us, even when that is difficult. We will maintain robust and structured processes, in both clinical and charity governance. We will ensure that we are compliant with all regulatory requirements and that we are a model of best practice, in both leading volunteers and delivering prehospital emergency medicine.

LIVES is undertaking a strategic review ahead of launching a new five-year strategy in late 2025 that will guide the charity through the remainder of the decade. We are mindful that the communities in which we operate are evolving, and this includes the health system that we are a part of. Recent years has seen the introduction of Integrated Care Boards and recently announced changes to the structure of NHS England and the remit of the ICBs, as well as the NHS 10-year plan will have an impact on the environment in which we operate. It is in this context that we are reviewing our strategy. The review will identify the opportunities which LIVES will take to make a difference to the people of Lincolnshire through emergency response and through life-saving education. Ultimately our focus remains on saving lives.

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TRUSTEES' REPORT (CONTINUED)
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Achievements and performance

a. Achievements of the charitable group

During 2024/25 we have delivered lifesaving and life-enhancing care to patients and communities across Lincolnshire. We are pleased to share these achievements with you.

Community & Volunteers

LIVES Responders are ordinary people, doing extraordinary things. They often come to us with little or no previous medical experience, just a willingness to learn life-saving skills and give up some of their time to be there to respond to calls for help in their community. They're trained and equipped to deal with a range of serious and often life-threatening medical incidents.

This year LIVES Community First Responders made themselves available to attend emergencies for more than 50,000 hours and were deployed to 4,025 jobs. This is a reduction on previous years which is reflective of changes in the deployment model implemented by East Midlands Ambulance Service. This in no way detracts from the very valuable contribution that every LIVES Responder makes to their community. We value the time that each volunteer contributes and support their decisions about how to best use this time.

Community First Responders focus on 'doing the basics well' often being the first to arrive on scene and deliver lifesaving interventions until more specialist resources arrive. During 2024/25 Community First Responders were first on scene at 84.4% of all jobs they attended. This is consistent with previous years and not surprising because Responders typically live and work in the communities in which they respond. The top five patient calls attended by LIVES Community First Responders were breathing problems, chest pain, falls, cardiac arrest, and sick person.

Recruitment of Community First Responders remains a key priority with a positive response to recruitment efforts. We have recruited 40 new volunteers this year and have capacity to recruit up to 140 new CFRs each year subject to funding. A reduction in funding from NHS Lincolnshire ICB will likely result in a significantly smaller numbers of volunteers being recruited and trained in the coming year.

LIVES Medic responders are healthcare professionals who are typically employed in the NHS or air ambulance roles and choose to volunteer for LIVES alongside this. We currently have 21 healthcare professionals volunteering as medic responders, a level broadly akin to the skillset of an ambulance paramedic. No new Medic Responders were recruited in 2024/25.

We differentiate between the skillset of our volunteer medic responders and our critical care responders who deliver the very highest levels of pre-hospital interventions. 2024/25 was a difficult year for this small but effective team who were restricted in the skills that they could deliver to patients due to protracted negotiations with East Midlands Ambulance Service. From January 2024 East Midlands Ambulance Service required LIVES to restrict the scope of practice of LIVES critical care responders to that of a specialist paramedic as part of a contract review process. This has meant that there are some interventions that LIVES medics would usually deliver to patients that we have been unable to deliver, and that some of our critical care responders have chosen not to respond during this time. These were resolved in April 2025 and we thank our dedicated critical care responders for their patience and dedication while we worked through this difficult time. In spite of the restrictions these volunteer responders were allocated to 284 jobs. The five most common call types for these volunteers were cardiac arrest, traffic/transport accidents, traumatic injuries, unconscious patients and falls.

In 2025 we have completed our programme to replace our estate of defibrillators and advanced life support monitors with state-of-the-art units manufactured by Zoll. The total cost of this programme was £750,000 and is funded by grants and donations from community groups for which we are immensely grateful. To date we have rolled out 118 AEDs to our Community First Responders and 14 advanced life support monitors to our Critical Care Responders. The new defibrillators have a number of advantages including providing coaching and feedback to the individual carrying out CPR, and standardising defibrillator consumables across the charity, therefore reducing the need to hold different manufacturers supplies. Most importantly, all data relating to an incident is captured and stored electronically via WiFi and able to be reviewed, audited and provided to healthcare professionals to guide future treatment for the patient.

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Achievements and performance (continued)

Community Emergency Medicine

Community emergency medicine is an emerging area of response and LIVES is at the forefront of delivering innovative response models that meet the needs of Lincolnshire.

Unlike many of our other response teams, the CEMS Clinicians are not volunteers, they're paid healthcare professionals, many of whom are senior in their fields of expertise which may be the emergency department, general practice or ambulance service. They're empowered by LIVES to make a judgement call as to which call-outs they attend, based on clinical need and the direct benefit to both the patient and the health service as a whole. They have access to Ambulance Service and GP systems that allow them access to information to assess the patient's need, and to make referrals to other healthcare professionals.

The CEMS team saw 3,287 patients this year, an increase of 39% from the previous year. 74% of these patients avoided A&E, either through staying at home or being referred for appropriate onward care during this episode. 28% of patients were discharged by a CEMS crew with no further healthcare intervention required, with the remainder being referred to other community health resources. CEMS particularly targets complex patients who may be able to be kept at home through advanced diagnostics and treatments, however there will always be a proportion of patients that require admission to hospital. This team continues to develop new ways of working in the emerging field of community emergency medicine. These experienced clinicians are having a positive impact in the service, both in increasing the number of patients seen, and also in their enthusiasm for innovation and new approaches to delivering care. In 2025 the CEMS leadership were invited to meet with NHS England and the Department of Health & Social Care and other community emergency medicine services to discuss the opportunities to develop the services nationally including the development of a common dataset.

The Falls Response service was deployed to 3,435 patients this year, an increase of 70% from the previous year that can be attributed to an emphasis on effective deployment of the Falls crews to patients in need. The LIVES Falls Response service are the only service commissioned by NHS Lincolnshire ICB to attend all levels of falls, from non-injury falls to the most injured patients. The emphasis of this team is in getting to any patient who has fallen with any injury and getting the patient off the floor rapidly, and in doing so reducing impact for the patient of a 'long lie'. This is a change in emphasis from the previous attendance at non-injury falls only. Around 40% of patients attended are referred to A&E, and another 20% having an unknown outcome as we have left the scene prior to that decision being made. This skilled team of specialist falls responders work to a bespoke scope of practice including the ability to provide pain relief, take an ECG and specialist skills in the safe moving of people. During 2025 the skillset of the team has been developed to include the ability to close wounds when appropriate and referrals to additional pathways to ensure an effective onward journey for patients.

LIVES Education

Education underpins all of the activities that we undertake at LIVES including responding to emergencies and sharing our skills with others through our schools programmes and wider community education.

Community First Responders undertake nationally recognised qualifications and ongoing learning and need to demonstrate that they have maintained their skills to be permitted to respond to emergencies. This year LIVES delivered 1,118 hours of formal learning to LIVES responders, an increase of 28% from the previous year and evidence of LIVES commitment to ongoing development of our volunteers. Responders also meet in district groups on a monthly basis for training covering an ongoing programme of skills appropriate for their level of response. This face-to-face learning is supplemented by the LIVES Academy online learning platform which delivers theoretical and supportive training modules. Responders undertook 5,942 online learning sessions via LIVES Academy last year, an increase of 295% from the previous year and an indication that the online learning platform implemented during the pandemic with the support of grant funding has remained a vital part of our education delivery.

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TRUSTEES' REPORT (CONTINUED)
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Achievements and performance (continued)

We are very grateful for the efforts that every LIVES volunteer makes to their ongoing education and maintaining their clinical skills.

The delivery of education and training to a wide range of clients outside of LIVES is an important income stream for the charity. It is also in alignment with our charitable aim of advancing pre-hospital emergency care through the provision of skills and training. In April 2022 LIVES Education Limited was formed as a wholly owned trading subsidiary of the charity.

LIVES Education provides first aid and pre-hospital emergency medicine training to individuals, businesses and industry across Lincolnshire and beyond. Education income is an important income source for the charity although 2024/25 has been a challenging year. Income was reduced to £453,887, largely due to the reduction in training expenditure by NHS customers. Education and equipment sales remains an important focus for the charity and we forecast a return to growth in education income in the next year.

We deliver a broad range of health-related qualifications on behalf of three awarding bodies. We have delivered the Quallsafe suite of pre-hospital and first aid courses since 2016, and in 2019 added Mental Health First Aid England courses to our capabilities. We are pleased to have been granted 'direct claim' status by Quallsafe in recognition of the quality of our deliver and administration. During 2020, we began delivering The ATACC Group range of high-fidelity pre-hospital courses which are targeted at high-risk industries and rescue teams including fire and rescue services. In 2022 we became approved training centres for the Difficult Airways and Prehospital Trauma Life Support (PHTLS) suite of courses. LIVES has the exclusive right to deliver the Difficult Airway suite of courses in the East Midlands, West Midlands and East of England.

We have developed a suite of Clinical and Mentoring CPD modules and are delivering these to ambulance services. We are an approved supplier for Health Education England (HEE). We have also improved our website so health care professionals can directly purchase CPD courses online.

The LIVES Education website launched to specifically market our training capability in 2023 is undergoing redevelopment in 2025 to keep abreast of new technology and insights and remains an important sales channel.

In May 2023 LIVES were reappointed to the National Framework for the Provision of Pre-Hospital Emergency Medicine (PHEM) Training and Associated Services and Support to Blue Light Emergency Services. LIVES Education is one of only five providers appointed to the framework and the only provider able to deliver the full range of requirements of the framework.

We are proud of our highly professional cohort of educators who deliver engaging, confidence-building, consistently high quality training to every learner they encounter.

Community Education and Engagement

Every year there are around 30,000 out of hospital cardiac arrests across the UK, but sadly less than 1 in 10 people survive. For every minute defibrillation is delayed, the chance of survival falls by approximately 10%. (Resuscitation Council UK, 2015). A population widely trained in CPR has the potential to double survival rates. Evidence from other countries suggests that providing training in CPR to members of the public has a significant impact and improves patient outcomes for those who suffer a cardiac arrest.

In 2024 we developed a new community strategy that is focused on teaching life-saving skills to communities across Lincolnshire. This includes bystander CPR, 'stop the bleed', and how to open an airway. These three interventions can be delivered by any member of the public and they can and do save lives. During 2024/25 we have limited the amount of community education that we are able to deliver due to funding constraints. We are very pleased to have been able to deliver this life-saving training to more than 1,600 people this year and hope that we can continue to grow this in future years.

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Achievements and performance (continued)

We have continued to offer the opportunity of bystander CPR sessions to every school in Lincolnshire and delivered training across both primary and secondary schools. We also know that learning doesn't finish when you leave school. We continue to work with community groups, sports clubs, faith groups and other organisations, as well as at community events to give every person who lives in Lincolnshire the opportunity to learn lifesaving skills. An evaluation of earlier programmes found that 85% of those who took part in a community training session reported that their confidence in performing CPR had improved following the training. Furthermore, 8% reported that they had actively used their CPR training, either in a medical emergency or to show others what do to.

Fundraising

Community fundraising has continued to be an important part of our fundraising efforts given our intrinsic connection with the people who we serve. However we are aware that we are also suffering a cost of living crisis which has affected the donations that supporters feel able to make to the charity. Fundraising income has been challenging this year, with income reduced from the previous year.

We have a small fundraising team focused on securing income from a wide range of supporters including corporate and community partnerships, grants and trusts, and our regular donors and individual supporters. We remain positive about the potential to grow fundraising income in the current and future years as we embed our new structures and processes, and we react to the impact of technology on fundraising.

Our fundraising volunteers are crucial to the delivery of our fundraising activities and provide support across a range of activities in the community such as servicing our collection boxes, talking to local schools and community groups in order to raise the profile of the charity, and attending local shows and events to support our stands. We are immensely grateful for their ongoing support and thankful for the contribution that they make.

Our business partnerships are also important to us. As well as raising vital funds, our business supporters raise our profile with their own employees but also offer us the opportunity to develop our networks to include their customers and partners too. We extend our thanks to all of the businesses that have supported our work, either through fundraising events, donations of time or goods, or through the purchase of services from LIVES Education.

Regular giving income has continued to be a small income stream and one that is targeted for growth. We launched a LIVES Lottery in 2024 as an alternative to regular giving. We continue to see regular giving as a fundamental income stream and are very grateful to those donors who see fit to give us a small donation on an ongoing basis.

Grants and Trusts

During 2024/25 we have continued develop our grants and trusts programme and have seen improved success from the previous year. We have identified grant funders who have an interest in our work and are extremely grateful to those who have supported our charity this year. Grant and trust income has increased to £109,024 this year, an increase of 44% from the previous year.

Our sincere thanks go to the following organisations for their generous support during this year:

BNA CIO
The Michael Cornish Foundation
Len Pick
Birchwood Big Local

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TRUSTEES' REPORT (CONTINUED)
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Achievements and performance (continued)

Legacies

We are immensely grateful to those donors who have been generous enough to remember LIVES in their will and very thankful for the contribution that they make to our ongoing charitable work.

Historically legacies have formed a very small income stream for the charity. Although we have started to see some growth in this income stream in recent years it remains a relatively small and unpredictable contributor to total income. Over the last three years we have begun to promote LIVES as a potential beneficiary of legacy donations including providing information on our website. This is a new area for the charity and we understand it will be many years before we see the benefits of work done today.

b. Partners & stakeholders

Partnership is key to LIVES delivery of services to the communities that we serve. We have a number of partners in delivering both an emergency response and skills to our communities, as well as in advancing the cause of pre-hospital emergency medicine nationally.

LIVES works in close partnership with East Midlands Ambulance Service NHS Trust (EMAS) and this partnership is key to the deployment of LIVES responders to medical emergencies across the county. LIVES responds to patients at the invitation of EMAS and volunteers are deployed by a dedicated team of dispatchers within the EMAS control room. Cooperation between EMAS crews and LIVES teams on the front line with patients is overwhelmingly positive and contributes to improved experience and outcomes for patients. In July 2024 LIVES and EMAS have agreed a new contract which governs the relationship between both parties. This has a five- year term with the option for two further five-year extensions and so provides a secure framework for planning over the coming years. Discussions regarding the scope of practice of LIVES volunteer critical care responders are ongoing and saw the resumption of responding for most responders at this level from April 2025. Further negotiation is ongoing.

LIVES has worked in formal partnership with Lincolnshire Fire and Rescue (LFR) since the start of the Community First Responder Scheme in 1999 but has cooperated at the scene of incidents since our inception in 1970. LFR volunteer fire fighters are trained as co-responders and attend medical emergencies in their communities under the training and clinical governance structure provided by LIVES. These co-responders make a significant contribution both to the charity and to their communities and we thank them for their dedication and commitment. Since 2021 LIVES has delivered medical trauma training to LFR fire fighters across Lincolnshire to ensure that they have the skills and confidence they need to respond to the medical needs of patients at incidents they attend. This has led to further opportunities for partnership working including the development of a road traffic collision course for LIVES responders that integrates with an LFR drill night for teams to have the opportunity to work together, and opportunities to collaborate in delivering fire safety checks for vulnerable residents.

LIVES also works in partnership with all NHS organisations in Lincolnshire and operates as part of the Integrated Care System. We have worked in partnership with many NHS organisations and providers over our history but the development of the NHS Lincolnshire ICB and our Community Emergency Medicine services provide opportunities for wider collaboration. We look forward to developing these partnerships further in the coming years.

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TRUSTEES' REPORT (CONTINUED)
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Financial review

a. Going concern

Trustees have reviewed the accounts and forecasts and are of the view that the charity is a going concern. Trustees are satisfied that the forecasts illustrate a break event financial position and that the forecast income is appropriately prudent.

The cashflow pressures of the previous year have been resolved and the Charity maintains a positive cashflow position and forecast. A significant proportion of income is derived from NHS contracts and there are promising signs of recovery in fundraising income and in sales growth. A cost-saving programme across the Charity has reduced expenditure and is sustainable.

Although Trustees acknowledge that the charity is not compliant with its reserves policy, they are of the opinion that there is adequate diversity across the income streams to protect the charity in the advent of a downturn in any one stream. The charity has sufficient cash to meet its liabilities as they arise and forecasts that this will remain the position.

Risks are mitigated by diverse income sources which include fundraising and donations, grants and trusts, income derived from commercial sales and contracted income from services provided to the NHS.

b. Reserves policy

The total consolidated funds as at 31st March 2025 are £1,394,769 (2023/24: £1,505,253) of which £251,663 are restricted and not available for general purpose. Of these total consolidated funds, £824,854 (2023/24: £1,811,111) are committed to equipment and other assets that are fundamental to the delivery of the charity's aims and therefore not available for use.

The reserves held as at 31st March 2025 are £318,252 (2023/24: £(42,441)). This change in position is attributed to a comprehensive review of the fixed asset register resulting in a significant reduction in the value of the fixed assets held.

Trustees reviewed the reserves policy during 2019/20, in recognition of the growth of the charity and changes in both income and risk profile. The charity's policy is to hold six months of non-commissioned service costs and a provision for covering the costs of winding up the charity if new income sources had not been found at that time. This will equate to £900,000 of unrestricted reserves and will, in the view of Trustees, provide a secure financial footing for LIVES to protect against any significant reduction in its normal income, or any significant unforeseen expenditures.

The charity does not yet hold the required reserves to be compliant with this policy. The policy will be reviewed again in 2025/26 to reflect the continued development of the charity.

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Financial review (continued)

c. Income & expenditure

Financial sustainability is a key strategic objective for the charity. We can only deliver care to patients, education to our own responders and to communities, and plan for future growth if our income is secure and we understand and control our costs. In common with many charities, 2024/25 has been a challenging year for LIVES.

Historically LIVES relied on community fundraising to generate income to support the delivery of charitable activity. For the last seven years our strategy has been to diversify our income streams, develop new sources of funding and mitigate the risks associated with income generation.

Income

Total income for the year was £4,036 million, compared with £3,869 million in 2023/24 which represents an increase of 4.32%. This is the seventh consecutive year of income growth for the charity and is aligned with our strategic aim of ensuring that LIVES is financially sustainable.

Income generated through provision of Emergency Response and Community Emergency Medicine services to NHS organisations accounts for 67.4% of all income, an increase from 65.7% in the 2023/24.

Education sales income in 2023/24 was reduced to £453,887, largely due to the reduction in training expenditure by NHS customers. This is an important income stream and one that we forecast will return to grow as we develop new training offers and capabilities. Sale of goods income declined by 12% but remains a small but important income stream that is often linked to education sales or community activity.

Fundraising income continues to be challenging for our small fundraising team. Total fundraising income increased to £718,462, an increase that is largely attributable to growth in the legacies income stream. Grant income increased by 43% from the previous year to £109,024.

Expenditure

Total expenditure was £4,147 million, an increase of 1.4% from 2023/24. This modest increase in light of inflationary pressures is attributed to a significant cost savings programme across the charity, including redundancies in response to the pressures of employer's national insurance increases. It is recognised that the largest proportion of costs is related to staffing at £2,748 million which is 66.3% of all expenditure.

The cost of fundraising increased by 14% to £342,656 which was attributed to the utilisation of consultancy to provide additional resource in the areas of grants and events, and to the investment in a donor CRM system.

The greatest proportion of expenditure is attributable to Community Emergency Medicine at 52%, however this also represents the greatest proportion of income at 67%.

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TRUSTEES' REPORT (CONTINUED)
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Financial review (continued)

d. Material investments policy and performance

Trustees are permitted by the Charity's Memorandum and Articles of Association to invest LIVES monies not immediately required for its own purpose in such investments, securities or property as may be thought fit. Trustees consider it appropriate to hold reserves in a combination of cash and balanced risk investment funds.

No investments were held at 31st March 2025.

The LIVES investment policy is:

a) General objectives

The investments must be managed in such a way as to fulfil Charity Commission requirements to obtain a reasonable return on those investments without excessive risk to the capital.

b) Capital growth and income requirements

The investments need only to provide capital growth; there is no requirement for them to generate income.

c) Acceptable risk

A "moderate" approach is to be adopted in the management of the charity's assets. Further definition of this can be found in the JCH Investment Management document, "Attitude to Risk."

d) Functions delegated to the Trustees' agent (investment manager)

The investments are to be managed on an 'advisory' basis within the bounds of the declared acceptable risk.

e) Ethical restrictions

The investments must avoid areas that may conflict with the overall aims of LIVES wherever possible, taking into account the large diversification of underlying holdings within the Investment Portfolio.

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TRUSTEES' REPORT (CONTINUED)
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Financial review (continued)

e. Fundraising approach

LIVES takes a responsible approach to fundraising and is both grateful and respectful towards all who support or donate to our charity. We hold ourselves to high standards and ensure that we meet or exceed the requirements of the fundraising regulations. Fundraising activities are predominantly carried out at public events and venues, through online campaigns, applications to trusts and foundations, and through unsolicited donations.

LIVES has employed the services of professional fundraisers to develop grants and trust bids during 2024/25. A procurement process and appropriate due diligence was undertaken in appointing this contractor. The contract ended in May 2025.

The charity works closely with its fundraising partners to ensure that best practice is always adhered to. LIVES is registered with the Fundraising Regulator and is a member of the Institute of Fundraising. Our employed fundraising team regularly undertake training opportunities through the Institute to ensure they remain current with best practice and guidelines.

Fundraising Promise

LIVES is committed to our 'Fundraising Promise' to our donors and supporters. We take the protection of the personal data of all our supporters and donors extremely seriously and regularly monitor and review our fundraising policies and procedures to ensure we deliver 'best practice' within the sector.

- We will never share your data with any other organisation for marketing purposes
- We always aim to send you a personal thank you for your donation
- We only send marketing communications to those who have explicitly given us consent to do so
- We promise to provide information about our work so you can see how your money is being spent and the difference you're making. To do this though, we need your permission to send you marketing communications
- If you tell us that you don't want us to contact you in a particular way, we won't
- If you sign up to give us a regular monthly gift by direct debit, we won't ask you to increase that monthly gift for at least a year
- We work to best practice, and will take appropriate action promptly if we fail to meet our standards

Structure, governance and management

a. Governance Structure

Lincolnshire Integrated Voluntary Emergency Service is a charitable company limited by guarantee, incorporated on 27 February 2003 and registered as a charity on 4 July 2003. The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. A special resolution was passed at the Annual General Meeting held in October 2019 to adopt updated Articles in line with the current recommendations of the Charity Commission. In the event of the company being wound up, members are required to contribute an amount not exceeding £10.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

b. Role & Recruitment of Trustees

The charity at the time of this report has five Trustees. Recruitment is being undertaken to bring three new trustees to the charity this year.

Trustees are responsible for:

- Delivery of LIVES objects, as stated in the Articles of Association
- Setting the strategic direction of LIVES
- Upholding the core values of LIVES
- Monitoring performance and financial solvency
- Ensuring that LIVES complies with all relevant law and regulatory legislation
- Ensuring that policies, procedures and internal controls are effective and fit for purpose
- Protection of the assets and property of LIVES
- Reviewing and managing risk
- Upholding and applying the principles of equality and diversity and ensuring that LIVES is fair and open to all sections of the community

All LIVES Trustees undergo an induction process, which in addition to familiarisation with the objectives and operational activities of LIVES, also includes formal training in the role of a Trustee. Trustees also undertake safeguarding training in line with the requirements of the Care Quality Commission and are required to undertake a Fit and Proper Person assessment on an annual basis.

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(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

c. Decision-making Structure

The Board delegates responsibility to committees in the areas of Clinical Governance, Finance & Performance, People & Organisation and Risk Management in order to strengthen the governance structure of LIVES, ensure informed effective decision making and mitigate risk. The delegated powers are set out in the Scheme of Delegation.

These committees are tasked with reviewing, monitoring and evaluating key areas of the organisation and its activities and making proposals or recommendations to the Board based on their findings. Membership of the committees is drawn from the Board and LIVES senior leadership and management teams. From 2020, a member of the LIVES Advisory Group has also joined each committee to provide a member's perspective. All committees operate within terms of reference approved by the Board.

There is a robust clinical governance framework in place within LIVES to ensure a consistent quality of delivery for all clinical aspects of the charity. LIVES is registered with the Care Quality Commission, which regulates the quality of clinical services delivered. The Learning from Events Review Group reviews the learning from incidents and excellence and provides feedback and advice to the Clinical Governance committee. A Medicines & Equipment Working Group reviews the suitability of all clinical equipment and medicines proposed or in use and makes recommendations to the Clinical Governance committee.

The Finance & Performance committee ensures close financial monitoring and effective budgeting in LIVES, within terms of reference approved by the Board. This committee also scrutinises performance data from across the charity and is responsible for contract monitoring and delivery. There are robust internal systems within LIVES to ensure appropriate authorisation of all large financial transactions and projects and to guard against fraud.

People are fundamental to the success of LIVES. The People & Organisation committee monitors recruitment, retention and development of both volunteers and employees, education programmes and delivery, wellbeing services and initiatives, and oversees the annual volunteer and staff surveys and action plans.

LIVES is aware that it faces a number of significant risks in the delivery of its activities and takes active steps to evaluate and mitigate these risks. These risks are monitored through the Risk Management committee and an organisational risk register is maintained with risks stratified and regularly reviewed based on their risk rating.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management (continued)

d. Management Structure

The LIVES organisation is supported by a headquarters team of 20 people. The headquarters staff provide leadership and support services to ensure that the organisation is managed safely, complies with all regulations, generates sufficient income to operate sustainably, and that volunteers are supported in education, development and provision of equipment.

The organisation is led by a Chief Executive who works alongside the Medical Director and Leadership team and reports directly to the Board of Trustees.

The Medical Director is responsible for clinical standards and governance across all clinical activity of the Charity. They hold a number of responsibilities including the lead for safeguarding, and the charity's Caldicott Guardian.

During 2024 a restructuring of the Operations directorate created two teams. The Head of Funded Services is responsible for education and clinical services which are funded via contracts and delivered by employed staff. The Head of Quality, Community and Volunteers team is responsible for emergency response and community education that is primarily delivered by volunteers. They also have the remit for ensuring consistent quality across the Charity.

The Fundraising Manager is responsible for all donor and supporter stewardship, fundraising activities and grants and trusts programme.

The Head of Sales is responsible for the development of commercial activities as a source of income. This is predominantly through the sale of training, clinical governance services and equipment to corporate, community and public sector clients.

The Finance Manager is responsible for ensuring the effective financial management of the organisation. This individual is also responsible for the production of management and performance information across the charity.

e. Key Management Remuneration

All directors give their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in notes 12 and 30 to the accounts.

The pay of senior staff is reviewed annually and normally increased in accordance with the pay award made to all employees. In view of the nature of the charity, the directors benchmark against pay levels in other charitable organisations of a similar size and other healthcare/education organisations.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management (continued)

f. Approach to Risk Management

LIVES operates in an environment with inherent risks both to the charity and in the delivery of its core charitable activities. The charity takes proactive steps to evaluate and mitigate these risks. This process is monitored through the Risk Management committee who meet quarterly.

LIVES management processes allow for both bottom-up and top-down risks to be identified, weighted, managed and mitigated. The objective is to quantify risk as accurately as possible and assess potential impact on strategic objectives. This in turn allows for the proper prioritisation of investment decisions and future operational activity.

The risk register records all risks which are separated into four domains – Strategic, Operational, Financial and Compliance - to ensure that the Board is always fully informed of the overall risk picture, its management and mitigations. All risks are reviewed and managed at an appropriate level by the Risk Management Committee, and all significant risks are reported and reviewed at each Board meeting where management and mitigation measures are discussed and agreed.

A separate clinical risk register has been developed in recognition of the additional risks faced by the charity due to the nature of its activity. This register is reviewed by the Clinical Governance committee, and an update is provided to the Risk Management committee who have overall ownership.

Key risks faced by the organisation are categorised as:

(A)

Breakdown of relationships with key operational partners including East Midlands Ambulance Service, Lincolnshire Fire and Rescue, or with the NHS Lincolnshire Integrated Care Board making it difficult for LIVES to deliver services

(B)

A reduction in income through the loss of NHS funding, decline in fundraising, or a sustained failure in one or more income streams

(C)

Risks associated with the delivery of clinical services including risks associated with education, clinical compliance and the management of equipment and medicines

(D)

A reduction in operational capacity due to a significant reduction in volunteer membership or staffing; or risks associated with the unplanned growth of activity or membership

(E)

Threats to the health and safety of volunteers and staff through the predominance of lone working

(F)

Competitive threats from other clinical service, CFR schemes or similar and from commercial services.

These risks as well as other risks identified by the Board continue to be monitored and mitigated against, both in terms of likelihood of these situations occurring and the impact on LIVES if they were to happen.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

Structure, governance and management (continued)

Health & Safety

The charity is committed to promoting a positive safety culture that is in line with its Health & Safety policy. Health & Safety is the day-to-day responsibility of the Health & Safety officer, and incidents are captured through the Learning from Events system. In 2024 a Health & Safety Review Group was formed to provide operational oversight of health and safety matters across the charity. Health & Safety is overseen by the Risk Management committee.

Providing support for the wellbeing of all employees and volunteers is an important principle of health and safety at LIVES. All LIVES people, both employees and volunteers have access to a suite of resources to support their health and wellbeing, including an employee assistance programme.

Safeguarding

LIVES Safeguarding policies aim to ensure that no act of omission on the part of the charity or an employee puts a child or vulnerable adult at risk. All volunteers, employees and trustees undertake safeguarding training in line with the Intercollegiate Document that sets out roles and competencies for healthcare staff.

Regulatory Bodies

LIVES is subject to regulation by the Care Quality Commission, Charity Commission, Companies House, Information Commissioner and the Fundraising Regulator.

LIVES was pleased to welcome inspections by the Care Quality Commission in March 2025 and in July 2025, the second inspection being for the specific purpose of re-rating the service. The revised rating of the service is now 'Good' with the charity being scored as 'Good' across all five inspection domains – safe, effective, caring, responsive and well-led. This rating is evidence of the significant efforts of staff across the services in ensuring that services are compliant with the regulators requirements, and a testament to the excellent care that is delivered by LIVES volunteers and staff.

Equal Opportunities

LIVES are committed to ensuring equal opportunities, fairness and dignity in the workplace, and to eliminating discrimination of all kinds.

g. Trustees' indemnities

Qualifying third party provisions made by the charity are in force for the benefit of the Trustees.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

Plans for future periods

LIVES is a forward-thinking organisation, grounded in our Lincolnshire communities and always looking for new ways to improve outcomes for people who live, work in and visit these communities. LIVES is also outward-looking, committed to advancing the cause of pre-hospital emergency medicine, not only for the benefit of our own people but for those beyond our county borders.

Our first priority is always the continuity of our core emergency response to those patients who need us most in our large rural county. We are therefore delighted to share our future plans for the coming years.

Communities & Volunteers

LIVES emergency responders are at the heart of our charity and our future plans are focused on supporting the development of this service and the individuals who deliver it.

The LIVES community first responder model has developed over 25 years. During 2025 LIVES will implement a simplified model that will increase the skills and scope of practice for most responders and in doing so increase the quality of care that can be delivered to patients. This will be based on the FREC3 qualification for all responders, with a small number going on to acquire the FREC4 qualification. Recruitment of Community First Responders remains a priority although will be related to the funding that can be secured to support this. There remains a good response to recruitment efforts and LIVES does not typically struggle to recruit volunteers. In the coming years recruitment will be targeted at communities with the greatest need and will be informed by data. We also have plans to roll out additional treatment options that can be administered by responders, particularly in the area of pain relief.

We will continue the ongoing programme to deploy technology to responders that makes it easier for them to acquire skills, be safely deployed and keep in touch with the charity and each other. We have entered a contract with Bliksund to provide an electronic patient record system which is accessed via a mobile device. This will be rolled out in 2025. We are also deploying Bliksund GRID to support responders in recording and maintaining their own training and skills. During 2025 we will be transitioning to the ConnectTeams platform to support the engagement with volunteers.

Our aspiration is to expand our community education programme to include opening an airway and 'stop the bleed' training alongside the bystander CPR training which we typically deliver. We ambitiously aim to train 150,000 people in lifesaving skills across Lincolnshire between 2024 and 2030. To achieve this we will pursue partnerships with other likeminded organisations to help us to deliver these life-saving skills to diverse communities and those who are less likely to access training.

Alongside this rejuvenated programme we will launch a new level of volunteer responder that solely provides an initial response to cardiac arrests to deliver basic life support. Our aim is to recruit a large number of these responders across the county so every person in Lincolnshire is never more than a couple of minutes away from a responder who can be deployed to them in this life-threatening situation.

We will be seeking funding for this revised community strategy to ensure that it can be deployed equitably across the county, and particularly benefiting those communities who are disadvantaged in health outcomes or access to emergency health services.

Community Emergency Medicine

Community emergency medicine is an emerging area of response and LIVES is at the forefront of delivering innovative response models that meet the needs of Lincolnshire. We are engaging with colleagues at a national level with the aim of developing metrics that demonstrate the impact of this innovative service. We look forward to collaborating on this development.

As the Integrated Care System develops new models of care, LIVES is looking to how our skills can be best used to support the patients and the wider system. We are anticipating an expansion in both the skills and the

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

Plans for future periods (continued)

scale of the services that are provided, including an extension of operating hours. We are also intending to increase our capacity for student placements in CEM, including the delivery of education to support students.

LIVES Education

We will continue to develop our education offering to our own responders and to the wider business and corporate community. We will develop our training offer for healthcare including further specialist courses in all areas of pre-hospital emergency medicine, continuing professional development including online and face to face learning, and through the development of the online LIVES Academy learning platform. We will improve our capacity to respond to tenders in areas in which we know we have expertise.

We will also develop opportunities to introduce new technologies into our learning environments including interactive and virtual learning spaces.

Project Lifesaver - a specialist education centre for pre-hospital emergency medicine

LIVES previously stated aspiration to develop a specialist education centre to support the skills development of our own staff and employees and the wider community remains a future plan for the Charity. The economic environment has caused trustees to reevaluate the timing of the delivery of this project, particularly due to the availability of funding. Project Lifesaver remains a priority but the timing of this project is under review.

Reference and administrative details of the charitable company, its trustees and advisers

Trustees

Thomasin Nicholds, Chair (appointed 1 October 2019, resigned 29 August 2024)

Andrew Wilson, Vice Chair (appointed 1 October 2019)

Andrew Brooks, Trustee (appointed 12 August 2022)

Dr Kiki Steel, Trustee (appointed 12 October 2024)

Annamieke Fussey, Trustee (appointed 12 August 2022)

Hilary Gibb, Chair (appointed 19 July 2020)

Jonathan Teer, Trustee (appointed 1 October 2019, resigned 18 November 2024)

Timothy Downing, Trustee (appointed 6 October 2009, resigned 12 October 2024)

Directors, LIVES Education Limited

Chair

Andrew Wilson

Directors

Hilary Gibb

Nikki Cooke

All of the above Trustees, who are also the directors of the charity for the purposes of company law, held office during the year under review.

Company registered number

04680981

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

Charity registered number

1098364

Registered office

LIVES Headquarters, Unit 5-8 Birch Court, Boston Road Industrial Estate, Horncastle, Lincolnshire, LN9 6SB

Key management personnel

Mrs N Cooke, Chief Executive Officer

Dr D Sedgewick, Medical Director

Mrs B Bailey, Finance Manager (joined 2 June 2025)

Mrs S Brandwood, Interim Director of Finance (retired 30 June 2025)

Mr C Dorbon, Head of Funded Services

Ms C McClelland, Head of Fundraising (resigned 31 January 2025)

Mrs K Raywood, Head of Sales

Mr S Shingler, Head of Quality, Community and Volunteers

Mr A Storer, Fundraising Manager (joined 19 May 2025)

Independent auditors

Duncan & Toplis Audit Limited, 5 Resolution Close, Endeavour Park, Boston, Lincolnshire, PE21 7TT

Bankers

Natwest, 27 High Street, Horncastle, Lincolnshire, LN9 5XB

Investment Advisors

JCH Investment Management, 1 Henley Way, Doddington Road, Lincoln, LN6 3QR

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

Statement of Trustees' responsibilities

The Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Group and the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Group and the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Disclosure of information to auditors

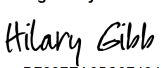
Each of the persons who are Trustees at the time when this Trustees' Report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditors are aware of that information.

Auditors

The auditors, Duncan & Toplis Audit Limited, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

Approved by order of the members of the board of Trustees on 18 October 2025 and signed on their behalf by:

Signed by:

D7837EA65C07494.....
Hilary Gibb
 Chair of Trustees

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF LINCOLNSHIRE INTEGRATED
VOLUNTARY EMERGENCY SERVICE**

Opinion

We have audited the financial statements of Lincolnshire Integrated Voluntary Emergency Service (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Statement of Financial Position, the Charitable company Statement of Financial Position, the Consolidated Statement of Cash Flows and the related notes, 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 of the parent charitable company's affairs as at 31 March 2025 and of the Group's incoming resources and application of resources, including 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 and the Charities Act 2011.

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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 or the parent charitable company'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.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF LINCOLNSHIRE INTEGRATED
VOLUNTARY EMERGENCY SERVICE (CONTINUED)**

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. 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. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report on by exception

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

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
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**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF LINCOLNSHIRE INTEGRATED
VOLUNTARY EMERGENCY SERVICE (CONTINUED)**

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) 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 the Trustees 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 Group's and the parent charitable company'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 Group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
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**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF LINCOLNSHIRE INTEGRATED
VOLUNTARY EMERGENCY SERVICE (CONTINUED)**

Auditors' 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 Auditors' 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.

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:

We have identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial experience, knowledge of the sector, a review of regulatory and legal correspondence and through discussions with Directors and other management obtained as part of the work required by auditing standards. We have also discussed with the Directors and other management the policies and procedures relating to compliance with laws and regulations. We communicated laws and regulations throughout the team and remained alert to any indications of non-compliance throughout the audit.

The potential impact of different laws and regulations varies considerably. Firstly, the company is subject to laws and regulations that directly impact the financial statements (for example financial reporting legislation) and we have assessed the extent of compliance with such laws as part of our financial statements audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including risk of override of controls) and determined that the principal risks were related to management bias in accounting estimates and judgemental areas of the financial statements such as depreciation of tangible fixed assets, as well as the risk of inappropriate journal entries to influence fund surpluses and / or deficits. Audit procedures performed by the engagement team included the identification and testing of material and unusual journal entries and challenging management on key accounting estimates, assumptions and judgements made in the preparation of the financial statements. We carried out detailed substantive tests on accounting estimates, including reviewing the methods used by management to make those estimates and re-performing the calculation.

Secondly, the company is subject to other laws and regulations where the consequence for non-compliance could have a material effect on the amounts or disclosures in the financial statements. We identified the following areas as those most likely to have such an effect:

- Care Quality Commission regulations;
- Charities Act 2011; and
- Charity Commission regulations.

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. This inspection included:

- a review of the charitable parent's registration status with regulatory bodies.
- a review of the correspondence with regulatory bodies to assess the outcome of inspections and investigations in the year. We also assessed the action plans prepared by management to resolve items found during the course of those investigations and remain compliant.
- A review of the internal management and trustee meeting minutes in the period to ensure we are aware of any indicators / instances of non-compliance.

Through these procedures, if we became aware of any non-compliance, we considered the impact on the procedures performed on the related financial statement items.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

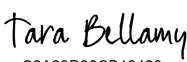
**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF LINCOLNSHIRE INTEGRATED
VOLUNTARY EMERGENCY SERVICE (CONTINUED)**

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. 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. As with any audit, there is a greater risk of non-detection of irregularities as these may involve collusion, intentional omissions of the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

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 Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Signed by:

C2A29D38CB13428...

Tara Bellamy FCA (Senior Statutory Auditor)

for and on behalf of

Duncan & Toplis Audit Limited

5 Resolution Close

Endeavour Park

Boston

Lincolnshire

PE21 7TT

Date: 20-Oct-25 | 21:03 BST

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

**CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND
EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Income from:					
Donations and legacies	4	659,064	59,399	718,463	694,609
Charitable activities	5	2,870,043	410,290	3,280,333	3,148,491
Other trading activities	6	10,231	-	10,231	21,874
Investments	7	768	-	768	117
Other income	8	26,297	-	26,297	3,905
Total income		3,566,403	469,689	4,036,092	3,868,996
Expenditure on:					
Raising funds		342,656	-	342,656	300,800
Charitable activities	9	3,219,721	584,609	3,804,330	3,790,801
Total expenditure		3,562,377	584,609	4,146,986	4,091,601
Net income/(expenditure) before net gains on investments		4,026	(114,920)	(110,894)	(222,605)
Net gains on investments		410	-	410	14,833
Net movement in funds		4,436	(114,920)	(110,484)	(207,772)
Reconciliation of funds:					
Total funds brought forward		1,138,670	366,583	1,505,253	1,713,025
Net movement in funds		4,436	(114,920)	(110,484)	(207,772)
Total funds carried forward		1,143,106	251,663	1,394,769	1,505,253

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 04680981

STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	13	42,662	62,390
Tangible assets	14	782,192	1,118,721
Investments	15	-	16,615
		<u>824,854</u>	<u>1,197,726</u>
Current assets			
Stocks	16	50,202	82,717
Debtors	17	532,565	613,891
Cash at bank and in hand		348,787	69,614
		<u>931,554</u>	<u>766,222</u>
Current liabilities			
Creditors: amounts falling due within one year	18	(298,922)	(373,467)
Net current assets		<u>632,632</u>	<u>392,755</u>
Total assets less current liabilities		<u>1,457,486</u>	<u>1,590,481</u>
Creditors: amounts falling due after more than one year	19	(62,717)	(85,228)
Net assets excluding pension asset		<u>1,394,769</u>	<u>1,505,253</u>
Total net assets		<u><u>1,394,769</u></u>	<u><u>1,505,253</u></u>
Charity funds			
Restricted funds	20	251,663	366,583
Unrestricted funds	20	1,143,106	1,138,670
Total funds		<u><u>1,394,769</u></u>	<u><u>1,505,253</u></u>

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

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

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 04680981

STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 31 MARCH 2025

The financial statements were approved and authorised for issue by the Trustees on 18 October 2025 and signed on their behalf by:

Signed by:

.....@7837BA85G074041..

Hilary Gibb
Chair of Trustee

The notes on pages 33 to 58 form part of these financial statements.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 04680981

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION
AS AT 31 MARCH 2025

	Note	2025 £	2024 £
Fixed assets			
Intangible assets	13	33,616	50,744
Tangible assets	14	617,009	900,443
Investments	15	1	16,616
		<u>650,626</u>	<u>967,803</u>
Current assets			
Stocks	16	38,932	66,555
Debtors	17	1,040,698	930,047
Cash at bank and in hand		287,778	46,626
		<u>1,367,408</u>	<u>1,043,228</u>
Current liabilities			
Creditors: amounts falling due within one year	18	(204,706)	(278,793)
Net current assets		<u>1,162,702</u>	<u>764,435</u>
Total assets less current liabilities		<u>1,813,328</u>	<u>1,732,238</u>
Creditors: amounts falling due after more than one year	19	(62,717)	(85,228)
Net assets excluding pension asset		<u>1,750,611</u>	<u>1,647,010</u>
Total net assets		<u><u>1,750,611</u></u>	<u><u>1,647,010</u></u>
Charity funds			
Restricted funds	20	251,663	366,583
Unrestricted funds	20	1,498,948	1,280,427
Total funds		<u><u>1,750,611</u></u>	<u><u>1,647,010</u></u>

The charitable company's net movement in funds for the year was £103,601 (2024 - £(48,138)).

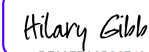
The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)
REGISTERED NUMBER: 04680981

CHARITABLE COMPANY STATEMENT OF FINANCIAL POSITION (CONTINUED)
AS AT 31 MARCH 2025

The financial statements were approved and authorised for issue by the Trustees on 18 October 2025 and signed on their behalf by:

Signed by:

.....B7837C5A85007404.....
Hilary Gibb
Chair of Trustee

The notes on pages 33 to 58 form part of these financial statements.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

	Note	2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	23	269,824	213,951
Cash flows from investing activities			
Proceeds from the sale of tangible fixed assets		54,653	-
Purchase of intangible assets		-	(23,140)
Purchase of tangible fixed assets		(9,291)	(573,938)
Proceeds from sale of investments		17,025	300,000
Net cash provided by/(used in) investing activities		62,387	(297,078)
Cash flows from financing activities			
Repayments of hire purchase		(53,038)	(53,161)
Net cash used in financing activities		(53,038)	(53,161)
Change in cash and cash equivalents in the year		279,173	(136,288)
Cash and cash equivalents at the beginning of the year		69,614	205,902
Cash and cash equivalents at the end of the year	24	348,787	69,614

The notes on pages 33 to 58 form part of these financial statements

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

1. General information

Lincolnshire Integrated Voluntary Emergency Service is a private company, limited by guarantee without share capital, registered in England and Wales. The charitable company's registered number and registered office address can be found in the Trustees annual report.

The presentation currency of the financial statements is the Pound Sterling (£).

2. Accounting policies

2.1 Basis of preparation of financial statements

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

The charitable company meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The consolidated statement of financial activities (SOFA) and consolidated statement of financial position consolidate the financial information of the group and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The group has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own statement of financial activities in these financial statements.

The Consolidated Statement of Financial Activities (SOFA) and Statement of Financial Position consolidate the financial statements of the charitable company and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The charitable company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

Accounting standards require the Trustees to consider the appropriateness of the going concern basis when preparing the financial statements. The Trustees have taken notice of the Financial Reporting Council guidance, which requires the reasons for this decision to be explained. Trustees have reviewed the accounts and forecasts and are of the view that the Charity is a going concern. Trustees are satisfied that the forecasts illustrate a break event financial position for the 2025/26 year and that the forecast income is appropriately prudent given the economic environment. Trustees are satisfied that the cashflow pressure of the previous year has been mitigated, and that the cost-saving measures taken to reduce ongoing expenditure are appropriate and sustainable. Therefore the Trustees regard the going concern basis as remaining appropriate as the charitable company has adequate resources to continue in operational existence for the foreseeable future.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.3 Incoming resources

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the group has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the group, can be reliably measured.

Grants are included in the Consolidated Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Statement of Financial Position. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

No amounts are included in the financial statements for services donated by volunteers. Donated goods and services are recognised as income when control is obtained over the item, the receipt of economic benefit is probable and it can be measured reliably.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the group's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the group which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Resources expended

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.4 Resources expended (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

Governance costs are those costs incurred directly with expenditure related to charity compliance and statutory requirements.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Taxation

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

2.7 Intangible assets and amortisation

Intangible assets are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Intangible assets are initially recognised at cost. After recognition, under the cost model, intangible assets are measured at cost less any accumulated amortisation and any accumulated impairment losses.

At each reporting date the charitable company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following basis:

Computer software	-	% Straight line over 5 years
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LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.8 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost, or in cases where fixed assets have been donated, at valuation at the time of acquisition. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

At each reporting date the charitable company assesses whether there is any indication of impairment. If such indication exists, the recoverable amount of the asset is determined to be the higher of its fair value less costs to sell and its value in use. An impairment loss is recognised where the carrying amount exceeds the recoverable amount.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives.

Depreciation is provided on the following bases:

Short-term leasehold property	- 10% or straight line over the life of the lease
Motor vehicles	- Straight line over 5 years
Fixtures and fittings	- Straight line over 3, 5 or 10 years

2.9 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Statement of Financial Position date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated Statement of Financial Activities.

Investments in subsidiaries are valued at cost less provision for impairment.

2.10 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost is determined on a standard cost basis, and includes all direct costs incurred. Net realisable value is based on an estimated selling price allowing for all further costs of disposal.

2.11 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued incomes are valued at the amounts due relating to pre- Statement of Financial Position date activity.

2.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Statement of Financial Position date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charitable company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated Statement of Financial Activities as a finance cost.

2.14 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.15 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets. Assets acquired by finance lease are depreciated over the shorter of the lease term and their useful lives. Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated Statement of Financial Activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

2.16 Operating leases

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

2.17 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

2. Accounting policies (continued)

2.18 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

3. Critical accounting estimates and areas of judgement

In the application of the Charity's accounting policies, management are required to make judgements, estimates and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experiences 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 estimates 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 accounting estimates and assumptions:

Depreciation & amortisation - useful expected life and residual value

The annual depreciation and amortisation charge for tangible and intangible fixed assets respectively is sensitive to changes in the estimated useful life and residual values of the assets. The useful economic lives and residual values are re-assessed periodically. They are amended by management when necessary to reflect current estimates, based on technological advancements, future investments, economic utilisation and the physical condition of the assets.

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

4. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Donations incl "in memory" and anniversaries	149,445	-	149,445	89,330
Regular giving schemes	62,706	-	62,706	69,117
Collection tins	11,699	-	11,699	13,380
Statutory giving	900	-	900	14,563
Corporate	18,828	-	18,828	70,526
Legacies	365,861	-	365,861	83,361
Grants	49,625	59,399	109,024	75,809
Donated goods and services	-	-	-	278,523
Total 2025	659,064	59,399	718,463	694,609
<i>Total 2024</i>	<i>624,063</i>	<i>70,546</i>	<i>694,609</i>	

5. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Emergency response	-	410,290	410,290	397,266
Community emergency medicine	2,340,385	-	2,340,385	2,147,931
Community engagement	529,658	-	529,658	603,294
	2,870,043	410,290	3,280,333	3,148,491
<i>Total 2024</i>	<i>2,751,225</i>	<i>397,266</i>	<i>3,148,491</i>	

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

6. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Fundraising events	10,231	10,231	18,208
Other trading activities	-	-	3,666
	10,231	10,231	21,874
Total 2024	21,874	21,874	

7. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Interest received	768	768	117
Total 2024	117	117	

8. Other incoming resources

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Miscellaneous income	26,297	26,297	3,905
Total 2024	3,905	3,905	

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

9. Total resources expended

	Donations and legacies	Emergency response	Community emergency medicine
	£	£	£
Costs directly allocated to activities			
Staffing	31,440	-	1,367,642
Medical equipment & consumables	-	94,097	79,730
Clinical training	-	-	13,645
Responder training	-	9,499	-
Vehicle costs	-	4,510	5,929
Purchase of goods for resale	3,304	12	22
Provision of external training	-	-	-
Fundraising	45,546	814	21
Support costs allocated to activities			
Staff costs	168,187	306,307	268,561
Staff related expenses	4,087	19,801	28,830
HQ Premises	3,754	12,902	31,344
Office expenses	5,601	13,768	24,250
Advertising	47,024	1,892	3,548
Vehicle costs	3,652	30,262	119,192
IT costs	11,480	32,149	35,747
Insurance	2,725	8,176	25,828
Finance costs	3,109	1,021	13,789
Depreciation of tangible fixed assets	4,911	128,305	78,446
Legal and professional fees	6,854	18,100	43,967
Governance costs	980	2,941	5,514
Loss on disposal and reclassification of fixed assets	-	28,405	5,902
	342,656	712,962	2,151,907

	Community engagement	2025	2024
	£	£	£
Costs directly allocated to activities			
Staffing	370,746	1,769,829	1,742,934
Medical equipment & consumables	5,006	178,833	185,164
Clinical training	-	13,645	6,135
Responder training	-	9,499	19,731
Vehicle costs	-	10,438	68,405
Purchase of goods for resale	24,686	28,025	43,650
Provision of external training	53,377	53,377	51,032
Fundraising	-	46,382	21,661
Support costs allocated to activities			
Staff costs	241,562	984,617	1,015,890
Staff related expenses	31,878	84,596	122,120
HQ premises	11,992	59,992	63,168
Office expenses	13,436	57,056	74,881
Advertising	22,143	74,608	35,066
Vehicle costs	30,684	183,790	112,360
IT costs	31,600	110,976	107,389
Insurance	7,836	44,565	41,497
Finance costs	(686)	17,233	17,691
Depreciation and amortisation	64,925	276,588	258,082
Legal and professional fees	23,156	92,078	72,933
Governance costs	7,118	16,553	31,813
Loss on disposal and reclassification of fixed assets	-	34,307	-
	939,461	4,146,986	4,091,601

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

10. Auditors' remuneration

	2025 £	<i>2024</i> £
Fees payable to the charitable company's auditor for the audit of the charitable company's annual accounts	19,500	<i>21,000</i>

11. Staff costs

	Group 2025 £	<i>Group</i> <i>2024</i> £	Charitable company 2025 £	<i>Charitable</i> <i>company</i> <i>2024</i> £
Wages and salaries	2,466,213	<i>2,468,214</i>	1,971,744	<i>1,902,997</i>
Social security costs	199,380	<i>202,192</i>	189,307	<i>189,064</i>
Contribution to defined contribution pension schemes	83,012	<i>79,157</i>	78,623	<i>74,033</i>
	2,748,605	<i>2,749,563</i>	2,239,674	<i>2,166,094</i>

Staff costs stated above for the charitable company are net of staff costs recharged to the trading subsidiary of £497,780 (2024 - £583,469).

The average number of persons employed by the charitable company during the year was as follows:

	Group 2025 No.	<i>Group</i> <i>2024</i> No.	Charitable company 2025 No.	<i>Charitable</i> <i>company</i> <i>2024</i> No.
Average monthly headcount	88	<i>102</i>	88	<i>102</i>

LINCOLNSHIRE INTEGRATED VOLUNTARY EMERGENCY SERVICE
(A Company Limited by Guarantee)

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

11. Staff costs (continued)

The average headcount expressed as full-time equivalents was:

	Group 2025 No.	Group 2024 No.	Charitable company 2025 No.	Charitable company 2024 No.
Administration	12	10	12	10
Fundraising	4	5	4	5
Emergency Response	6	5	6	5
Community Emergency Medicine	31	27	31	27
Community Engagement	11	11	11	11
	64	58	64	58

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025 No.	Group 2024 No.
In the band £60,001 - £70,000	2	2
In the band £70,001 - £80,000	-	3
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	-	1

The key management personnel, as listed in the Trustees' Annual Report, received employee benefits totalling £463,116 (2024 - £666,449).

12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

The charitable company has purchased professional indemnity insurance on behalf of the Trustees for claims made by third parties arising from:

- Fidelity loss
- Loss of or damage to documents
- Pollution

The cost of this insurance is £165 (2024 - £111).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

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NOTES TO THE FINANCIAL STATEMENTS
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13. Intangible assets

Group	Computer software £
Cost	
At 1 April 2024	114,513
At 31 March 2025	114,513
Amortisation	
At 1 April 2024	52,123
Charge for the year	19,728
At 31 March 2025	71,851
Net book value	
At 31 March 2025	42,662
At 31 March 2024	62,390

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13. Intangible assets (continued)

Charitable company

	Computer software £
Cost	
At 1 April 2024	101,513
At 31 March 2025	101,513
Amortisation	
At 1 April 2024	50,769
Charge for the year	17,128
At 31 March 2025	67,897
Net book value	
At 31 March 2025	33,616
At 31 March 2024	50,744

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14. Tangible fixed assets

Group

	Short-term leasehold property £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation				
At 1 April 2024	33,026	357,907	1,673,578	2,064,511
Additions	-	6,781	2,510	9,291
Disposals	-	(148,172)	(200,963)	(349,135)
At 31 March 2025	33,026	216,516	1,475,125	1,724,667
Depreciation				
At 1 April 2024	33,026	285,923	626,841	945,790
Charge for the year	-	47,049	209,811	256,860
On disposals	-	(136,459)	(123,716)	(260,175)
At 31 March 2025	33,026	196,513	712,936	942,475
Net book value				
At 31 March 2025	-	20,003	762,189	782,192
At 31 March 2024	-	71,984	1,046,737	1,118,721

Charitable company

	Short-term leasehold property £	Motor vehicles £	Fixtures and fittings £	Total £
Cost or valuation				
At 1 April 2024	33,026	350,835	1,399,266	1,783,127
Additions	-	4,093	2,511	6,604
Disposals	-	(148,172)	(200,963)	(349,135)
At 31 March 2025	33,026	206,756	1,200,814	1,440,596

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14. Tangible fixed assets (continued)

Charitable company (continued)

	Short-term leasehold property £	Motor vehicles £	Fixtures and fittings £	Total £
Depreciation				
At 1 April 2024	33,026	283,143	566,515	882,684
Charge for the year	-	45,087	155,991	201,078
On disposals	-	(136,459)	(123,716)	(260,175)
At 31 March 2025	<u>33,026</u>	<u>191,771</u>	<u>598,790</u>	<u>823,587</u>
Net book value				
At 31 March 2025	<u>-</u>	<u>14,985</u>	<u>602,024</u>	<u>617,009</u>
At 31 March 2024	<u>-</u>	<u>67,692</u>	<u>832,751</u>	<u>900,443</u>

The net book value of tangible fixed assets includes £55,825 (2024 - £109,912) in respect of assets held under hire purchase contracts.

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15. Fixed asset investments

charitable company	Investments in subsidiary companies £	Listed investments £	Total £
Cost or valuation			
At 1 April 2024	1	16,615	16,616
Disposals	-	(17,025)	(17,025)
Revaluations	-	410	410
At 31 March 2025	<u>1</u>	<u>-</u>	<u>1</u>

Principal subsidiaries

The following was a subsidiary undertaking of the charitable company:

Name	Company number	Registered office or principal place of business	Principal activity
LIVES Education Limited	13887550	Lives Headquarters, Units 5-8 Birch Court, Boston Road Industrial Estate, Horncastle, Lincolnshire, LN9 6SB	Training services

Class of shares	Holding	Included in consolidation
Ordinary	100%	Yes

The financial results of the subsidiary for the year were:

Name	Income £	Expenditure £	Profit/(Loss) / Surplus/ (Deficit) for the year £	Net assets £
LIVES Education Limited	505,262	719,544	(214,084)	(355,842)

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16. Stocks

	Group 2025 £	Group 2024 £	Charitable company 2025 £	Charitable company 2024 £
Finished goods and goods for resale	50,202	82,717	38,932	66,555

17. Debtors

	Group 2025 £	Group 2024 £	Charitable company 2025 £	Charitable company 2024 £
Amounts owed by group undertakings	-	-	602,522	395,399
	-	-	602,522	395,399
Due within one year				
Trade debtors	91,888	87,833	9,430	21,230
Other debtors	-	1,669	-	1,669
Prepayments and accrued income	440,677	524,389	428,746	511,749
	532,565	613,891	1,040,698	930,047

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18. Creditors: Amounts falling due within one year

	Group 2025 £	<i>Group 2024 £</i>	Charitable company 2025 £	<i>Charitable company 2024 £</i>
Trade creditors	50,611	71,635	37,606	68,395
Other taxation and social security	94,921	83,081	94,010	80,605
Obligations under finance lease and hire purchase contracts	24,873	55,400	24,873	55,400
Other creditors	15,464	14,308	15,234	13,976
Accruals and deferred income	113,053	149,043	32,983	60,417
	<u>298,922</u>	<u>373,467</u>	<u>204,706</u>	<u>278,793</u>
	Group 2025 £	<i>Group 2024 £</i>	Charitable company 2025 £	<i>Charitable company 2024 £</i>
Deferred income at 1 April 2024	84,710	69,390	13,394	16,525
Resources deferred during the year	73,550	84,710	2,063	13,394
Amounts released from previous periods	(84,710)	(69,390)	(13,394)	(16,525)
	<u>73,550</u>	<u>84,710</u>	<u>2,063</u>	<u>13,394</u>

Year end deferred income is for income received in the year relating to services and contracts that are being carried out in the 2024-25 financial year.

19. Creditors: Amounts falling due after more than one year

	Group 2025 £	<i>Group 2024 £</i>	Charitable company 2025 £	<i>Charitable company 2024 £</i>
Net obligations under finance lease and hire purchase contracts	62,717	85,228	62,717	85,228

Liabilities under hire purchase contracts are secured on the assets to which they relate.

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**NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds

Statement of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
Unrestricted funds					
General Funds - all funds	<u>1,138,670</u>	<u>3,566,403</u>	<u>(3,562,377)</u>	<u>410</u>	<u>1,143,106</u>
Restricted funds					
Birchwood Project	-	17,201	(17,201)	-	-
First Responders	-	410,290	(410,290)	-	-
L Pick	-	7,533	(7,533)	-	-
Education Technology Fund	170,008	-	(43,304)	-	126,704
ePCR Fund	5,000	-	-	-	5,000
CEMS Vehicle Fund	1,600	-	(1,600)	-	-
Defibrillator Pads Replacement Fund	8,639	-	(5,760)	-	2,879
Medic 50 Vehicle Fund	9,282	-	(9,282)	-	-
Defibrillator Replacement Programme Fund	104,446	34,665	(78,756)	-	60,355
Interactive Education Fund	3,278	-	(571)	-	2,707
Code Crimson	5,413	-	(3,292)	-	2,121
Medic 50 Equipment Fund	53,917	-	(7,020)	-	46,897
TRIM Training	5,000	-	-	-	5,000
	<u>366,583</u>	<u>469,689</u>	<u>(584,609)</u>	<u>-</u>	<u>251,663</u>
Total of funds	<u><u>1,505,253</u></u>	<u><u>4,036,092</u></u>	<u><u>(4,146,986)</u></u>	<u><u>410</u></u>	<u><u>1,394,769</u></u>

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NOTES TO THE FINANCIAL STATEMENTS
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20. Statement of funds (continued)

Description, nature and purpose of restricted funds

Birchwood Community Lifesaving Champions Project

The Birchwood Big Local Scheme provided funding for the purpose of enhancing community resilience and safety and empower people to act confidently in an emergency.

First Responder Grant

An annual grant is received from NHS Lincolnshire Integrated Care Board and NHS Humber & North Yorkshire Integrated Care Board as a contribution towards funding the provision of First Responders across the county.

L Pick Grant

Len Pick provided a grant to train volunteers in advanced life-saving techniques like CPR, defibrillator use, and managing severe bleeding. Volunteers will provide training in schools and community centres.

Education Technology Fund

Ufi VocTech Trust provided a grant to develop a virtual learning platform to enable Responders to maintain their competency during Covid restrictions.

ePCR Fund

Established to collect donations and grants towards the cost of developing and implementing an electronic patient care report system to replace our existing paper based system, which will make patient record keeping and clinical advice more user-friendly, efficient and data rich.

CFR Recruitment Fund

Established to collect donations and grants to support the recruitment of new Community First Responders. This contributes to the cost of recruitment events, including wages and venue hire, and the training/equipping of new CFRs.

CEMS Vehicle Fund

BASICs provided a grant towards the blue light installation of 3 vehicles for the Community Emergency Medicine Service. This cost is incorporated in the overall cost for the vehicles which are depreciated over 5 years.

Defibrillator Pads Replacement Fund

Established to collect donations and grants towards the cost of replacing defibrillators pads for all First Responders within LIVES when used in the course of responding to cardiac arrest.

Medic 50 Fund

BASICs provided a grant of £35,000 to fund a new vehicle for the Medic 50 service which provides critical care cover to the East Coast of Lincolnshire.

Defibrillator Replacement Programme Fund

Established to collect donations and grants towards the cost of replacing defibrillators for all First Responders within LIVES.

Interactive Education Fund

Established to purchase interactive display equipment to engage audiences of all ages, show our audiences how important it is to learn CPR skills and inspire those who are more interested to become a LIVES community first responder.

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20. Statement of funds (continued)

Code Crimson

Established to collect donations and grants to support the integration of blood into our critical care response and fund the provision of equipment to safely transport blood from each Trauma unit in the county.

Medic 50 Equipment Fund

Established to collect donations and grants to fund the purchase of advanced life-saving and diagnostic equipment specifically for our Medic 50 critical care car which covers the East Coast of Lincolnshire.

TRIM Training

Established to collect donations and grants towards the cost of Trauma Risk Management training for practitioners and managers within LIVES to enable them to best support First Responders who may need emotional support following an incident they have attended.

Statement of funds - prior year

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Gains/ (Losses) £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds					
General Funds - all funds	<u>1,286,449</u>	<u>3,401,184</u>	<u>(3,563,796)</u>	<u>14,833</u>	<u>1,138,670</u>
Restricted funds					
First Responders	-	420,784	(420,784)	-	-
Education Technology Fund	202,307	-	(32,299)	-	170,008
ePCR Fund	-	5,000	-	-	5,000
CEMS Vehicle Fund	3,200	-	(1,600)	-	1,600
Defibrillator Pads Replacement Fund	11,619	1,500	(4,480)	-	8,639
Medic 50 Vehicle Fund	17,363	-	(8,081)	-	9,282
Defibrillator Replacement Programme Fund	126,279	20,642	(42,475)	-	104,446
Interactive Education Fund	3,849	-	(571)	-	3,278
Code Crimson	15,306	-	(9,893)	-	5,413
Medic 50 Equipment Fund	41,653	19,886	(7,622)	-	53,917
TRIM Training	5,000	-	-	-	5,000
	<u>426,576</u>	<u>467,812</u>	<u>(527,805)</u>	<u>-</u>	<u>366,583</u>
Total of funds	<u>1,713,025</u>	<u>3,868,996</u>	<u>(4,091,601)</u>	<u>14,833</u>	<u>1,505,253</u>

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NOTES TO THE FINANCIAL STATEMENTS
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21. Summary of funds

Summary of funds - current year

	Balance at 1 April 2024 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2025 £
General funds	1,138,670	3,566,403	(3,562,377)	410	1,143,106
Restricted funds	366,583	469,689	(584,609)	-	251,663
	<u>1,505,253</u>	<u>4,036,092</u>	<u>(4,146,986)</u>	<u>410</u>	<u>1,394,769</u>

Summary of funds - prior year

	Balance at 1 April 2023 £	Income £	Expenditure £	Gains/ (Losses) £	Balance at 31 March 2024 £
General funds	1,286,449	3,401,184	(3,563,796)	14,833	1,138,670
Restricted funds	426,576	467,812	(527,805)	-	366,583
	<u>1,713,025</u>	<u>3,868,996</u>	<u>(4,091,601)</u>	<u>14,833</u>	<u>1,505,253</u>

22. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £
Tangible fixed assets	540,529	241,663	782,192
Intangible fixed assets	42,662	-	42,662
Current assets	921,554	10,000	931,554
Creditors due within one year	(298,922)	-	(298,922)
Creditors due in more than one year	(62,717)	-	(62,717)
Total	<u>1,143,106</u>	<u>251,663</u>	<u>1,394,769</u>

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22. Analysis of net assets between funds (continued)

Analysis of net assets between funds - prior year

	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	776,190	342,531	1,118,721
Intangible fixed assets	62,390	-	62,390
Fixed asset investments	16,615	-	16,615
Current assets	742,170	24,052	766,222
Creditors due within one year	(373,467)	-	(373,467)
Creditors due in more than one year	(85,228)	-	(85,228)
Total	1,138,670	366,583	1,505,253

23. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2025 £	<i>Group 2024 £</i>
Net expenditure for the year (as per Statement of Financial Activities)	(110,484)	(207,772)
Adjustments for:		
Depreciation charges	256,860	240,747
Amortisation charges	19,728	17,336
Loss/(gain) on investments	(410)	(14,833)
Loss/(profit) on the sale and reclassification of fixed assets	34,307	-
Decrease in stocks	32,515	5,696
Decrease in debtors	81,326	168,951
Increase/(decrease) in creditors	(44,018)	3,826
Net cash provided by operating activities	269,824	213,951

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24. Analysis of cash and cash equivalents

	Group 2025 £	Group 2024 £
Cash in hand	348,787	69,614
Total cash and cash equivalents	348,787	69,614

25. Analysis of changes in net debt

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	69,614	279,173	348,787
Hire purchase	(140,628)	53,038	(87,590)
	(71,014)	332,211	261,197

26. Pension commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund and amounted to £99,219 (2024 - £93,208). £12,516 (2024 - £10,413) was payable to the fund at the balance sheet date and is included in creditors.

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NOTES TO THE FINANCIAL STATEMENTS
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27. Operating lease commitments

At 31 March 2025 the Group and the charitable company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025 £	<i>Group 2024 £</i>	Charitable company 2025 £	<i>Charitable company 2024 £</i>
Not later than 1 year	105,844	79,134	94,205	67,495
Later than 1 year and not later than 5 years	204,069	175,164	190,643	150,099
Later than 5 years	55,583	70,000	55,583	70,000
	365,496	324,298	340,431	287,594

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	Group 2025 £	<i>Group 2024 £</i>	Charitable company 2025 £	<i>Charitable company 2024 £</i>
Operating lease rentals	95,815	84,488	84,176	75,928

28. Members' liability

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £10 for the debts and liabilities contracted before he/she ceases to be a member.

29. Related party transactions

The charitable company purchased management training/consultancy services amounting to £585 (2024 - £5,115) from business under the control of Hilary Gibb who is a director and trustee of the charitable group. The balance owing at the year end was Nil (2024 - Nil).

30. Controlling party

There is no ultimate controlling party.