

2024-2025

E.A.S.E. (Empowering Action and Social Esteem) Limited Annual Report



EASE (Empowering Action & Social Esteem) Ltd
Hanwell Community Centre
Westcott Crescent, Hanwell, W7 1PD
www.empowering-action.org.uk

Charity No: 1098965 | Company No: 04291837

Supporting the Journey to Improved Wellbeing



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Supporting the Journey to Improved Wellbeing



Our Messages

Message from the Chair & CEO

We are pleased to present the Annual Accounts and Trustees' Report for the financial year ending 31 March 2025.

This year has tested the resilience of the voluntary sector and E.A.S.E. has not been immune to these challenges. A reduction in multi-year grants, tighter funding streams, and increasing demand from families affected by the cost of living crisis have all placed pressure on our charity and yet amidst these difficulties our commitment to community remains unwavering.

Over the last year we supported 1,183 children, families, young people, and adults many facing complex challenges such as poverty, isolation, trauma, and inequality. Whether through our children's centre outreach, youth clubs, financial advice, domestic abuse support or older people's social activities, E.A.S.E. has remained a trusted and responsive presence in the lives of those who need us most.

We are incredibly proud of our staff team and volunteers who have remained committed, professional, and person-centred through times of transition. Their dedication has ensured that even with fewer resources, the quality of our work has remained high which has been reflected in strong feedback from beneficiaries and partners.

Looking ahead we know that sustainability will require strategic focus, partnership working and increased core funding. We are actively engaging funders, commissioners and local alliances to secure the future of our most critical services beyond March 2025. At the same time we are investing in our internal systems, evaluation tools and team culture to build long-term resilience.

We would like to thank all our funders, supporters, trustees, staff and most importantly our community for their trust and belief in E.A.S.E. We remain committed to our mission, hopeful, prepared and energised for the year ahead.

Supporting the Journey to Improved Wellbeing

Vision Mission Values

Our vision, mission and values

Our vision

A resilient united community

Our mission

To improve individual, family and community wellbeing

Our charitable objectives

To relieve poverty and advance education, in particular but not exclusively, by the provision of training courses and youth activities to persons who are in conditions of need, hardship, or distress by reason of their social or economic circumstances

HBL vision

The HBL neighbourhood will be a vibrant and safe place to be:

A place where people feel they belong, can thrive and are inspired to create opportunities to work and play together

Our Values

- To put people first
- Act with integrity
- Strive for excellence
- Take pride in what we do
- Respect others

Supporting the Journey to Improved Wellbeing

About Us and What we Do

About Us

EASE formed in 2001 and as a local charity in 2003, Our community services and activities have provided high quality support to families and individuals living in Hanwell and further afield. EASE has held Copley Close Children's Centre contract since April 2011 and is Locally Trusted Organisation for Hanwell Big Local. This year was the last year for the Hanwell Big Local (HBL) which comes to a close early in 2025. Hanwell Big Local was one of 150 areas across England that were enabled to create lasting change in their neighbourhoods over a 10 year period, through a grant of just over £1 million.

What we do

We provide the following services:

- Free and confidential information and advice
- Free and confidential 1:1 coaching sessions with a qualified professional
- Free 1:1 employment and careers support
- A wide range of physical and creative weekly activities and workshops
- Weekly youth clubs for young people aged 11+ at 3 various locations
- After school club and Holiday schemes
- Various activities and workshops for children under 5 and their parents/carers

	EASE & Hanwell Big Local	Details	Outcome
1183	Adults & children benefitted from one or more services that EASE offered this year	Our beneficiaries included: 681 Adults 247 Under 5 Children 255 Over 5 Children	<ul style="list-style-type: none">• Increased our reach by more than 25%• Provided a safe community environment
474	New registrations	Our new registration included, new children, young people and adults	<ul style="list-style-type: none">• Increased our community service users by more than 8%
163	Beneficiaries who used two or more of our services each week	Our services cover all ages ranges from under 5 children, school age children (6-10) and young people (11+)	<ul style="list-style-type: none">• Flexible service offerings across age groups for our community• Variety of service offerings for families

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Our Impact and Achievements (1/6)

	of service users	Details	Outcome
80%	noticed an increase in their wellbeing since attending EASE's services		<ul style="list-style-type: none"> This has been maintained at 80% or over
75%	made friends with other people in the community	A larger number of weekend community events	<ul style="list-style-type: none"> Increase of 3%
96%	felt welcome and included		<ul style="list-style-type: none"> This has been maintained at over 95%
91%	received a professional service		<ul style="list-style-type: none"> This is a new impact measurement this year
87%	felt the service was person-centred?		<ul style="list-style-type: none"> This is a new impact measurement this year
89%	reported taking part has made a positive difference to me/my family		<ul style="list-style-type: none"> This has been maintained at over 85%
77%	felt less isolated		<ul style="list-style-type: none"> This has been maintained at over 75%
93%	felt safe with us	A safe community location is welcomed	<ul style="list-style-type: none"> Increase of 5%
94%	were extremely satisfied with the support received from EASE	Not only do we offer a safe community location, there is a friendly, professional team who greet and support our clients for all our services	<ul style="list-style-type: none"> Increase of 17%
82%	were highly likely to recommend EASE to others		<ul style="list-style-type: none"> Increase of 6%

Supporting the Journey to Improved Wellbeing

Our Impact and Achievements (2/6)

	Registrations	Details	Outcome
64%	of new registrations heard of EASE through word of mouth	We are still a well known local community resource	<ul style="list-style-type: none"> This has been maintained at over 60%
21%	of new registrations heard of EASE through social media or promotional material	More of our community members are engaging via Social Media resulting in the increase	<ul style="list-style-type: none"> Increase of 3%
15%	of new registrations were referred by another service	Our community referrers are engaging with us in higher numbers	<ul style="list-style-type: none"> Increase of 5%
	Information and advice	Details	Outcome
139	clients received support with finance, debts or housing	Appointments have become more complex in this current cost of living crisis	<ul style="list-style-type: none"> Consistent increase in length of appointment times
£102,098	clients have increased income per year		<ul style="list-style-type: none"> This income claimed increase is due to the current cost of living crisis
87%	Clients were more in control of their finances/ housing/ debt	Empowering our community members with knowledge has been key this year	<ul style="list-style-type: none"> Increase of 22%
92%	Clients have learnt to understand their finances/ housing/ debt situation better	Empowering our community members with debt advice has been key this year	<ul style="list-style-type: none"> Increase of 18%

Supporting the Journey to Improved Wellbeing

Our Impact and Achievements (3/6)

	Refresh clients	Details	Outcome
33	Adults received counselling through our Refresh Project	We are still receiving a high number referrals	<ul style="list-style-type: none"> This has been maintained since the project inception
100%	were extremely happy with the service they received	Our clients are extremely happy as there are higher numbers requesting this service	<ul style="list-style-type: none"> Increase of 17%
94%	felt more confident in themselves	We are improving this for many of our community members	<ul style="list-style-type: none"> Increase of 19%
	ReWork clients	Details	Outcome
137	Adults received intensive work and career coaching through their 1 to 1's	This service ran for a full year this year	<ul style="list-style-type: none"> This service was introduced half way through last year. Appointment numbers increased for this full year
33	received intensive work and career coaching through attending our dedicated Work Club	Work Club ran from July 2024 through to December 2024	<ul style="list-style-type: none"> This was a new service offered and was based on the Skills Builder framework
22	received intensive work and career coaching through attending our dedicated Work Shops	Our 4 week workshops ran twice in the year during November 2024 – December 2024 and January and February 2025	<ul style="list-style-type: none"> This was a new service offered and was based on the Skills Builder framework
97%	were extremely happy with the service they received		<ul style="list-style-type: none"> This is a new impact measurement for this year

Supporting the Journey to Improved Wellbeing

Our Impact and Achievements (4/6)

	Physical, Creative and Wellbeing Services	Details	Outcome
329	adults attended one or more physical, creative or wellbeing course	Our wider range of service offerings this year has contributed to a higher number of adults beneficiaries	<ul style="list-style-type: none"> Our adult beneficiaries grew by 120%
84%	of adults had gained more emotional management skills	Our wider range of wellbeing service offerings covering Bereavement, Trauma and Loss as well as Sleep Recovery, Mindfulness, Yoga and Breathwork	<ul style="list-style-type: none"> Increase of 8%
83%	more interested in trying new things	Our wider range of topics providing new knowledge	<ul style="list-style-type: none"> Increase of 4%
80%	of clients had learnt a new skill	Some clients felt they would reflect further on their newly gained knowledge later on	<ul style="list-style-type: none"> This has been maintained at over 80%
	ESOL Clients	Details	Outcome
43	women attended ESOL classes	We have a partnership with ELATT	<ul style="list-style-type: none"> This number has been maintained annually
100%	Pass Rate	Our partnership with ELATT and our joint support for our community members needing to learn English as a second language has continued very well	<ul style="list-style-type: none"> Increase of 33%

Supporting the Journey to Improved Wellbeing

Our Impact and Achievements (5/6)

	Young People	Details	Outcome
99	attended one or more of our 3 youth clubs	Weekly youth clubs for young people aged 11+ at 3 locations	<ul style="list-style-type: none"> This has increased by 38% this year
69%	reported learning skills to boost confidence and optimism for the future	Our workshops provided at our youth clubs covered a variety of topics e.g. Money Management, Self Harm, Diabetes Awareness	<ul style="list-style-type: none"> Decrease of 4% – due to an increase in young peoples poor mental health
85%	reported learning skills to reduce risky behaviour		<ul style="list-style-type: none"> Increase of 17%
77%	reported learning new skills that positively affected their relationships		<ul style="list-style-type: none"> Increase of 1%

	Young School Aged	Details	Outcome
36	children attended our After School Club	Weekly after school club for young people aged 6 – 10 years	<ul style="list-style-type: none"> This number has been maintained annually

	Holiday Scheme	Details	Outcome
98	children attended our Holiday Scheme	Our holiday scheme offered a variety of activities to different age groups catering for e.g. 5 – 7 year olds and 8 – 12 year olds	<ul style="list-style-type: none"> We were able to offer this during the main 2024 – 2025 school holidays and half-terms, including Summer, October, February and Easter

Supporting the Journey to Improved Wellbeing

Our Impact and Achievements (6/6)

	Services for under 5	Details	Outcome
220	Parents/Carers attended one of our under 5's sessions with their children each week	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	<ul style="list-style-type: none"> Our new Stay and Play location was greatly appreciated and supported by parents / carers
247	Children attended one of our under 5's sessions with their parents/carers	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	<ul style="list-style-type: none"> Our new toys and games provided at our newest location as well as across our existing locations has been wonderful for our children to play with. Our soft play at Bumps to Babies especially lovely for our new born babies in our community
1210	weekly attendances overall	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	<ul style="list-style-type: none"> Our parents / carers have appreciated the variety of drop-in sessions enabling them to come to any session during the week in a very safe community environment and space highly curated by our Early Years Practitioners
85%	Parents/carers gained improved knowledge of their child's health and wellbeing through key messages delivered	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays and Baby Massage	<ul style="list-style-type: none"> Parents / carers discussed or were shown information during sessions as well as given information including breastfeeding support to take home
92%	of parents/ carers reported an increase in their child's vocabulary since attending sessions	Includes, Bumps to Babies, Sensory and Creative Play, Stay and Plays	

Supporting the Journey to Improved Wellbeing

A year of feedback (1/2)

Children Under 5 services

- "...I'm very pleased with this group, specially with the lady that leads the group. She makes me feel welcome and tries to interact with the children and the parents. Honestly, before I just used to attend the group because of my children, but now I feel comfortable coming in. Thank you for putting things in place for the kids to have an amazing time here. This group is very important for kids and parents please keep it up..." – **Stay and Play sessions**
- "...Love coming to the events organised by EASE. Great toys! The practitioner is incredible and does amazing work with the children. Grateful we have so many sessions available to us..." – **Sensory and Creative Play sessions**
- "...My son improved his talk by joining this stay and play he is more happy now. He likes to play football and in the winter he cant play outside, so he can play here its quite big, good and warm place – Thank you so much..." – **Stay and Play sessions**
- "...Given my baby an opportunity to socialise, explore and build her confidence. My baby loves coming to this group she really enjoys the singing at the end..." – **Bumps to Babies sessions**
- "...Helped me to meet new mums..." – **Bumps to Babies sessions**

Wellbeing services, Refresh project

- "...I have been able to process bereavement. I have learnt to be assertive and have increased my self-esteem. I have removed the blockage I was feeling and I am hopeful..." – **1-1 psychological coach sessions**
- "...The 1:1 psychological coach has been amazing – the sessions came at a great time. Thanks, I don't know what I would have done without you and all the workshops..." – **1-1 psychological coach sessions**
- "...The counselling sessions have given me the right kind of time and space to consider and reflect on things with gentle and positive support from Anisha and I've been able to get to the point of engaging with the whole, tricky issue for me, of getting back to regular work..." – **1-1 psychological coach sessions**
- "...Very informative and enlightening Menopause sessions. I'm extremely happy I attended this course and will definitely adopt suggestions and incorporate recipes. Thank you EASE..." – **Menopause Workshop**
- "...Various Technique within the mindfulness I can practice and in my lifestyle, emotional, panic attack, anxiety..." – **Mindfulness and Meditation classes**

Summer Highlight



Our summer holiday club for different age groups ranging from (5 up to 10 years) was exciting for our community children, with arts and crafts, fun activities in the park; ending each week with cookery as well as a bouncy castle

Autumn Highlight



We extended our range of wellbeing services. Introducing a wider range of therapies, based on feedback. These were received positively by our community. This included Art Therapy and an all day Mental Health Awareness event which included free massages and yoga sessions

Decembers Highlight



Under 5's Christmas event was amazing with many families from our community attending with lots of fun and smiles throughout

Spring Highlight



Our ReWork project workshops covered a wide range of topics and was based on our collaboration with the Skills Builder framework with our local council covering childcare support for working parents / carers

Supporting the Journey to Improved Wellbeing

A year of feedback (2/2)

Information and Support Service

- "...I particularly like your family support workers approach and professionalism, she is so caring and efficient; it has made the world of difference to my mental health, regarding my finances and coping with the paperwork..."
- "...The service helped me lot . Yes the support worker been really helpful and supporting with me and my children trying her best to help to from the her service..."
- "...Very happy with the service, it is good.. Have a service like this in the community and valued and respected by the support worker..."
- "...I struggle to understand English as a second language I find it hard to express what help I need having the support of this service has really help me have somewhere to go with my letters for benefits etc. I feel happy after the help I receive..."
- "...I am very happy for service E.A.S.E. I like everything the family support worker does for me. It is great really I appreciate..."
- "...Information given was excellent ; service was great..."
- "...They are very good, they welcome you. ALL staff very nice..."

Physical and Creative Services

- "...I was very depressed and lonely, since I started sewing class I am happy and looking forward for next lesson. I formed friendships and more aware what if going on in my community. This class is very good for people with mental health issues..." – **HBL Sewing Classes**
- "...In joining the boxing class I got to meet new people and to learn new skills . I like the challenge of doing something new and appreciate the chance of getting a taster in this sport. I believe the sessions of learning and training with supportive classmates has been beneficial for everyone's physical and mental wellbeing. Great instructor, quick to put all newcomers at ease. He has shown care, patience and humour whilst teaching and guiding us through our paces..." – **HBL Boxing Classes**
- "...I love this class. The teacher is full of life and she really made us work hard and improved a lot. Loved the teacher..." – **HBL Pilates Classes**
- "...I think it is really good and helpful to make this kind of activity in the community centre especially for those who are new to the area and I really like the yoga sessions..." – **HBL Yoga Classes**

Summer Highlight

Come and try sessions were run for our young people at all our Youth Club locations during July 2024. Plus our Youth Club workshop topics for June and July were: Drugs and alcohol awareness, knife crime awareness, self defence, racial discrimination awareness and a talk from the Metropolitan police

Autumn Highlight

Our Youth Clubs introduced a new location for Monday nights which included a weekly music production and recording session. Everyone was excited to join in and the new location has been popular with a steady increase in attendances at this new site

Decembers Highlight

17% of our clients who access our information and support service have children under 5. Our family support worker has helped them with their housing benefit, DLA and PIP claims. We have been able to provide them with foodbank vouchers, clothing vouchers and white goods working alongside other charities in our local area

Spring Highlight

We began the preparations for our end of project celebration for Hanwell Big Local (HBL). Our aim being an event to bring together our team, our service providers and most importantly our community members. We wanted a party atmosphere with lots of entertainment for adults and children to enjoy

Supporting the Journey to Improved Wellbeing

Thank you to all our funders



Supporting the Journey to Improved Wellbeing

Reference and Administrative Details

Directors and Board of Trustees

Sharon Ali (Chair of Trustees/Company Secretary)
Andrew Lee (Treasurer/Company Director)
Andrew Brattle (Trustee/Company Director)
Barjinderpal Lall (Trustee/Company Director)

Accountants

Fraser +Accountants
3 Barossa Place
PH1 5HG

Bank

Lloyds Bank
44-45 The Broadway
London
W5 5JU

Registered office

Hanwell Community Centre
Westcott Crescent
Hanwell
London
W7 1PD

Registered charity number

1098965

Registered company number

04291837

Supporting the Journey to Improved Wellbeing



Report of the Trustees (incorporating the Directors' report)

Future Plans

We have recently completed a thorough process that has allowed us to prioritise more focused objectives for the upcoming year. This process was informed by local and national data, client evaluations and feedback, as well as our team's experience in project delivery. Using this data, we have developed our key priorities for the year ahead.

- Increase the overall impact of our Charity in the areas of quality of services and client satisfaction
- Continue to invest in our staff and volunteers so that they have the skills and support they need to excel in what they do
- Continue to raise our profile Boroughwide
- Develop new services based on community need
- Increase financial resilience and sustainability

Structure, Governance and Management

E.A.S.E. (Empowering Action & Social Esteem) Ltd is a charitable company limited by guarantee. The organisation is registered with the Charity Commission and Companies House. The registered office is Hanwell Community Centre, Hanwell, W7 1PD.

The Board of Trustees currently comprises of four elected Trustees, with a plan of recruiting more Trustees in the next year. The ultimate responsibility for the governance of E.A.S.E. (Empowering Action & Social Esteem) Ltd rests with the Trustees. The day-to-day management of the charity is delegated to its CEO, Michelle Bailey.

Trustees are recruited through public advertisement and from referrals of people who express an interest in the charity's aims and objectives. Generally, the charity seeks within its trustee membership:

Supporting the Journey to Improved Wellbeing

Report of the Trustees (incorporating the Directors' report)

- Local knowledge of the area in which the charity operates
- Strong belief and understanding about the services we offer and the Clients we support
- Professional financial expertise
- Commercial and management expertise
- To reflect the diversity in the local community
- Knowledge about the wider voluntary sector and how it works

Statement of Trustee's Responsibilities

The Trustees are responsible for preparing the Trustees Annual Report (including the Strategic Report) and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law the Trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law), including FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland. The charity is not deemed a large charity as defined by the Charity SORP (FRS 102).

Select suitable accounting policies and then apply them consistently

- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State where applicable UK Accounting Standards 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 charitable company will continue in operation

Supporting the Journey to Improved Wellbeing

Report of the Trustees (incorporating the Directors' report)

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

The Trustees confirm that they have complied with their duty in respect of the public benefit guidance published by the Charity Commission under the Charities Act 2011.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Internal Controls

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of financial control. They are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006.

The system of internal control is designed to provide assurance against material misstatement or loss.

They include:

- Strategic plan and budgets approved by the Trustees
- Regular monitoring of progress against the strategic plan
- Appropriate identification, management and reporting of risks
- Implementation of key policies and procedures
- Structured delegated and financial authorities

Report of the Trustees (incorporating the Directors' report)

Financial Review

In this financial year, E.A.S.E. (Empowering Action & Social Esteem) Ltd has raised an income of £474,625 which was made up of grants, contracts and service delivery income, details of which are shown in the Statement of Financial Activities. Expenditure for the same period was £381,408. The balance of funds at the end of the year was £447,490 of which £156,508 is restricted.

Our grants, contracts and service delivery received are as follows:

1. Local Trust	£241,537
2. London Borough of Ealing (Children's Centre)	£60,800
3. MOPAC (LBE)	£6,000
4. John Lyons Charity	£35,000
5. National Lottery Community Fund	£78,034
6. BeFriend (consortium grant)	£17,449
7. Service Delivery income	£35,805

E.A.S.E. (Empowering Action & Social Esteem) Ltd Trustees report for the year ended 31st March 2025. The main expenditure of the organisation was spent on project costs for providing services of the grants and contracts.

These services and activities are summarised in the report and identified in Note 4 to the accounts.

Reserves Policy

E.A.S.E. (Empowering Action & Social Esteem) Ltd maintains reserves to provide funds for future development, to meet future commitments, and to cover unforeseen events.

The calculation of the minimum level of general reserves is based on a risk assessment of the charity's financial position, ensuring sufficient funds are available to respond to opportunities and to meet any additional costs or liabilities that could arise, including in the unlikely event of winding down the charity's activities.

Report of the Trustees (incorporating the Directors' report)

Having reviewed the current risks facing the charity, the challenging funding landscape, and future plans, the Board of Trustees has agreed that £290,982 represents an appropriate level of free reserves.

Funds have been designated from unrestricted reserves to the sum of £92,000 to ensure E.A.S.E. can continue and enhance its vital work supporting the wellbeing of beneficiaries, including updating project equipment and resources where necessary. This designated amount will strengthen the delivery of community services and help E.A.S.E. remain responsive within a challenging funding environment. Following this designation, unrestricted reserves total £198,982.

The current level of reserves equates to approximately six months of expenditure, which the Trustees consider appropriate given the ongoing inflationary pressures, rising operational costs, and the continued impact of the cost-of-living crisis on staff and beneficiaries. The level of reserves will continue to be monitored at each Board meeting, rather than solely on an annual basis.

Going Concern

After reviewing the forecasts and projections, the Trustees (who are Directors for the purposes of company law) have a reasonable expectation that the charity has adequate resources to continue in operational existence for the next financial year. The Trustees have considered the going concern assumption and there are no material uncertainties about the charities ability to continue as a going concern.

Approval

This report was approved by the Board of Directors and Trustees on **6th November 2025**

and signed on its behalf by:



.....
Sharon Ali, Chair of Trustees, E.A.S.E (Empowering Action & Social Esteem) Ltd

Independent Examiner's Report to the Trustees

I report on the accounts of the Charity for the year ended 31 March 2025 which are set out on the next two pages.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act;
- To follow procedures laid down in the General Directions given by the Charity Commissioners (under Section 145(5)(b) of the Charities Act);
- To state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison on the accounts presented with those records. It also includes consideration of any unusual items or disclosure in the accounts, and seeking explanations from you as Trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Report to the Trustees

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that in any material respect the requirements
 - To keep accounting records which accordance with section 130 of the Charities Act; and
 - To prepare accounts in accord with the accounting records and comply with the accounting requirements of the Charities Act

Have not been met; or

2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Fiona Fraser

Fiona Fraser
Chartered Accountant

3 Barossa Place
Perth, PH1 5HG

E.A.S.E (Empowering Action & Social Esteem) Limited

Balance Sheet as at 31 March 2025

E.A.S.E.(Empowering Action and Social Esteem) Limited Balance Sheet as at 31 March 2025

	Notes	2025 £	2024 £
Current assets			
Debtors	2	-	640
Cash at bank and in hand		<u>470,537</u>	<u>339,920</u>
		470,537	340,560
Current liabilities	3	(23,047)	(10,312)
Net current assets		<u>447,490</u>	<u>330,248</u>
Net assets		<u>447,490</u>	<u>330,248</u>
Represented by funds			
Unrestricted funds	7	290,982	222,338
Restricted funds	7	<u>156,508</u>	<u>107,910</u>
		447,490	330,248

The directors are satisfied that the company is entitled to exemption from the requirement to obtain an audit under section 477 of the Companies Act 2006 and that the member has not required the company to obtain an audit in accordance with section 476 of the Act.

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

The accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2006 applicable to companies subject to the small companies regime.

Approved by the Board of Directors and Trustees on 6th November 2025
and signed on its behalf by:



Sharon Ali, Chair of Trustees

Supporting the Journey to Improved Wellbeing

E.A.S.E (Empowering Action & Social Esteem) Limited

Statement of Financial Activities for the Year Ended 31 March 2025

Statement of financial activities for the year ended 31 March 2025

	Notes	2025	2025	2025	2024	2024	2024
	7	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Charitable activities (grants and contracts)		17,449	421,371	438,820	18,750	319,384	338,134
Service delivery income		35,805	-	35,805	13,810	1,238	15,048
Interest		-	-	-	-	-	-
		<u>53,254</u>	<u>421,371</u>	<u>474,625</u>	<u>32,560</u>	<u>320,622</u>	<u>353,182</u>
Expenditure on:							
Charitable activities	4	37,042	344,366	381,408	45,116	210,904	256,020
				-			-
Total		<u>37,042</u>	<u>344,366</u>	<u>381,408</u>	<u>45,116</u>	<u>210,904</u>	<u>256,020</u>
Net							
Income/(Expenditure)		16,212	77,005	93,217	(12,556)	109,718	97,162
Core contribution costs		21,035	(21,035)	-	28,323	(28,323)	-
LTO costs		24,025		24,025	1,475		1,475
Project management costs		7,372	(7,372)	-	5,665	(5,665)	-
Balances brought forward 1 April 2024		222,338	107,910	330,248	156,804	77,933	234,737
Balances carried forward 31 March 2025		<u>290,982</u>	<u>156,508</u>	<u>447,490</u>	<u>179,711</u>	<u>153,663</u>	<u>333,374</u>

The statement of financial activities complies with the requirements for an income and expenditure account under the Companies Act 2006.

All the activities referred to above are continuing activities.

All movements in the charity's funds during the year are reflected through the statement of financial activities.

Supporting the Journey to Improved Wellbeing

Cash Flow Statement for the Year Ended 31 March 2025

E.A.S.E.(Empowering Action and Social Esteem) Limited
Cash Flow Statement
for the year ended 31 March 2025

	2025 £	2024 £
Cash generated from operations		
Operating profit	117,242	97,162
Reconciliation to cash generated from operations:		
Decrease in debtors	640	2,444
(Decrease)/increase in creditors	12,735	14,992
	<u>130,617</u>	<u>114,598</u>
Net increase in cash	130,617	114,598
Cash at bank and in hand less overdrafts at 1 April	<u>339,920</u>	<u>225,322</u>
Cash at bank and in hand less overdrafts at 31 March	<u>470,537</u>	<u>339,920</u>
 Consisting of:		
Cash at bank and in hand	<u>470,537</u>	<u>339,920</u>

Supporting the Journey to Improved Wellbeing

Notes to the Accounts for the year ended 31 March 2025

1. Accounting Policies

Basis of preparation: The financial statements of the charity, which is a public benefit entity under FRS 102, 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 financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) second edition'. Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Companies Act 2006. The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes(s) to the financial statements.

Income Recognition Policy: Income is included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the income and the amount can be qualified with reasonable accordance and receipt is probable. All income is unrestricted unless specifically restricted by the funder. Income is only deferred when the Charity must fulfil conditions before becoming entitled to it or where the funder has specified that the income is to be expended in a future accounting period.

Short-term debtors and creditors: Debtors are recognised when the Charity is legally entitled to the income after any performance conditions have been met, the amount measured reliably and it is probable that the income will be received. Creditors are recognised when the charity has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that the settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

Value Added Tax: E.A.S.E. (Empowering Action & Social Esteem) Ltd is not registered for VAT and accordingly, where applicable, all expenditure is inclusive of VAT.

Funds: Unrestricted funds are those funds which can be used at the Trustees' discretion. Restricted funds are those funds whose purpose have been restricted by the donor. Designated funds are those funds which have been earmarked by the Trustees for specific purpose.

Notes to the Accounts for the year ended 31 March 2025

Allocation of Overheads and Support Costs: Overhead and support costs, which include governance costs, are allocated between charitable activities. These costs have been apportioned to the various activities on the basis of staff time. The allocation of overhead and support costs is analysed in note 4. Support costs of the charity which have been funded by core grant which is not attributable direct to specific projects. Governance costs comprise all costs involving the public accountability of the charity.

Expenditure

Expenditure is recognised on an accrual basis as a liability is incurred. Costs of generating funds comprises the costs associated with attracting voluntary income and the. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Charitable Activities: Costs of charitable activities include direct costs and an apportionment of overhead and governance costs are shown in note 5.

2 Debtors	2025	2024
	£	£
Other debtors	-	640
Creditors: amounts falling due		
3 within one year	2025	2024
	£	£
Accrued income	15,000	-
Other creditors	8,047	10,312
	<u>23,047</u>	<u>10,312</u>

Funds for Garfield Weston for the financial year 2025/26 were received in March 2025 and have been accrued in the accounts.

Supporting the Journey to Improved Wellbeing

Notes to the Accounts for the year ended 31 March 2025

4 Analysis of expenditure on restricted charitable activities

	Direct project costs	Project delivery staff costs	Support costs	Core cost contribution	Total
Big Local	143,032	58,377	24,715		226,124
Children's Centre	15,819	24,287			40,106
John Lyons	2,715	24,144	-		26,859
National Lottery Community Fund	1,291	46,245	3,741		51,277
	162,857	153,053	28,456	-	344,366

Analysis of movements in restricted funds

	Balance 1 April 2024	Income	Expenditure	Transfers	Balance 31 March 2025
Hanwell Big Local	28,034	241,537	(226,124)	-	43,447
Children's Centre	19,048	60,800	(40,106)	(8,000)	31,742
Youth Fund	14,736	6,000	-		20,736
John Lyons	517	35,000	(26,859)	(8,593)	65
Comic Relief	199	-	-	(199)	-
National Lottery Community Fund	45,376	78,034	(51,277)	(11,615)	60,518
	107,910	421,371	(344,366)	(28,407)	156,508

Analysis of movements in restricted funds

	Balance 1 April 2023	Income	Expenditure	Transfers	Balance 31 March 2024
Hanwell Big Local	35,930	135,161	(135,685)	(7,372)	28,034
Children's Centre	15,841	60,800	(50,593)	(7,000)	19,048
Youth Fund	7,863	9,370	(2,497)		14,736
John Lyons	273	35,000	(26,173)	(8,583)	517
Comic Relief	4,199	4,500	(8,500)	-	199
National Lottery Community Fund	43,982	75,791	(63,121)	(11,276)	45,376
	108,088	320,622	(286,569)	(34,231)	107,910

Name of restricted fund

Description, nature and purpose of fund

Hanwell Big Local (Local Trust)

A 10-year community project that is managed by a partnership of local residents. Currently delivering the last year.

John Lyons

A 3-year grant to provide youth clubs on 3 local estates.

Youth Fund

To provide youth activities at the above-mentioned youth clubs

Children's Centre (London Borough of Ealing)

A contract from the Council to deliver Children's Centre activities

National Lottery Community Fund

A 3-year grant to provide free coaching to the community

Supporting the Journey to Improved Wellbeing

Notes to the Accounts for the year ended 31 March 2025

5 Analysis of governance and support costs

The Trustees initially identifies the costs of its support functions. It then identifies those costs which relate to the governance function.

Having identified its governance costs, the remaining support costs together with the governance costs are apportioned between the charitable activities. Refer to the table below for the analysis of support and governance costs.

	Staff costs	Support	Governance	Total
Premises costs		10,630		10,630
Training		360		360
Postage and stationery		5,628		5,628
Telephone/Internet		3,859		3,859
Computers		4,432		4,432
Promotion/Advertising		857		857
Bank charges		194		194
Dues and Subscriptions		663		663
Professional fees (including Strategic support)		5,328	2,556	7,884
Insurance		2,535		2,535
	-	33,738	2,556	37,042

Supporting the Journey to Improved Wellbeing

Notes to the Accounts for the year ended 31 March 2025

6 Analysis of staff costs, trustee remuneration and the cost of key management personnel

	2025	2024
Salaries and wages	136,865	169,798
Social security costs	9,143	6,447
Pension costs	1,025	676
	<u>147,033</u>	<u>176,921</u>

No employees had employee benefits in excess of £60,000 (2025:£nil).

The charity trustees were not paid or received any other benefits from employment within the company in the year (2025:£nil) neither were they reimburse expenses during the year (2025: £nil). No charity Trustee received payments for professional or other services supplied to the charity. (2021:£nil).

EASE currently employs:	2025	2024
Full time		
CEO	1	1
Projects Administrator	<u>1</u>	<u>1</u>
	<u>2</u>	<u>2</u>
Part time		
Youth Manager (part-time)	1	1
Youth Workers (part-time)	2	2
Refresh Project Coach (part-time)	<u>1</u>	<u>1</u>
	<u>4</u>	<u>4</u>

Supporting the Journey to Improved Wellbeing

Notes to the Accounts for the year ended 31 March 2025

7. Analysis of charitable funds

Analysis of movements in unrestricted funds

	Balance 1 April 2024	Income	Expenditure	Transfers (project cost contribution)	Balance 31 March 2025
General Fund	171,088	53,254	-27,782	21,305	217,865
Big Local LTO Costs				24,025	24,025
Designated Fund	51,250		-9,260	7,102	49,092
Total	222,338	53,254	-37,042	28,407	290,982

Analysis of movements in unrestricted funds - previous years

	Balance 1 April 2023	Income	Expenditure	Transfers	Balance 31 March 2024
General fund	151,858	44,186	(52,605)	34,231	177,670
Designated fund	44,668				44,668
Total	196,526	44,186	(52,605)	34,231	222,338

Name of unrestricted fund

General Fund
Designated fund

Description, nature and purpose of fund

The "free reserves" after allowing for all designated funds.
£92,000. Has been designated to ensure continued support to the
community to aid the current challenging funding landscape.

General fund income

Various service delivery	£35,805
BeFriend (consortium grant)	£17,449
	<u>£53,254</u>

8. **Related party transactions:** There have been no related party transactions during the financial period

9. **Going Concern:** The Trustees consider that the charity is in a fair position to continue its activities during the coming year, and that the charity's reserves are adequate to fulfill its obligations. The Trustees have considered the going concern assumption and there are no material uncertainties about the charity's ability to continue as a going concern.

Supporting the Journey to Improved Wellbeing