

Company no. 04862177
Charity no. 1100518

Transform Drug Policy Foundation
Report and Unaudited Financial
Statements
31 March 2025

Transform Drug Policy Foundation

Reference and administrative details

For the year ended 31 March 2025

Company number 04862177

Charity number 1100518

Registered office and operational address
The Station
Silver Street
Bristol
BS1 2AG

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Kenneth Aylmer	Appointed 29 September 2025
Victoria Beere	Appointed 2 September 2024
Courtney Brown	Appointed 2 September 2024
Karl Burnett	Appointed 2 September 2024
Nina Edmonds	Resigned 1 December 2025
Katrina Ffrench	Resigned 19 June 2024
Jonathan Gooch	Appointed 13 January 2025
Nadia Islam	Resigned 29 April 2024
Jay Jackson	
Rebecca Kelly	Appointed 2 September 2024
Jason Kew	Resigned 29 September 2025
Rowan Miller	Resigned 4 December 2024
Catherine Murphy	Appointed 2 September 2024, resigned 29 September 2025
Mark Robinson	Resigned 13 January 2025
Victoria Unwin	

Chief Executive Officer Jane Slater

Bankers	Triodos Bank Deanery Road Bristol BS1 5AS	The Co-operative Bank PO Box 250 Skelmersdale WN8 6WT
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Independent examiners Godfrey Wilson Limited
Chartered accountants and statutory auditors
5th Floor Mariner House
62 Prince Street
Bristol
BS1 4QD

Transform Drug Policy Foundation

Report of the trustees

For the year ended 31 March 2025

The trustees present their report and accounts for the year ended 31 March 2025. Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

Structure, governance and management

Governing document

Transform Drug Policy Foundation is a charitable company limited by guarantee (company number 04862177) and registered as a charity (charity number 1100518). The company was established under a Memorandum of Association and is governed by its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1. Its registered office is The Station, Silver Street, Bristol, BS1 2AG.

Risk management and assessment

The trustees are aware of their responsibilities to conduct a thorough risk assessment of the charity's activities.

Currently risks are identified and controlled through a process of management overview of financial, managerial and strategic issues, coupled with frequent staff discussion and maintained in a risk register.

Appointment of trustees

The trustees who are directors for the purpose of company law and trustees for the purpose of charity law, who served for the year and up to the date of this report are set out on page 1. New trustees are appointed upon the recommendation of existing trustees and may involve external recruitment efforts using pro bono professional advice.

Trustee recruitment seeks to ensure a diverse range of skills, experience, and perspectives relevant to Transform's strategic priorities.

Organisational structure

Day to day responsibility for the provision of services rests with the Chief Executive Officer Jane Slater.

Objectives and activities for the public benefit

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The charity's activities during the year were the advancement of the education of the public and organisations in drug policy by research and dissemination of information, with a view to increasing the effectiveness of such policy and to preserve and safeguard the interests of the public. All our work is driven by the need to improve policy so that it better protects people according to reputable evidence.

Transform Drug Policy Foundation

Report of the trustees

For the year ended 31 March 2025

Chair's Report:

Achievements and performance

Like many people, it is a personal story that shaped my motivations as a drug policy reform advocate. As the mother of a daughter who died from a ketamine overdose, aged just 21, it is my belief in the ability of a small organisation to deliver meaningful change, that can help prevent the tragedies that my family experienced. It is this that led me to my role as a Transform trustee and, since October 2023, Transform Chair.

The impact that an organisation of Transform's size can have still has the power to impress me. The scope of the Transform team's work is nothing short of remarkable. From helping to deliver life saving reforms in local harm reduction provision in the UK, to working with governments around the world and operating as UN consultants. As we look forward to 2026 and beyond I want to celebrate some of these achievements from the past year.

Transform's 'Anyone's Child' campaign was how I originally came to the organisation. It supports families impacted by the war on drugs, whether through bereavement, incarceration or other trauma, to tell their stories and call for reform. Anyone's Child has continued to be a powerful influence on the national conversation; in mainstream media, and in a range of local and national policy forums. Our 'Take Drugs Seriously' public events continue to bring together local communities, police, policy makers, and health professionals for grown-up conversations about drug policy and reform; what's working, what's not, and what could be done differently and better. We have witnessed these events catalyse localities to consider and implement alternative approaches to drug policy, enabling them to push forward reforms despite the confines of UK law. At the same time the families' stories, often cited in Parliament, are supporting the national debate on reforming the laws themselves.

2024/2025 saw two major developments in the UK; the opening of the UK's first overdose prevention centre in Glasgow; and the launch of the first Home Office licensed drug-checking services in Bristol. These major developments come as a result of years of advocacy work by Transform and colleagues and mark a decisive and positive shift to more pragmatic harm-reduction led response to the UK's drug crisis.

This year we launched our new *#LegaliseUKCannabis* campaign to progress the conversation and momentum for reform here in the UK. Our new briefing - *High Returns: The Economic Benefits of UK cannabis regulation* - was launched in Parliament in 2025. The campaign shows how Transform remains a key driver behind cannabis legalisation and regulation, and has allowed us to bring our global expertise to bear in the UK. We have worked as consultant advisers with the governments in Malta, Luxembourg, the Netherlands, Canada, Uruguay and Czechia on cannabis reforms. With demand growing for our insights, our cannabis regulation guide - *How to Regulate Cannabis: A Practical Guide*, now in its third edition, has been translated into Spanish, Portuguese, German and Czech.

Internationally, we have also been closely involved in critical drug policy discussions. Our work has directly supported the significant evolution of institutional positions, with Amnesty International (the world's largest Human Rights organisation) and the UN Office of the High Commissioner for Human Rights, both adopting positions advocating for regulation of all drugs. We have also led the drafting of

Transform Drug Policy Foundation

Report of the trustees

For the year ended 31 March 2025

a major new report for the United Nations Development Program- the first UN report to interrogate the impacts of regulation through a development lens.

We give our thanks to Transform's funders and donors who continue to support our work in these uncertain times, along with our activists, volunteers, and champions in different communities and professional domains. We remain committed to our vision of a world where drug policy protects people from harm. It has been another momentous year for drug policy reform as it continues to accelerate across the world - and Transform has been at the heart of much of this progress.

Financial review

During the year we successfully maintained our funding base via individual donations and continued funding from trusts and foundations. The overall performance for the year is positive, with a net surplus of £10,296, compared to the prior year's deficit of £151,324. This is in part due to a modest increase in income, rising from £232,946 in 2024 to £271,866 in 2025, and also due to a substantial reduction in costs, with total expenditure for the year of £261,570 (2024: £384,270). The reduction in expenditure is primarily due to a reduction in staff costs and corresponding average headcount (£187,646, 6 people, vs 2024: £281,402, 8 people), and moving to a single CEO leadership structure.

At the year end, the total reserves of the charity were £242,772 (2024: £232,476), comprising restricted funds of £58,363 (2024: £32,099), and unrestricted general funds of £184,409 (2024: £115,477). The majority of the charity's assets are held as cash which at 31 March 2025 was £254,677 (2024: £242,740).

Volunteers

During the year volunteers donated their services to the charity. The trustees estimate that these services in kind had a value of the order of £6,300.

Funders

Funds are received via grant-making trusts and from donations made by a wide range of individuals in the form of monthly direct debits, one-off payments, gifts in kind and larger donations made annually or several times a year. Donations are also collected at special events.

Reserves policy

The trustees have examined the charity's requirements for reserves in light of the main risks to the organisation. It has established a policy whereby a designated fund should be established to meet: the working capital requirements of the charity for a period of 3 months in case future grants are not forthcoming; statutory payments liabilities for all staff; other liabilities. At 31 March 2025, this is calculated as being £56,300. An amount of £56,300 has been maintained from unrestricted funds for this purpose, held in cash at the bank. Full details are set out in our Reserves and Investment Policy.

Statement of responsibilities of the trustees

The trustees (who are also directors of the charity 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, including Financial Reporting Standard 102: The Financial

Transform Drug Policy Foundation

Report of the trustees

For the year ended 31 March 2025

Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

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

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

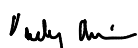
The trustees confirm that to the best of their knowledge there is no information relevant to the examination of which the independent examiners are unaware. The trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant examination information and that this information has been communicated to the independent examiners.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 1 December 2025 and signed on their behalf by



Victoria Unwin - Chair

Independent examiner's report

To the trustees of

Transform Drug Policy Foundation

I report to the trustees on my examination of the accounts of Transform Drug Policy Foundation (the charitable company) for the year ended 31 March 2025, which are set out on pages 7 to 18.

Responsibilities and basis of report

As the trustees of the charitable company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

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

Independent examiner's statement

Since the charitable company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Dougal Howard

Date: 1 December 2025

Dougal Howard ACA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

Transform Drug Policy Foundation

Statement of financial activities *(incorporating an income and expenditure account)*

For the year ended 31 March 2025

	Note	Restricted £	Unrestricted £	2025 Total £	2024 Total £
Income from:					
Donations	3	40,000	213,282	253,282	215,735
Charitable activities	4	-	15,017	15,017	14,201
Investments		-	3,567	3,567	3,010
Total income		<u>40,000</u>	<u>231,866</u>	<u>271,866</u>	<u>232,946</u>
Expenditure on:					
Raising funds		-	2,441	2,441	11,496
Charitable activities		13,736	245,393	259,129	372,774
Total expenditure	6	<u>13,736</u>	<u>247,834</u>	<u>261,570</u>	<u>384,270</u>
Net income / (expenditure) and net movement in funds	7	26,264	(15,968)	10,296	(151,324)
Reconciliation of funds:					
Total funds brought forward		<u>32,099</u>	<u>200,377</u>	<u>232,476</u>	<u>383,800</u>
Total funds carried forward		<u><u>58,363</u></u>	<u><u>184,409</u></u>	<u><u>242,772</u></u>	<u><u>232,476</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 12 to the accounts.

Transform Drug Policy Foundation

Balance sheet

As at 31 March 2025

	Note	£	2025 £	2024 £
Current assets				
Debtors	10	642		4,160
Cash at bank and in hand		<u>254,677</u>		<u>242,740</u>
			255,319	246,900
Liabilities				
Creditors: amounts falling due within 1 year	11		<u>(12,547)</u>	<u>(14,424)</u>
Net current assets			<u>242,772</u>	<u>232,476</u>
Net assets	12		<u><u>242,772</u></u>	<u><u>232,476</u></u>
Funds	13			
Restricted funds			58,363	32,099
Unrestricted funds				
Designated funds			-	84,900
General funds			<u>184,409</u>	<u>115,477</u>
Total charity funds			<u><u>242,772</u></u>	<u><u>232,476</u></u>

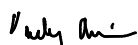
The directors are satisfied that the company is entitled to exemption from the provisions of the Companies Act 2006 (the Act) relating to the audit of the financial statements for the year by virtue of section 477, and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps proper accounting records which comply with section 386 of the Act; and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of section 393, and which otherwise comply with the requirements of the Act relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

Approved by the trustees on 1 December 2025 and signed on their behalf by



Victoria Unwin - Chair

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies

a) General information and basis of preparation

Transform Drug Policy Foundation is a charitable company limited by guarantee registered in England and Wales. The registered office address is The Station, Silver Street, Bristol, BS1 2AG.

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

Transform Drug Policy Foundation 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 note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item, is probable and the economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity 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.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies (continued)

f) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h) Allocation of support and governance costs

Support and governance costs are those functions that assist the work of the charity but do not directly undertake charitable activities. These costs have been allocated in full to expenditure on charitable activities which is deemed to be reflective of the activities of the charity in this period.

i) Debtors

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

j) Cash at bank and in hand

Cash at bank and cash 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.

k) Creditors

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

l) Financial instruments

The charitable company 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 recognised at amortised cost using the effective interest method.

m) Pension costs

The company operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

n) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

1. Accounting policies (continued)

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There were no sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements during the year.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations and legacies	104,531	111,204	215,735
Charitable activities	-	14,201	14,201
Investments	-	3,010	3,010
Total income	104,531	128,415	232,946
Expenditure on:			
Raising funds	-	11,496	11,496
Charitable activities	123,145	249,629	372,774
Total expenditure	123,145	261,125	384,270
Net income / (expenditure) and net movement in funds	(18,614)	(132,710)	(151,324)

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

3. Income from donations

	Restricted £	Unrestricted £	2025 Total £
Grants			
Glass House Trust	-	17,500	17,500
The Open Society Foundation	-	53,006	53,006
Garfield Weston	20,000	-	20,000
National Lottery	20,000	-	20,000
Donations			
The Linnet Trust	-	10,000	10,000
Gifts in kind*	-	26,000	26,000
Other donations	-	106,776	106,776
Total from donations	40,000	213,282	253,282

*Gifts in kind represents pro bono accounting and fundraising support, as well as the charity's website and digital productions.

Prior period comparative

	Restricted £	Unrestricted £	2024 Total £
Grants			
AB Charitable Trust	-	20,000	20,000
Brigstow Institute	13,006	-	13,006
Glass House Trust	-	15,000	15,000
John Ellerman Foundation	40,000	-	40,000
Linnet Trust	-	10,000	10,000
Orr Mackintosh Foundation	-	30,000	30,000
Tudor Trust	50,000	-	50,000
University of Bristol	1,525	-	1,525
Donations			
Gifts in kind*	-	8,000	8,000
Other donations	-	28,204	28,204
Total from donations	104,531	111,204	215,735

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

4. Income from charitable activities

	2025 Total £	2024 Total £
Consultancy	14,322	13,781
Event income	518	85
Sales of merchandise	177	335
Total income from charitable activities	15,017	14,201

All income from charitable activities in the current and prior period was unrestricted.

5. Government grants

The charitable company receives government grants, defined as funding from the National Lottery to fund charitable activities. The total value of such grants in the period ending 31 March 2025 was £20,000 (2024: £nil). There are no unfulfilled conditions or contingencies attaching to these grants in 2025/26.

6. Total expenditure

	Raising funds £	Charitable activities £	Support and governance costs £	2025 Total £
Staff costs (note 8)	2,441	182,172	3,033	187,646
Training and recruitment	-	-	-	-
Postage and stationery	-	-	510	510
Printing and design	-	2,602	-	2,602
Subscriptions, licences and charges	-	-	2,743	2,743
Travel and subsistence	-	415	-	415
Event costs	-	20,080	-	20,080
Digital productions	-	6,080	-	6,080
Equipment and software	-	-	3,904	3,904
Legal and professional	-	20,150	-	20,150
Office costs	-	-	817	817
Rent, rates and utilities	-	-	6,249	6,249
Insurance	-	-	855	855
Accountancy	-	-	9,226	9,226
Bank charges	-	-	293	293
Sub-total	2,441	231,499	27,630	261,570
Allocation of support and governance costs	-	27,630	(27,630)	-
Total expenditure	2,441	259,129	-	261,570

Total governance costs were £2,250 (2024: £2,160).

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

6. Total expenditure (continued)

Prior period comparative

	Raising funds £	Charitable activities £	Support and governance costs £	2024 Total £
Staff costs (note 8)	11,496	250,313	19,593	281,402
Training and recruitment	-	1,195	-	1,195
Postage and stationery	-	-	1,441	1,441
Printing and design	-	2,208	-	2,208
Subscriptions, licences and charges	-	-	3,590	3,590
Travel and subsistence	-	2,955	-	2,955
Event costs	-	32,142	-	32,142
Digital productions	-	10,368	-	10,368
Equipment and software	-	-	3,813	3,813
Legal and professional	-	18,099	-	18,099
Office costs	-	-	4,561	4,561
Rent, rates and utilities	-	-	8,004	8,004
Insurance	-	-	1,635	1,635
Accountancy	-	-	12,596	12,596
Bank charges	-	-	261	261
Sub-total	11,496	317,280	55,494	384,270
Allocation of support and governance costs	-	55,494	(55,494)	-
Total expenditure	11,496	372,774	-	384,270

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

7. Net movement in funds

This is stated after charging:

	2025 £	2024 £
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	406	46
Independent examiner's remuneration:		
▪ Independent examination (excluding VAT)	<u>1,875</u>	<u>1,800</u>

In common with other charities of our size and nature we use our independent examiners to assist with the preparation of the financial statements.

8. Staff costs and numbers

Staff costs were as follows:

	2025 £	2024 £
Salaries and wages	163,830	249,621
Social security costs	16,089	19,800
Pension costs	<u>7,727</u>	<u>11,981</u>
	<u>187,646</u>	<u>281,402</u>

No employee earned more than £60,000 during the current or prior year.

The key management personnel of the charitable company comprise the Trustees, the outgoing Co-CEO, and the current CEO (2024: the Trustees and two Co-CEOs). The total employee benefits of the key management personnel were £68,024 (2024: £68,931).

	2025 No.	2024 No.
Average head count	<u>6</u>	<u>8</u>

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

10. Debtors

	2025 £	2024 £
Trade debtors	387	-
Prepayments	255	1,089
Other debtors	-	3,071
	<u>642</u>	<u>4,160</u>

11. Creditors: amounts due within 1 year

	2025 £	2024 £
Trade creditors	3,371	730
Accruals	5,224	7,315
Other taxation and social security	2,411	4,203
Other creditors	1,541	2,176
	<u>12,547</u>	<u>14,424</u>

12. Analysis of net assets between funds

	Restricted funds £	Designated funds £	General funds £	Total funds £
Current assets	58,363	-	196,956	255,319
Current liabilities	-	-	(12,547)	(12,547)
Net assets at 31 March 2025	<u>58,363</u>	<u>-</u>	<u>184,409</u>	<u>242,772</u>

Prior year comparative

	Restricted funds £	Designated funds £	General funds £	Total funds £
Current assets	32,099	84,900	129,901	246,900
Current liabilities	-	-	(14,424)	(14,424)
Net assets at 31 March 2024	<u>32,099</u>	<u>84,900</u>	<u>115,477</u>	<u>232,476</u>

Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

13. Movements in funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2025 £
Restricted funds					
Anyone's Child	32,099	-	(3,439)	-	28,660
Garfield Weston	-	20,000	(4,383)	-	15,617
The National Lottery	-	20,000	(5,914)	-	14,086
Total restricted funds	32,099	40,000	(13,736)	-	58,363
Unrestricted funds					
<i>Designated funds:</i>					
Reserves fund	84,900	-	-	(84,900)	-
<i>Total designated funds</i>	<i>84,900</i>	<i>-</i>	<i>-</i>	<i>(84,900)</i>	<i>-</i>
General funds	115,477	231,866	(247,834)	84,900	184,409
Total unrestricted funds	200,377	231,866	(247,834)	-	184,409
Total funds	232,476	271,866	(261,570)	-	242,772

Purposes of restricted funds

Anyone's Child	The Anyone's Child project, funded by the Tudor Trust and the John Ellerman Foundation, aims to enable families impacted by current drug policy to speak out.
Garfield Weston	Funding received from Garfield Weston to support the Anyone's Child project.
The National Lottery	Funding received from the National Lottery to support the Anyone's Child project.

Purposes of designated funds

Reserves fund	The transfer out of the reserves designated fund represents the movement of this balance back to within the general funds of the charity.
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Transform Drug Policy Foundation

Notes to the financial statements

For the year ended 31 March 2025

13. Movements in funds (continued)

Prior year comparative

	At 1 April 2023 £	Income £	Expenditure £	Transfers between funds £	At 31 March 2024 £
Restricted funds					
Anyone's Child	35,311	90,000	(93,212)	-	32,099
Trust for London	15,402	-	(15,402)	-	-
University of Bristol	-	1,525	(1,525)	-	-
Brigstow Institute	-	13,006	(13,006)	-	-
Total restricted funds	50,713	104,531	(123,145)	-	32,099
Unrestricted funds					
<i>Designated funds:</i>					
Open Society Foundation	152,312	-	(152,312)	-	-
Esmée Fairbairn Foundation	20,004	-	(20,004)	-	-
Reserves fund	126,000	-	-	(41,100)	84,900
Trustee donation	22,986	-	(22,986)	-	-
<i>Total designated funds</i>	321,302	-	(195,302)	(41,100)	84,900
General funds	11,785	128,415	(65,823)	41,100	115,477
Total unrestricted funds	333,087	128,415	(261,125)	-	200,377
Total funds	383,800	232,946	(384,270)	-	232,476

14. Related party transactions

There were no related party transactions during the current or prior year.