

Company registration number: 04974877
Charity registration number: 1102485

**SIGNPOST (COLCHESTER) LIMITED
TRUSTEES' REPORT AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

Signpost (Colchester) Limited

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Signpost (Colchester) Limited
Company No. 04974877
Trustees' Report For The Year Ended 31 March 2025

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

Objectives and Activities

Aims and Objectives

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their annual report and financial statements of the charity for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 3 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

The charity's objectives are set out in clause 3 of the memorandum. These are 'The relief of the non- employed in Colchester and the neighboring areas by provision of Resource Centres which assist them in finding employment and in developing skills relevant to the job market.' In delivering these services the trustees have had regard to the guidance issued by the Charity Commission on public benefit.

The charity provides IT facilities and training, and support through mentoring and personal development to assist its beneficiaries in finding work. This is provided at its three Resource Centres. These are located at Greenstead Library Colchester, The Jaywick Enterprise Centre in Tendring, and at The Basildon Centre in Basildon.

The charity objectives are funded by a mix of grants and contracts. The core work of the charity is assisting non employed persons to find work by preparing CV's and providing IT facilities for research and communication. Some beneficiaries are referred by the Job Centres and third party referees, and others by simple 'walk in'. For this reason, the charity has endeavored to locate its Resource Centres in areas of deprivation. These core services are generally facilitated by grant funding.

There are many barriers to gaining employment and recognizing these and enabling our beneficiaries to overcome them is a valuable means of achieving their desired outcomes. These services can include language teaching, IT skills and basic numeracy and skills training. This is usually provided by targeted contracts agreed with agencies where the funder identifies client profiles and sets the outcomes expected from the contracts.

Achievements and Performance

Main Achievements

In the reporting period we have been visited by beneficiaries 7,196 times with 1210 first time visitors. This is a return to pre Pandemic levels.

Increasing need for our services has also been driven by inflation and fuel and food prices as a result of international events. It is the trustees ambition for the charity to expand the scope of services and the geographic reach in line with the memorandum. Opportunities to assist the non-employed in other areas within the county of Essex will be explored as resources become available.

The Charity has always worked in a client centred way and youth employment has always been one of our focus areas. The numbers of young people not in employment, education or training (NEETS) has now reached over one million. We have also found the need to support increasing numbers of people with mental health challenges and various types of disability. We have also identified challenges that newly arrived refugees have encountered. In this reporting year we have been particularly successful with contracts such as the ESOL (English for Speakers of Other Languages) and the MULTIPLY contract teaching basic mathematical skills.

We have found the need to take an increasingly holistic approach to employment as a key ingredient of wellbeing. We commissioned a phone survey of our beneficiaries in the context of wellness data using the Warwick-Edinburgh Mental Wellbeing scale methods compared to national norms. The results of the survey before and after taking advantage of Signpost services showed the following results.

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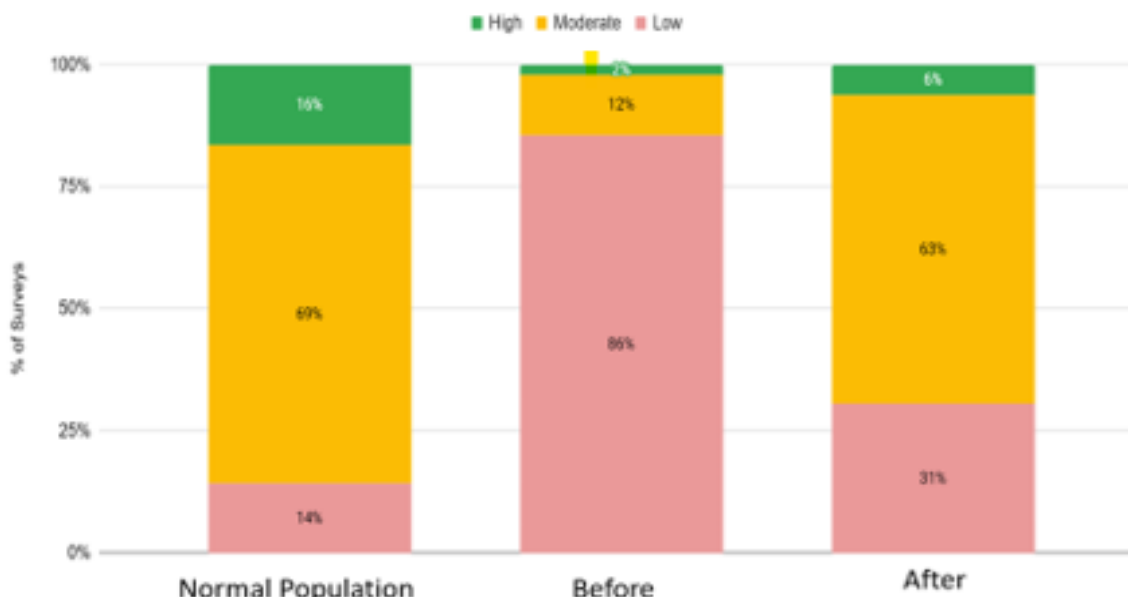
Signpost (Colchester) Limited Trustees' Report (continued) For The Year Ended 31 March 2025

Main Achievements - continued

WEMWBS data for Signpost Beneficiaries



Comparing Population (English Adults), First and Final Wellbeing Levels for "Multi-Survey" Clients



Results from our phone survey showed that of the 534 correspondents 133 (25%) had found work and 27 (5%) were now in training. These figures are lower than usual for us and reflect national difficulties in the employment market. The survey also revealed that 39 (7.5%) stated they were Economically Inactive (not looking for work). However, the Wellness measure showed that 62% of correspondents felt an increased sense of wellbeing. Although some had not found work, contact with Signpost services had a significantly positive effect on our beneficiaries lives.

Financial Review

Financial Position

The financial statements have been prepared implementing the statement of Recommended Practice for Accounting and reporting by Charities issued by the Charity Commission for England and Wales (effective April 2005). The trustees consider the financial performance by the charity during the reporting year has been satisfactory and within the usual variances.

The Statement of Financial Activities show net incoming revenue resources for the year of £393,798 and outgoings of £305,444, resulting in a net surplus for the year of £88,354.

Signpost has few fixed assets and has unrestricted cash reserves at the year-end of £189,429 (2024 - £204,737).

There is no investment strategy other than our reserves policy. Our income is volatile and insecure, and vulnerable to factors outside of our control. To ensure our reserves are sufficient to protect us from insolvency it is the Trustees policy to maintain reserves of three months of overhead plus an amount equivalent to our statutory liability to our employees. Reserves are not invested in order to maintain minimum risk.

It is the responsibility of the trustees to ensure that expenses are at all times kept under review and by careful cash flow forecasting, ensure that these are in line with income. All decisions pertaining to staff remuneration are subject to approval by the Board of Trustees, and an expenditure approvals process is in place for all sums above a set minimum. The charity sees a continuing need for its services and has prepared budgets with a view to maintaining the current level with new and existing partnerships which will allow it to maintain the Resource Centres in Colchester, Tendring, and Basildon.

**Signpost (Colchester) Limited
Trustees' Report (continued)
For The Year Ended 31 March 2025**

Structure, Governance and Management

Governing Document

The charity is controlled by its governing documents. The charity is constituted as a company limited by guarantee as defined by the Companies Act 2006 and is therefore governed by a memorandum and articles of association. The directors of the company are also trustees of the charity.

The restrictions in the charity's activities imposed by its memorandum and articles are that the income and property of the charity may not be applied directly or indirectly to any member or trustee of the charity subject to the exceptions given in clause 5(1-6) in the memorandum.

The trustees have overall responsibility for the charity but the day to day decisions are made by a management committee chaired by the chief executive officer and consisting of the three centre managers. This meets once per month. Key decisions must be ratified by the trustees who meet once per month following the management meeting. The procedure for the appointment and retirement of trustees is set out in full in Articles 29 to 37 of the Articles of Association. For normal appointment of a new trustee the procedure set out in Article 35 is adopted. A suitable person is identified and, if approved by the trustees, is asked to accept nomination to the board of trustees.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Trustees

Mr Richard Thomas
Ms Joanne Eldridge
Mr Darren Bradwell
Mr Frederick Heddell CBE
Miss Liana Pereverzeva (appointed 21/05/2024)

Charity Number

1102485

Company Number

04974877

Principal Address

Office 19, Colchester Business Centre
1 George Williams Way
Colchester
Essex
CO1 2JS

Registered Office

First Floor, The Library
Hawthorn Avenue, Greenstead
Colchester
Essex
CO4 3QE

Independent Examiner

Gascoynes Limited
Gascoynes Limited, Gascoyne House
Moseleys Farm Business Centre, Fornham All Saints
Bury St Edmunds
Suffolk
IP28 6JY

Signpost (Colchester) Limited
Trustees' Report (continued)
For The Year Ended 31 March 2025

Small Company Rules

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

The trustees' report was approved by the board of trustees and signed on its behalf by:



Mr Richard Thomas

Trustee

16/12/2025

Signpost (Colchester) Limited
Independent Examiner's Report to the Trustees of Signpost (Colchester) Limited
For The Year Ended 31 March 2025

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and Basis of Report

As the charity trustees of the 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 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 your charity'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 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 Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the 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.

Gascoynes

Gascoynes Limited
16/12/2025
Gascoynes Limited, Gascoyne House
Moseleys Farm Business Centre, Fornham All Saints
Bury St Edmunds
Suffolk
IP28 6JY

Signpost (Colchester) Limited
Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM:					
Donations and legacies	3	330,467	63,326	393,793	279,317
Investments	4	5	-	5	5
		<u>330,472</u>	<u>63,326</u>	<u>393,798</u>	<u>279,322</u>
EXPENDITURE ON:					
Raising funds	5	(265,985)	(39,459)	(305,444)	(261,225)
Charitable activities:	5				
		<u>64,487</u>	<u>23,867</u>	<u>88,354</u>	<u>18,097</u>
NET INCOME					
		<u>64,487</u>	<u>23,867</u>	<u>88,354</u>	<u>18,097</u>
NET MOVEMENT IN FUNDS					
RECONCILIATION OF FUNDS:					
Total funds brought forward		138,103	15,878	153,981	135,884
TOTAL FUNDS CARRIED FORWARD	12	<u><u>202,590</u></u>	<u><u>39,745</u></u>	<u><u>242,335</u></u>	<u><u>153,981</u></u>

The notes on pages 9 to 13 form part of these financial statements.

Signpost (Colchester) Limited
Comparative Statement of Financial Activities (including Income and Expenditure
Account)
For The Year Ended 31 March 2025

		2024	
		Unrestricted funds	Restricted funds
		£	£
	Notes		Total funds
			£
INCOME AND ENDOWMENTS FROM:			
Donations and legacies	3	232,727	46,590
Investments	4	5	-
		<u>232,732</u>	<u>46,590</u>
			<u>279,322</u>
EXPENDITURE ON:			
Raising funds	5	(198,268)	(62,957)
Charitable activities:	5		
		<u>34,464</u>	<u>(16,367)</u>
NET INCOME			<u>18,097</u>
Transfers between funds	12	121,801	(121,801)
NET MOVEMENT IN FUNDS		<u>156,265</u>	<u>(138,168)</u>
RECONCILIATION OF FUNDS:			
Total funds brought forward		(18,162)	154,046
TOTAL FUNDS CARRIED FORWARD	12	<u>138,103</u>	<u>15,878</u>
			<u>153,981</u>

The notes on pages 9 to 13 form part of these financial statements.

Signpost (Colchester) Limited
Balance Sheet
As At 31 March 2025

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
FIXED ASSETS					
CURRENT ASSETS					
Debtors	10	58,725	-	58,725	19,096
Cash at bank and in hand		149,684	39,745	189,429	204,737
		208,409	39,745	248,154	223,833
Creditors: Amounts Falling Due Within One Year	11	(5,819)	-	(5,819)	(69,852)
NET CURRENT ASSETS (LIABILITIES)		202,590	39,745	242,335	153,981
TOTAL ASSETS LESS CURRENT LIABILITIES		202,590	39,745	242,335	153,981
NET ASSETS		202,590	39,745	242,335	153,981
FUNDS OF THE CHARITY					
Restricted Funds				39,745	15,878
Unrestricted Funds				202,590	138,103
TOTAL FUNDS	12			242,335	153,981

For the year ending 31 March 2025 the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the charitable company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

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

On behalf of the board



Mr Richard Thomas

Trustee

16/12/2025

The notes on pages 9 to 13 form part of these financial statements.

Signpost (Colchester) Limited

Notes to the Financial Statements

For The Year Ended 31 March 2025

1. General Information

Signpost (Colchester) Limited is a company limited by guarantee, incorporated in England & Wales, registered number 04974877 and registered charity number 1102485. The registered office is First Floor, The Library, Hawthorn Avenue, Greenstead, Colchester, Essex, CO4 3QE.

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)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006.

The charitable company is a Public Benefit Entity as defined by FRS 102.

2.2. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

2.3. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

3. Income from Donations and Legacies

	Unrestricted funds	Restricted funds	2025 Total funds
	£	£	£
Donations and gifts	330,467	63,326	393,793
	Unrestricted funds	Restricted funds	2024 Total funds
	£	£	£
Donations and gifts	232,727	46,590	279,317

4. Investment Income

	2025 Unrestricted funds	2024 Unrestricted funds
	£	£
Bank interest receivable	5	5

Signpost (Colchester) Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

5. Analysis of Expenditure

	2025
	Support costs
	(see note 6)
	£
Raising funds	305,444

	2024
	Support costs
	(see note 6)
	£
Raising funds	261,225

6. Support Costs

	2025
	Raising funds
	£
Employee costs	274,612
Premises expenses	11,314
General administration	19,518
	305,444

	2024
	Raising funds
	£
Employee costs	237,133
Premises expenses	8,506
General administration	15,586
	261,225

7. Staff Costs

Staff costs were as follows:

	2025	2024
	£	£
Wages and salaries	274,612	237,133

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

Signpost (Colchester) Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

8. Average Number of Employees

Average number of employees during the year was as follows:

	2025	2024
Charitable Activities	5	5
Other	8	8
	<u>13</u>	<u>13</u>

9. Tangible Assets

	Plant & Machinery £
Cost	
As at 1 April 2024	37,912
As at 31 March 2025	<u>37,912</u>
Depreciation	
As at 1 April 2024	37,912
As at 31 March 2025	<u>37,912</u>
Net Book Value	
As at 31 March 2025	<u>-</u>
As at 1 April 2024	<u>-</u>

10. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	57,152	17,600
Other debtors	1,573	1,496
	<u>58,725</u>	<u>19,096</u>

11. Creditors: Amounts Falling Due Within One Year

	2025 £	2024 £
Trade creditors	465	1,333
Other creditors	5,354	5,345
Accruals and deferred income	-	63,174
	<u>5,819</u>	<u>69,852</u>

Signpost (Colchester) Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

12. Movement in Funds

	As at 1 April 2024	Income	Expenditure	As at 31 March 2025
	£	£	£	£
Unrestricted funds				
General:				
General unrestricted fund	138,103	330,472	(265,985)	202,590
Restricted funds				
Colchester Borough Council	5,377	-	-	5,377
Colchester Citizens' Advice Bureau	(7,533)	13,591	(11,986)	(5,928)
Mulberry Trust	9,407	13,251	(10,357)	12,301
Postcode Places Trust	5,738	33,333	(14,468)	24,603
Community 360	1,889	3,151	(1,648)	3,392
The Archer Trust	1,000	-	(1,000)	-
Total restricted funds	15,878	63,326	(39,459)	39,745
Total funds	153,981	393,798	(305,444)	242,335

	As at 1 April 2023	Income	Expenditure	Transfers	As at 31 March 2024
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	(18,162)	232,732	(198,268)	121,801	138,103
Restricted funds					
Enable East	50,261	-	-	(50,261)	-
Essex Community Foundation	(192)	-	-	192	-
Colchester Borough Council	5,751	-	(374)	-	5,377
Basildon Borough Council	4,119	-	-	(4,119)	-
Colchester Citizens' Advice Bureau	180	11,081	(18,794)	-	(7,533)
Papworth Trust	88,209	8,383	(23,210)	(73,382)	-
Charities Aid Foundation	(2,906)	-	-	2,906	-
Woodroffe Benton Foundation	(667)	-	-	667	-
Mulberry Trust	9,407	-	-	-	9,407
Fowler Smith and Jones Trust	(196)	-	-	196	-
Tudor Trust	9,667	-	-	(9,667)	-
Anglian Community Trust	(11,667)	-	-	11,667	-
Postcode Places Trust	-	19,825	(13,803)	-	6,022
Community 360	(284)	6,301	(6,776)	-	(759)
The Archer Trust	2,364	1,000	-	-	3,364
Total restricted funds	154,046	46,590	(62,957)	(121,801)	15,878
Total funds	135,884	279,322	(261,225)	-	153,981

Signpost (Colchester) Limited
Notes to the Financial Statements (continued)
For The Year Ended 31 March 2025

13. Transactions with Trustees

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

14. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

Signpost (Colchester) Limited
Detailed Statement of Financial Activities (including Income and Expenditure Account)
For The Year Ended 31 March 2025

	2025	2024
	Total funds	Total funds
	£	£
INCOME AND ENDOWMENTS FROM:		
Donations and legacies		
Donations and gifts	393,793	279,317
	<u>393,793</u>	<u>279,317</u>
Investments		
Bank interest receivable	5	5
	<u>5</u>	<u>5</u>
	<u>393,798</u>	<u>279,322</u>
EXPENDITURE ON:		
Raising funds		
Wages and salaries	(274,612)	(237,133)
Rent	(9,928)	(7,218)
Premises insurance	(1,386)	(1,288)
Postage	(4,874)	(3,118)
Telecommunications	(3,187)	(2,397)
Accountancy fees	(3,534)	(837)
Sundry expenses	(7,923)	(7,697)
Project disbursements	-	(1,537)
	<u>(305,444)</u>	<u>(261,225)</u>
	<u>(305,444)</u>	<u>(261,225)</u>
NET INCOME	<u>88,354</u>	<u>18,097</u>








Signpost (Colchester) Limited - 31 March 2025 accounts

Final Audit Report

2025-12-16

Created:	2025-12-16
By:	Gascoynes Accounts (Accounts@gascoynes.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAGGN-0gd3c7EaGSZxMcbIZYDDf-nV2jhj

"Signpost (Colchester) Limited - 31 March 2025 accounts" History

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2025-12-16 - 14:43:49 GMT
-  Email viewed by medusamarine@aol.com
2025-12-16 - 18:03:43 GMT- IP address: 86.162.162.140
-  medusamarine@aol.com entered valid password assigned by the sender.
2025-12-16 - 19:24:04 GMT
-  Signer medusamarine@aol.com entered name at signing as Richard Thomas
2025-12-16 - 19:30:29 GMT- IP address: 86.162.162.140
-  Document e-signed by Richard Thomas (medusamarine@aol.com)
Signature Date: 2025-12-16 - 19:30:31 GMT - Time Source: server- IP address: 86.162.162.140
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2025-12-16 - 19:30:31 GMT