

The logo consists of a solid purple rectangle. Inside the rectangle, the word "Hibiscus" is written in a gold-colored, serif typeface.

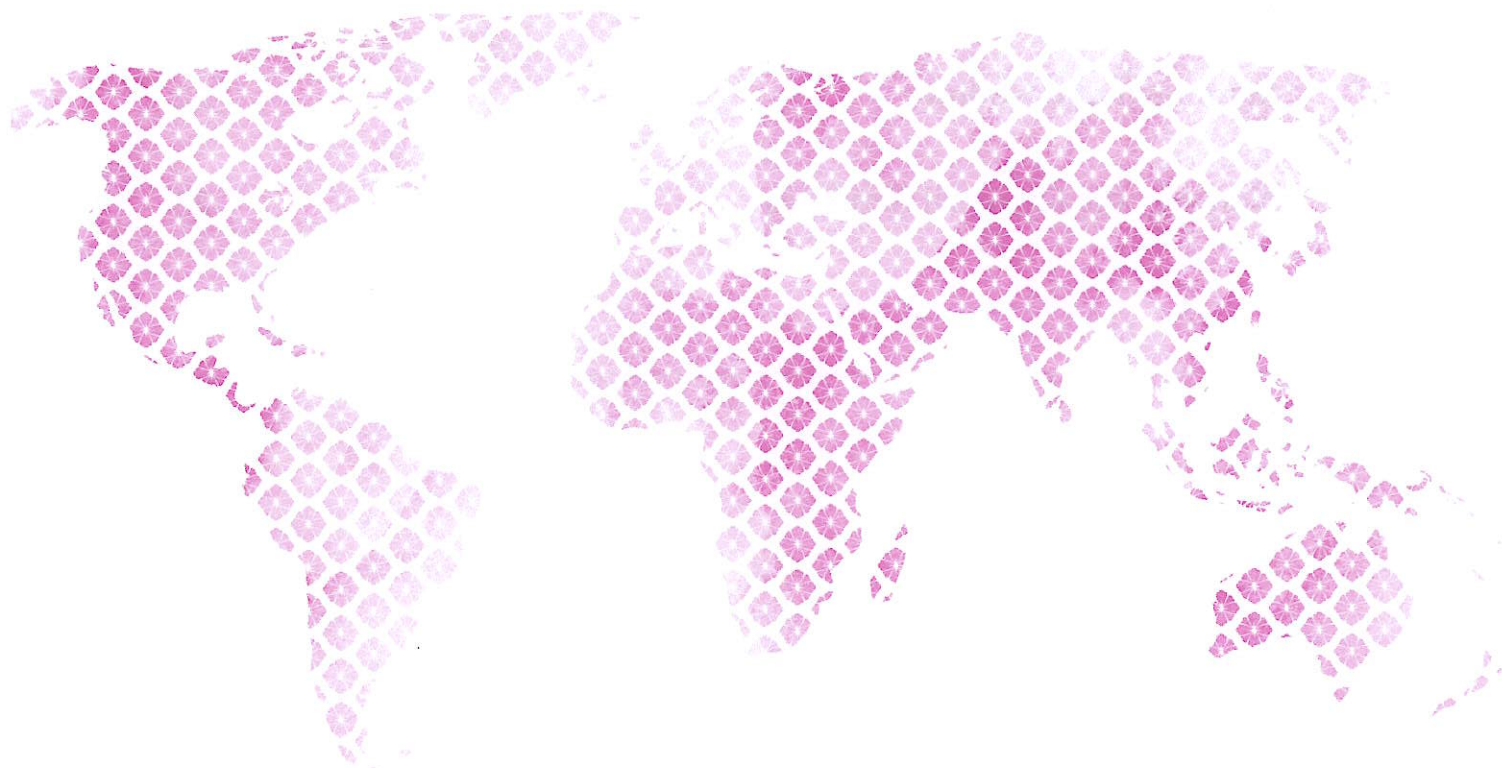
Hibiscus

Charity Registration No. 01104094

Company Registration No. 04533442 (England and Wales)

A Company limited by guarantee not having a share capital
and a registered charity

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025





Charity Registration No. 01104094
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LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Therese Prince (Chair, appointed 20.05.24)
Farzana Alam (Treasurer, appointed 16.09.24)
Rosalyn Akar Grams
Annette Man Kwan So
Anne Noreen Langton
Michael Greenwood (Treasurer, resigned 30.09.24)
Laila Aziz
Lara Fatah (appointed 16.09.24)
Elanor Lee (appointed 16.09.24)
Roselin Mgbezeh (professionally known as Roz Morrison)
Klara Skrivankova
Lutendo Wigman (appointed 16.09.24)

Chief Executive

Baljit Banga

Secretary

Gabriela Quevedo

Charity number

01104094

Company number

04533442

Principal address and registered office

Lion House, Red Lion Street
London
WC1R 4NA

Auditors

Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton KT6 7AL

TRUSTEES' REPORT

The Trustees present their Report and Financial Statements for the year ended 31 March 2025.

The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities", Charities Act 2011, Companies Act 2006 and UK Generally Accepted Accounting Practice. In preparing this report, the Trustees have taken advantage of the small company's exemptions provided by Section 415A of the Companies Act 2006.

Objectives

The key charity objectives of Hibiscus Initiatives, hereinafter referred to as Hibiscus, are:

- Provide trauma-informed support to Black and minoritised migrant women who are in contact with the criminal justice and immigration systems and who have been subjected to violence (VAWG) to rebuild their lives.
- Create safe access to opportunities in employment, education and other training and development to enable them to live independently addressing their economic wellbeing.
- Support the rights of Black and minoritised migrant women through advocacy and other representations in furtherance of the charitable objectives.

Our Vision

To build a fair and just society where inequalities are eliminated from the criminal justice and immigration systems and where women can live their lives free from violence and harm.

Our Mission

Hibiscus enables Black and minoritised migrant women interacting with the immigration and justice systems who have also been subjected to VAWG to rebuild their lives. Our mission includes:

- Provide advocacy, support and specialist services to Black and minoritised migrant women.
- Enable informed choices.
- Promote social justice and respect.
- Support positive relationships free from violence and harm and support health and mental wellbeing.
- Enable Black and minoritised migrant women to build their resources to support their economic independence.
- Reduce social and structural inequalities that adversely impact women.
- Continue to develop as an anti-racist organisation working towards racial justice for Black and minoritised migrant women.
- influence change in the criminal justice and immigration systems working towards a fairer and just society.

Our Values

- Integrity: Work proactively reflecting our values and centring social justice and equality in all we do.
- Respect: Uplift women (services users, staff, colleagues and stakeholders) ensuring their voices and representations are valued and elevated towards our mission, vision and values.
- Equality: Work to eradicate barriers for Black and minoritised migrant women.

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- Inclusive: Centre lived experience in meaningful and transformative ways working to address the harms of racism and social injustices and creating safe space where women can thrive.

Activities

Hibiscus is the UK's leading organisation working with Black, minoritised and migrant women in contact with the immigration and Criminal Justice System (CJS) and addressing VAWG. We are an intersectional feminist organisation led by and for the women we support. We work in trauma-informed and holistic ways to prevent repeat and secondary victimisation providing women with the support they need to rebuild their lives. We deliver our work in the following areas:

Community and Women's Centre

- Trauma-informed support and specialist advocacy and advice services to women in the community.
- Safe Homes housing project addressing the needs of migrant women.
- Specialist courts advocacy and rights-based services interacting directly with women.
- Specialist project supporting young women interacting with the systems.

Criminal Justice

- Specialist advocacy to Black, minoritised and migrant women in prisons.
- Intensive trauma-informed support through the holistic WrapAround and Through the Gate projects dedicated to supporting women in the community, after they have left incarceration.
- Specialist welfare support.

Policy and Public Affairs

- Influencing policy and public perception of migrant women and continuous engagement in public affairs to achieve a shift in policy inclusive of diverse perspectives.
- Working to end the intersectional discrimination that Black and minoritised migrant women's experience in the immigration and CJS.
- Addressing VAWG from an intersectional lens through the policy landscape.
- Anti-trafficking advocacy and influencing work centring VAWG.

As reflected in the work above, Hibiscus exists to provide advocacy, advice, support and specialist services to empower Black and minoritised migrant women to enable informed choices and positive change. This work is done by elevating women's rights through social justice and by directly supporting women through VAWG. Support takes many forms and can include trauma-informed support including legal advice/representation; support addressing the harms of VAWG; direct advocacy to access social services including housing; mental health and well-being support; education and training; and help to safely settle into communities. Integral to our work is research from lived experience and decolonial perspectives, influencing, communication and awareness raising to work towards shifts in public perception and policy.

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The Trustees, in making decisions about the activities, have had due regard to the Charity Commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. All activities are considered by the Trustees to be in the public benefit.

All of our funders require ongoing and end of project reports and have been satisfied that the outcome requirements have been met or exceeded.

Achievements and Performance

COMMUNITY AND WOMEN'S CENTRE

"Thank you for taking the time to speak to me like a human." (Service User)

"I want to thank you for support and care and for your help too. Luckily, I am out now and back in London but I am still in shock for all that happened to me... I appreciate too much your interest and your help. Thanks again for everything you have done for me." (Service User)

Our community team provides specialist, trauma-informed support to Black and minoritised migrant women affected by the criminal justice system, immigration restrictions and/or are survivors of VAWG including trafficking, modern slavery, sexual violence and rape across the Greater London area. We continue to see a heightened level of need from women accessing casework support, with continued delays to immigration decisions, tribunals, and criminal justice proceedings, and consequent impact on women's practical situations, including mental and emotional health. Recent legislation including the Nationality and Borders Act and Illegal Migration Act, and ongoing hostile rhetoric from the UK government surrounding migrants is resulting in many vulnerable women being left unprotected and their right to asylum and NRM applications under threat. Lack of suitable housing, financial destitution made worse by the rising cost of living, difficulties accessing legal support and mental health treatment are all key areas of concern.

Hibiscus Women's Centre continues to provide a safe space for Black and minoritised migrant women to come together, build connections and reduce isolation. Alongside our casework services we deliver a varied programme of activities, covering practical support and skills such as English classes or housing information workshops; wellbeing groups and activities to build empowerment and agency such as the intersectional feminism discussion group.

The Women's Centre has identified housing as a key issue for women accessing support. The Safe Housing Project for women addresses the lack of safe and suitable accommodation for Black and minoritised migrant women through a combination of specialist housing advocacy, working with housing providers to improve practice, and influencing positive changes to policy to increase housing options for migrant women. Additionally, we work to empower women with lived experience of insecure housing or homelessness to partner in creating change.

Partnership working is an essential element of the Women's Centre. This year we worked with Street Talk – providing individual trauma-informed counselling to women who have experienced trafficking or modern slavery and the Protea Clinic – a partnership with law students at King's College, London, and solicitors at Hammersmith and Fulham Law Centre, and Sutovic and Hartigan to offer one-off immigration legal advice

Courts Advocacy Service

Launched in November 2023, the Courts project provides specialist advice and advocacy to Black and minoritised migrant women appearing as defendants at Westminster Magistrates Court. Two part-time project workers provide

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women with information and support to understand and navigate the Courts process and conduct an initial needs assessment to identify and refer women to appropriate support, which may include Hibiscus' community or prison services.

CRIMINAL JUSTICE SERVICES

Hibiscus' criminal justice services are made up of work in prisons and detention. The team provides holistic trauma-informed support to Black and minoritised migrant women in HMP Peterborough, HMP Downview and HMP Bronzefield. The service also provides Through-the-Gate support for women as they leave prison and Wraparound support for women on probation across London. Alongside our weekly prison visits, we operate a phone helpline service 1 day per week for women so they could contact us between visits.

Wraparound

Our WrapAround Service provides holistic, wraparound support to migrant women in contact with the criminal justice system across all London boroughs. The service is jointly funded by the Ministry of Justice and Mayor's Office on Policing and Crime (MOPAC), in partnership with Advance Charity, Women in Prison and Pecan. Women may be referred by probation, on release from prison, or can self-refer, and receive up to 12 months intensive support from one of our Wraparound Project Workers before being closed or referred on to our community team if they need further ongoing support. Women with criminal convictions face barriers when seeking employment, and the Wraparound service offers women a fair chance to access courses and training and gain employment. Over the year, many service users took part in employment programmes.

Detention

The Hibiscus team provides specialist welfare support to Black and minoritised migrant women held in Yarl's Wood. Hibiscus stopped supporting women at Derwentside in August 2023, the Sahara Unit closed in November 2023, and Gatwick PDA temporarily closed in January 2024. This coincided with Hibiscus' decision to end its contract with the Home Office at the end of the financial year. In light of these changes, our focus shifted to ensure a smooth exit strategy, and the team continued to provide essential services to those detained, striving to effectively address their complex needs.

Specialist Advocacy and Advice Services to Women in Prisons

We continue to work with migrant women in three prisons: HMP Bronzefield, HMP Peterborough and HMP Downview. During the year, Hibiscus recruited two new members of staff to the team, including a specialist Through-the-Gate project worker. We continue to visit each prison weekly to provide individual advice, advocacy and emotional support to migrant women as well as delivering workshops and group activities. We also operate a phone helpline service one day per week for women from HMP Peterborough to contact us for additional support between visits and since January, we have expanded this to cover all 3 prisons.

POLICY AND PUBLIC AFFAIRS

Hibiscus' Policy and Public Affairs team works to influence policy change to improve access to rights of Black and minoritised migrant women in contact with the criminal justice and immigration systems and who are subjected to VAWG. Hibiscus seeks to influence policy change from the frontline by putting at the forefront our service users' expertise in a meaningful way. We advocate for change by engaging in different policy processes involving research

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and engagement with key decision makers and stakeholders. Working in partnership with organisations in the third sector and service users we seek to improve the policy and practices affecting Black and minoritised migrant women, both highlighting issues in the UK and internationally. Our work focuses on the following issues:

- Reducing homelessness and poverty amongst Black and minoritised migrant women.
- Better recognition and care for victims/survivors of all forms of VAWG including trafficking, modern slavery, sexual violence and rape among other experiences.
- Addressing racial inequalities in the criminal justice and immigration systems.
- Reducing imprisonment and detention of migrant women, including advocating for community-based alternatives to incarceration.
- Ending the discrimination that Black and minoritised migrant victim/survivors of violence against women and girls experience when seeking support and justice.

The Policy and Public Affairs team has been working on the following activities:

Housing Project

This was a busy period for our advocacy work in housing. We launched our new report *Unsafe, Insecure: Barriers to Safe Housing for Black and Minoritised Migrant Women and their Children*. The report is the result of evidence gathered over the last two years, including data collected through conversations with Hibiscus's frontline caseworkers, our service users, and an analysis of our casework data. The report featured in the Inside Housing Magazine, Chattered Institute of Housing and the Russell Webster's website. The findings and recommendations are currently being used to shape collaborative work to ensure the protections provided by the Renters' Rights Bill, which is currently moving through Parliament, are accessible to Black and minoritised migrant women.

Violence Against Women and Girls (VAWG)

Violence Against Women and Girls is a pervasive and prevalent issue in society. For Black and minoritised migrant women, the experiences of VAWG are often coupled with experiences of institutional and structural violence and exclusion from support. For our service users, disbelief and criminalisation are directly linked to intersectional and systemic racism worsened by hostile and punitive immigration policies. Furthermore, we have identified that the experiences and needs of Black and minoritised migrant women in contact with the criminal justice and immigration systems are often overlooked in mainstream debates. In this context, we have actively increased our presence within the VAWG sector. At an international level, in March 2024 we attended the 140th Session of the Human Rights Committee to review the UK government's international commitments in Geneva. We presented evidence before the Human Rights Committee on the harmful impact of hostile environment policies on the women we support. This experience allowed us to meet with key stakeholders including the Special Rapporteur on VAWG.

Anti-Trafficking Work

One aspect of our work to address VAWG is anti-trafficking. Through our collaborative work to increase Hibiscus's visibility within the anti-trafficking sector, we were introduced to the HMPSS Head of Anti-Slavery and Human Trafficking, through colleagues from the Human Trafficking Foundation. Our engagement has been positive, and we were invited to present at the HMPSS Modern Slavery and Human Trafficking Conference held at the Ministry of Justice. Hibiscus's Anti-Trafficking Officer spoke alongside colleagues from the International Organisation for Migration (IOM) and researchers from the University of Essex in a session focused on identifying and supporting

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victims/survivors of modern slavery. We are also looking into the possibility of Hibiscus providing training for prison staff, specifically focused on meeting the needs of Black and minoritised communities.

Women's Justice Reimagined Project

This collaboration works to end intersectional discrimination in the CJS for Black and minoritised and migrant women. Our partnership work alongside Muslim Women in Prison, Zahed Mubarek Trust, Criminal Justice Alliance, Agenda Alliance and Women in Prison, has undertaken a strategic review and consultation, adopting the new name Women's Justice Reimagined: campaigning for intersectional justice for her. Women with lived-experience were included in this process to ensure their representation and expertise was considered.

Engagement with Ministry of Justice and Home Office

One of the earliest challenges for the new Labour government has been addressing the prison crisis. In this context, there have been increasing calls for alternative approaches to custodial sentences, particularly for women. In recent months, we have seen positive announcements from the Ministry of Justice. In September, the Lord Chancellor announced the establishment of the Women's Justice Board, aimed at reducing the number of women in custody by prioritising early intervention and addressing the root causes of offending. Since this announcement, we have engaged with the Ministry of Justice and the Home Office through stakeholder meetings, as Ministers from both departments will serve on the Board. Our primary message has been to ensure that the experiences of Black and minoritised migrant women are not overlooked or excluded from new proposals for women in prison. The Board will work together with the Women in Justice Partnership Delivery Group.

Independent Sentencing Review

More recently, the government launched the long-awaited Sentencing Review. However, in light of the review, we face a particular challenge in supporting migrant women who have offended. In a House of Commons debate, on the issue of so-called foreign national offenders, the use of early removal schemes was suggested, which could be detrimental to our service users. We are currently working to develop a strategy to address the overlap between experiences within the CJS and immigration processes. In November, we met with civil servants from the Home Office and the Ministry of Justice to express our concerns about the risks of excluding Black and minoritised migrant women from these policy processes. Our partnership project Women's Justice Reimagined has become especially relevant. We aim to involve partners and enhance collaboration to ensure that the experiences of intersectional discrimination faced by our service users in the CJS are not overlooked. With a view to influencing the Panel, in March 2025 we hosted three members at our Women's Centre. The visit focused on showcasing the opportunities Women's Centres provide for support and community-based management of women, as well as the specific needs of women following release. We focused on the challenges faced by migrant women when criminalised, and the 'double penalty' they endure as a result of the hostile immigration environment policy; the challenges and opportunities encountered by staff working in Women's Centres urging for sustainable investment in Women's Centres; and we featured two women with lived experience speaking directly with the Panel.

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A Snapshot on Performance Data from 1 April 2024 to 31 March 2025

A total of 654 women were supported across Hibiscus' services.

Hibiscus supported women from 82 countries of which 95% identified as Black and minoritised women and 40% came from the Global South.

40% of women were provided with practical support.

16% of women were provided with an immigration solicitor and/or referred to solicitors for further legal action.

454 women continues to receive support from Hibiscus during the year while 200 women achieved an outcome on their cases.

The key outcomes were:

80% received practical support covering a range of needs including help acquiring clothing, property-related support, recovery of legal documents and obtaining bank accounts.

27% were referred to external agencies for further specialist support and/or for follow-on support.

25% were provided support on housing-related support on matters such as maintaining or improving their current housing situation, making a housing application, support through temporary accommodation, move-on to private rented housing or a women's refuge.

19% were provided support through legal advisors and assisted with evidence gathering supporting their cases.

11% were supported through a change in status such as being granted immigration bail and provided with asylum support.

7% were supported to access benefits and welfare assistance.

TRUSTEES' REPORT

Financial Review

Financial Risk and Management

The Trustees recognise that the main financial risk facing the charity is the potential inability to secure sufficient funding to sustain its core services. This risk has been heightened by the termination of the Home Office contract, which led to a reduction in some service delivery.

In response, the charity has taken proactive steps to manage its cost base, including reductions in staffing and overhead expenditure, while actively seeking alternative funding sources to sustain and develop its work. Fundraising activities are regularly reviewed, reserves are closely monitored, and the Finance & Compliance Sub-Committee updates the risk register quarterly, reporting directly to the Board. Operational and business risks are also assessed to ensure that appropriate mitigation measures remain in place.

Details of our funders are provided in Notes 2 and 3 to the financial statements.

Income and Expenditure

Total income for the year decreased by 47.7%, from £1,873,894 in 2023/24 to £980,918 in 2024/25. The reduction primarily reflects a fall in charitable income following the conclusion of several major funding streams, including:

- Termination of funding from the Home Office (£593k), National Lottery Fund (£84.5k), The Forward Trust (£54.7k), and MITE (£33.5k).
- Reductions in support from The Bell Foundation (£53.3k) and Esmée Fairbairn Foundation (£50k).

These decreases were partly offset by income from new funders, including Glasspool, which helped mitigate some of the overall reduction.

Expenditure also reduced in line with income, falling by 24%, from £1,815,183 to £1,387,797. However, as expenditure did not fall at the same rate as income, this resulted in a drawdown of £390,773 from reserves, comprising £27,048 from designated funds and the remainder from unrestricted reserve

Reserves and Funds

At 31 March 2025, the charity held total funds of £512,065 (2024: £918,946), made up as follows:

- Restricted funds: £4,988 (2024: £21,093)
- Designated funds: £194,952 (2024: £222,000)
- General (unrestricted) funds: £312,125 (2024: £675,853)

Restricted funds decreased by £16,106, as these were applied to specific donor-funded projects (see Note 16). Designated reserves reduced by £27,048 to cover contractual redundancy costs.

General reserves declined to £312,125, a net reduction of £363,725 after transferring £27,048 from designated reserves. Based on current expenditure levels, unrestricted reserves provide approximately five months' cover for operating costs, consistent with the Trustees' reserves policy.

TRUSTEES' REPORT

Outlook

The Trustees are satisfied that the charity remains in a stable financial position. Continued focus on income diversification, cost management, and reserves strengthening will support resilience against external funding pressures, enabling the charity to deliver its core mission effectively in the year ahead.

Our Strategy

This year, we have been reviewing our five-year strategy to ensure that our focus continues to meet the challenges ahead and to adjust our approach as we undergo change. Our work will continue to centre an intersectional feminist and anti-racist approach. We will also centre lived experience in both transformative and trauma-informed ways. As we work towards a new strategy, we will embed the VAWG lens to all aspects of our work with Black and minoritised migrant women impacted by the immigration and CJS. Our current strategy focuses on the following:

Theory of Change

We want to ensure that women who use our services achieve long-term outcomes that support their recovery and wellbeing and enable them to rebuild their lives. This also means ensuring safety and independence and reduced risks from repeat and secondary victimisation. Our theory of change embeds our values and centres the women we support. We understand that change to systems, structures and policies take time. We aim to take a realistic approach to the theory of change that addresses intersectionality and that is based on women's experiences of the systems and structures where they interact. We are also keen to document where things do not move in a positive direction and understand the negative impact on women in terms of the policies that impact their lives. Our theory is based on the following:

Lived Experience

We will continue to work directly with Black and minoritised migrant women at every point in the criminal justice and immigration systems, identifying and supporting them through their experiences and ensuring that we deliver the work embedding the VAWG lens. By centring our work on VAWG, we will ensure that obligations to women are met and that their experiences of VAWG form their interactions with systems in safe and empowering ways. To this end, lived experience representation must be informative and meaningful, and prevent trauma and harm caused by repetition of experience.

Practice

We will engage institutions within the criminal justice and immigration systems, and work with colleagues in the VAWG sector as well as anti-racist and social sectors, to help improve understanding, service provision and support to create fairer practices. By identifying victims/survivors of VAWG (trafficking, modern slavery, sexual violence and rape and other forms of violence and abuse including in conflict, war and post-conflict) we will ensure women are supported through trauma-informed approaches, advocacy, training, tools and resources. We will work to influence institutions to understand the needs of migrant women and implement better, fairer practices.

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Policy

We will work collaboratively with other organisations to campaign for policy change. Hibiscus will provide evidence and the voice of Black and minoritised migrant women to influence policy and practice. By providing a platform for women subjected to VAWG and with experience of the criminal justice and immigration systems, we aim to positively influence policy and practice.

Public Opinion

We will provide communication platforms for Black and minoritised migrant women with lived experience to shape narratives and address negative media and create the shift in hostile policy that is needed. We will work to ensure honest, accurate, representative coverage in all forms of media about the experiences of migrant women. We will also ensure that any such engagement is safe and that harm is assessed during and post-engagement. We will take a proactive stance protecting the rights of migrant women.

Structure, Governance and Management

Hibiscus Initiatives is a company limited by guarantee without share capital incorporated on 12 September 2002 and registered with the Charity Commission on 2 June 2004 as a charity. Its governing rules are its Memorandum and Articles of Association.

Prior to its incorporation the charity had operated since 1986 as an unincorporated charity under the name Female Prisoners Welfare Project. On incorporation it became FPWP Hibiscus Limited and changed its name to Hibiscus Initiatives Ltd by special resolution on the 9 September 2013 (later dropping the "Ltd" on 20 November 2014). The Articles of Association were reviewed and updated during 2014 and formally adopted in October 2014.

While day to day responsibility is delegated to the Chief Executive, Baljit Banga and her senior leadership team, overall responsibility rests with the Board. Strategic decisions and those relating to conditions of employment for the Chief Executive and senior leadership team are made by the Board and where appropriate with the assistance of external professional experts.

The Chief Executive works closely with the Board and the senior leadership team. Senior staff each manage a team of skilled staff and send regular departmental reports on their projects' work to the Board members.

Hibiscus' administrative structure and governance arrangements are a crucial part of the organisation, driving performance and keeping delivery on track. We work to achieve the aims set out in the strategic plan and particular attention is paid to ensure staff training and support needs were met.

TRUSTEES' REPORT

The Board of Trustees and Directors of the Company

Selection and appointment of trustees is governed by the charity's Articles of Association. The organisation requires that all trustees have a clear understanding of Black and minoritised migrant women's experiences including knowledge of the immigration and criminal justice systems and VAWG, and the needs and issues surrounding women in prison, including migrant women, those held in immigration removal centres in the UK, those released from both prisons and immigration removal centres, and issues surrounding VAWG as defined above.

The directors of the charitable company are its Trustees for the purposes of charity law. New Trustees are inducted into Hibiscus and made aware of the full range of their responsibilities. New Trustees are partnered with a more experienced Trustee for support, guidance and advice. The training and induction programme enables Trustees to learn about Hibiscus in a structured way so that they are able, from the start, to understand and subscribe to the charity's objectives. Reports on Hibiscus' activities are presented at each Board meeting, and this means that over time Trustees become familiar with the full range of work carried out by Hibiscus. Trustees attend Hibiscus events wherever possible and meet service users and key stakeholders.

Key management salaries are set as part of the overall staff salary structure by the Chief Executive and approved by the Board through the annual budget approval process. The Chief Executive's salary is set by the Board. Salary levels are set with reference to the skillset and experience that staff members need to have to carry out our charitable activities which is assessed annually.

TRUSTEES' REPORT

Trustees' Responsibilities Statement

The Trustees, who are also directors of Hibiscus Initiatives for the purposes of Company Law, are responsible for preparing the Trustees' Annual Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS 102).
- Make judgements and estimates that are reasonable and prudent.
- Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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 other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditors

The auditors, Kingston Burrowes Audit Ltd have expressed their willingness to continue in office and a resolution proposing their re-appointment will be put to the forthcoming Annual General Meeting.

Approval

This report was approved by the Trustees on 09 December 2025 signed on their behalf, by:



Therese Prince
Chair

Independent Auditor's Report to the Members of Hibiscus Initiatives

Opinion

We have audited the financial statements of Hibiscus Initiatives (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

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

Basis for Opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the trustees' report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated.

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Independent Auditor's Report to the Members of Hibiscus Initiatives (cont.)

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

Independent Auditor's Report to the Members of Hibiscus Initiatives (cont.)

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

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- Reviewing minutes of meetings of those charged with governance.
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional skepticism in course of the audit and with audit sampling in material audit areas.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

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



Kevin Fisher FCA (Senior Statutory Auditor)
For and on behalf of Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton KT6 7AL

Dated 17 December 2025

STATEMENT OF FINANCIAL ACTIVITIES

Income and Expenditure Account for The Year Ended 31 March 2025

Accounts	Notes	Unrestricted funds		Restricted funds	Total 2025	Total 2024
		General funds	Designated fund			
		GBP (£)	GBP (£)	GBP (£)	GBP (£)	GBP (£)
Income from: -						
Donations and legacies	2	75,310	-	-	75,310	53,775
Charitable activities	3	156,548	-	731,937	888,485	1,808,035
Investment: bank deposit account interests		17,123	-	-	17,123	12,084
Total		248,981	-	731,937	980,918	1,873,894
Expenditure on:						
Raising funds	5	49,639	-	-	49,639	21,287
Charitable activities	6	590,115	-	748,044	1,338,158	1,793,895
Total		639,754	-	748,044	1,387,798	1,815,182
Net income/ (expenditure)		(390,773)	-	(16,107)	(406,880)	58,712
Transfer between funds	17	27,048	(27,048)	-	-	-
Net movement in funds		(363,725)	(27,048)	(16,106)	(406,880)	58,712
Reconciliation of funds:						
Total funds brought forward	16/17	675,852	222,000	21,094	918,945	860,234
Total funds carried forward		312,127	194,952	4,986	512,065	918,946

All income and expenditure are derived from continuing activities.

There were no recognised gains or losses for 2024 and 2025 other than those included in the Statement of Financial Activities.

The notes on pages 22 to 32 form part of these financial statements.

Balance Sheet as at 31 March 2025

Accounts	Notes	2025		2024	
		GBP (£)	GBP (£)	GBP (£)	GBP (£)
Current Assets:					
Debtors	12	69,018		251,055	
Cash at bank and in hand	13	520,504		820,235	
		589,522		1,071,290	
Liabilities:					
Creditors: amounts falling due within one year	14	77,457		152,344	
Net current assets			512,065		918,946
Total Net Assets			512,065		918,946
The funds of the charity:					
Restricted income	16		4,986		21,093
General funds	17	312,127		675,853	
Designated funds	18	194,952		222,000	
Total unrestricted funds		507,079		897,853	
Total charity funds			512,065		918,946

These accounts have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Financial Statements were approved by the Board on 9th December 2025 and signed on its behalf by:



Therese Prince

Chair



Farzana Alam

Trustee – Finance Lead

The notes on pages 22 to 32 form part of these financial statements.

STATEMENT OF CASH FLOWS AS AT 31MARCH 2025

	Note	2025 GBP (£)	2024 GBP (£)
Cash flows from operating activities:			
Net cash provided by/(used in) operating activities	20	(316,854)	(21,956)
Cash flows from investing activities:			
Bank deposit account interests		17,123	12,084
Net cash provided by/(used in) investing activities		17,123	12,084
Change in cash in the reporting period		(299,731)	(9,872)
Cash and cash equivalents at the beginning of the reporting period		820,235	830,107
Cash and cash equivalents at the end of the reporting period		520,504	820,235

The notes on pages 22 to 32 form part of these financial statements.

1. ACCOUNTING POLICIES

General information and basis of preparation

Hibiscus Initiatives is a company limited by guarantee registered in England and Wales. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

The address of the registered office is given in the 'Legal and Administrative Information' on page 3 of this Trustees' Report and Financial Statements.

The charity constitutes a public benefit entity as defined by FRS 102.

The Financial Statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), The Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The Financial Statements are prepared on a going concern basis under the historical cost convention.

The significant accounting policies applied in the preparation of these Financial Statements are set out below. These policies have been consistently applied to all years unless otherwise stated.

Income recognition

Items of income are recognised in the Financial Statements when all of the following criteria are met:

- the charity has entitlement to the funds;
- any performance conditions have been met or are fully within the control of the charity;
- there is sufficient certainty that the receipt of the income is considered probable; and;
- the amount can be measured reliably.

Expenditure recognition

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 that the amount can be measured reliably.

Expenditure is allocated to each activity where the costs relate directly to that activity. Support costs, including governance costs, that do not relate directly to any activity are apportioned to each activity on the basis of staff time.

Expenditure is included under the following headings:

- raising funds which comprises the costs associated with attracting voluntary donations and grants
- charitable activities which comprises the costs associated with running the various activities, services and,
- projects for the charity's beneficiaries

1. ACCOUNTING POLICIES (continued)

Fixed Assets and Depreciation

Tangible fixed assets costing in excess of £1,000 are capitalised and stated at cost less accumulated depreciation. Fixed assets acquired for a specific project are expensed in the year of purchase.

Depreciation is provided so as to write off the cost of fixed assets at the following annual rates:

Office equipment	25% reducing balance
Computer equipment	25% straight line

Fund accounting

Unrestricted general funds are those funds which are freely available for use in furtherance of the objects of the charity.

Designated funds are unrestricted funds set aside by the Trustees for particular purposes.

Restricted funds are those funds which can only be used in accordance with the wishes of the donor, or which have been raised for a particular purpose.

Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs

The charity operates a defined contribution pension scheme. Contributions payable to the scheme are charged to the Statement of Financial Activities in the year to which they relate.

Debtors and Creditors

Debtors and Creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the statement of Financial Activities.

2 DONATIONS AND LEGACIES

	2025 GBP (£)	2024 GBP (£)
Unrestricted donations	75,310	53,775
Total donations and legacies	75,310	53,775

3 INCOME FROM CHARITABLE ACTIVITIES

	2025 GBP (£)	2024 GBP (£)
Restricted grants:		
Barrow Cadbury Trust	26,312	500
The Bell Foundation	4,042	57,390
Esmee Fairbairn Foundation	50,000	100,000
Esmee Fairbairn Foundation (Capacity Building)		7,795
The Forward Trust		54,657
R L Glasspool Trustee Limited	20,150	
John Ellerman Foundation	36,000	23,333
Justice Together	47,198	49,999
Lloyds Bank Foundation		15,921
MAN Charitable Trust	50,000	50,000
Ministry of Justice Core	82,599	103,713
Ministry of Justice Services Delivery (Courts)	52,778	60,858
National Lottery Fund Heritage		35,370
The National Lottery Community Fund		49,131
Oak Foundation	120,798	109,648
Advance and Women in Prison {Pan London}	72,461	71,040
Paul Hamlyn Foundation	21,597	40,883
The Clothworkers		10,000
Trust for London	19,543	14,750
Women's Centre- National Lottery	128,459	126,281
Total restricted grants	731,937	981,270

3 INCOME FROM CHARITABLE ACTIVITIES (continued)

	2025 GBP (£)	2024 GBP (£)
Serco (PDA)- provision of dedicated welfare services	71,900	77,799
Serco (SWS) provision of specialist welfare services	62,048	61,220
MITIE Care and Custody		33,533
Home Office		593,117
Total unrestricted contract income receivable	133,948	765,669
<i>Other Unrestricted income</i>	22,600	61,096
Total income from charitable activities	888,485	1,808,035

All the expenditures recognised in 2024 and 2025 were unrestricted.

4 NET INCOME / EXPENDITURE

	2025 GBP (£)	2024 GBP (£)
Operating surplus is stated after charging:		
Auditor's fee	3,000	3,000

5 COST OF RAISING FUNDS

	Direct Costs	Support costs	2025 GBP (£)	2024 GBP (£)
Fundraising activities	49,639	-	49,639	21,287

All the expenditure recognised in 2024 and 2025 was unrestricted and for support costs.

6 COST OF CHARITABLE ACTIVITIES

	Direct costs	Support costs	2025 GBP (£)	2024 GBP (£)
Support and advocacy to migrants affected by the criminal justice and immigration systems	£1,145,520	£192,638	£1,338,158	£1,793,895

Of the £1,793,895 expenditure recognised in 2024, £1,013,943 was charged to restricted funds and £779,952 was charged to unrestricted funds.

7 ANALYSIS OF DIRECT COSTS

	Raising Funds	Charitable Activity	2025 GBP (£)	2024 GBP (£)
Wages and salaries and subcontractor costs	49,639	927,152	976,791	1,164,683
Staff travel UK	-	11,457	11,457	52,063
Staff training and conferences	-	20,099	20,099	60,909
Overseas resettlement and travel	-	-	-	33,421
External consultancy	-	31,438	31,438	125,331
Recruitment	-	19,062	19,062	34,897
Other direct costs	-	136,312	136,312	130,183
	49,639	1,145,520	1,195,159	1,601,487

8 ANALYSIS OF SUPPORT COSTS

	Raising Funds	Charitable Activity	2025 GBP (£)	2024 GBP (£)
Office cost	-	111,118	111,118	105,134
Premises Costs	-	77,724	77,724	105,229
Governance cost (note 9)	-	3,797	3,797	3,332
	-	192,639	192,639	213,695

9 GOVERNANCE COSTS

	2025 GBP (£)	2024 GBP (£)
Audit fees	3,000	3,000
AGM/Annual review	765	214
Trustee training/membership	32	118
	3,797	3,332

10 TRUSTEE AND BOARD MEMBER EXPENSES

During the year there were no payments made to Trustees in respect of expenses (2024: nil).

11 STAFF COSTS

Total staff wages for the year excluding national insurance & pension were £862,249 (2024: £958,896).

Total social security costs for the year were £78,315 (2024: £88,902).

The average number of employees during the year was 27 (2024: 31).

The total employment benefits received by key management was £269,544 (2024: £227,792).

There was 1 employee with emoluments excess of £60,000 (2024: none).

No employee received monies by way of compensation for termination of employment (2024: none).

One Trustee/member of the Board received travel expenses reimbursement (2024: nil).

The charity operates a defined contribution pension scheme. Contributions during the year were £36,227 (2024: £34,009).

Under FRS 102, employee benefits include gross salary, benefits in kind, employer's national insurance and employer pension costs

12 DEBTORS

	2025 GBP (£)	2024 GBP (£)
Other debtors	10,223	7,755
Trade debtors	33,419	209,998
Pre-payments	18,517	12,914
Accrual income	6,860	20,388
	69,019	251,055

13 CASH AT BANK

	2025 GBP (£)	2024 GBP (£)
Bank - current account	105,491	122,024
Bank- deposit account	411,764	683,735
Cash in hand	3,249	14,476
	520,504	820,235

14 CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 GBP (£)	2024 GBP (£)
Trade creditors	14,644	26,410
Sundry creditors and accruals	3,650	7,400
Deferred income	59,163	118,534
	77,457	152,344

Deferred income analysis

	2025 GBP (£)	2024 GBP (£)
Deferred income brought forward	118,534	267,511
Additions during the year	59,163	118,534
Amount released to income	(118,534)	(267,511)
Deferred income carried forward	59,163	118,534

Deferred income of £59,163 (2024: £118,534) included above relating to grant income received during the year but relating to future accounting period.

15 OPERATING LEASE COMMITMENTS

The following funds have been set aside out of general funds by the Trustees:

	2025 GBP (£)	2024 GBP (£)
Due within:		
One year	23,739	26,052
One to five years	-	-
	23,739	26,052

At 31 March 2025 the company had annual commitments of £23,739 (2024: £26,052) for rent of premises under non-cancellable operating leases which expire in July 2028 (notice period 6 months).

16 RESTRICTED FUNDS

The funds of the charity include restricted funds comprising the following unexpended balances of grants held on trusts to be applied to specific purposes:

At 31 March 2025	Balance at 01-Apr-24 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-25 GBP (£)
Barrow Cadbury Trust	-	26,312	26,312	-	-
The Bell Foundation	-	4,042	4,042	-	-
Esmee Fairbairn Foundation	(22)	50,000	49,978	-	-
Esmee Fairbairn Foundation (Capacity)	4,500		4,500	-	-
R L Glasspool Trustee Limited		20,150	16,413		3,737
John Ellerman Foundation	2,811	36,000	38,813	-	-
Justice Together	-	47,198	47,198	-	-
MAN Charitable Trust	-	50,000	50,000	-	-
Ministry of Justice Core	(210)	82,599	82,388	-	-
Ministry of Justice Service (Courts)	6,001	52,778	58,779	-	-
Oak Foundation	-	120,798	119,548	-	1,250
Paul Hamlyn Foundation	(1,487)	21,597	20,110	-	-
Trust for London	9,441	19,543	28,984	-	-
Advance Charity and Women in Prison	59	72,461	72,520	-	-
National Lottery Community Fund- Women's Centre	-	128,459	128,459	-	-
	21,093	731,937	748,044	-	4,987

Full details of the purposes of these funds are in the Trustees report under the Financial Review section.

At 31 March 2024	Balance at 01-Apr-23 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-24 GBP (£)
Barrow Cadbury Trust	5,897	500	6,397	-	-
The Bell Foundation	3,308	57,390	60,698	-	-
Esmee Fairbairn Foundation	20,397	100,000	120,419	-	(22)
Esmee Fairbairn Foundation (Capacity)	-	7,795	3,295	-	4,500
The Forward Trust	6,669	54,657	61,326	-	-
John Ellerman Foundation	-	23,333	20,522	-	2,811
Justice Together	7,282	49,999	57,281	-	-
Lloyds Bank Foundation	-	15,921	15,921	-	-
MAN Charitable Trust	-	50,000	50,000	-	-
Ministry of Justice Core	-	103,713	103,923	-	(210)
Ministry of Justice Service (Courts)	-	60,858	54,857	-	6,001
National Lottery Heritage Fund	1,983	35,370	37,353	-	-
National Lottery Community Fund	-	49,131	49,131	-	-
Oak Foundation	-	109,648	109,648	-	-
Paul Hamlyn Foundation	-	40,883	42,370	-	(1,487)
The Clothworkers	-	10,000	10,000	-	-
Trust for London	-	14,750	5,309	-	9,441
Advance Charity and Women in Prison	-	71,040	70,981	-	59
National Lottery Community Fund- Women's Centre	8,230	126,282	134,512	-	-
	53,766	981,270	1,013,943	-	21,093

17 UNRESTRICTED FUNDS

As at 31st March 2025:

	Balance at 01-Apr-24 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-25 GBP (£)
General funds	675,853	248,981	639,754	27,048	312,128
Designated funds	222,000	-	-	(27,048)	194,952
Unrestricted funds	897,853	248,981	639,754	-	507,080

As at 31st March 2024:

	Balance at 01-Apr-23 GBP (£)	Income GBP (£)	Expenditure GBP (£)	Transfer between funds GBP (£)	Balance at 31-Mar-24 GBP (£)
General funds	603,083	892,624	801,239	(18,615)	675,853
Designated funds	203,385	-	-	18,615	222,000
Unrestricted funds	806,468	892,624	801,239	-	897,853

18 DESIGNATED FUNDS

The following funds have been set aside out of general funds by the Trustees:

	2025 GBP (£)	2024 GBP (£)
Contractual obligations and wind-down costs	222,000	177,000
Exceptional costs	(27,048)	45,000
	194,952	222,000

19 ANALYSIS OF NET ASSETS BETWEEN FUNDS

As at 31st March 2025:

	Unrestricted funds GBP (£)	Restricted funds GBP (£)	Total GBP (£)
Current assets	584,535	4,988	589,523
Current liabilities	(77,457)	-	(77,457)
As at 31 March 2025	507,078	4,988	512,066

As at 31st March 2024:

	Unrestricted funds	Restricted funds	Total
	GBP (£)	GBP (£)	GBP (£)
Current assets	1,050,197	21,093	1,071,290
Current liabilities	(152,344)	-	(152,344)
As at 31 March 2024	897,853	21,093	918,946

20 NOTES TO THE STATEMENT OF CASH FLOWS

	2025 GBP (£)	2024 GBP (£)
Reconciliation net income/(expenditure) to net cash flow from operating activities		
Net income/(expenditure) for the reporting period (as per statement of financial activity)	(406,879)	58,711
Adjustments for:		
Bank deposit account interest	(17,123)	(12,084)
(Increase)/decrease in debtors	182,035	97,011
(Decrease)/increase in creditors	(74,887)	(165,595)
Net cash provided by/(used in) operating activities	(316,854)	(21,956)

21 CONTINGENT ASSETS

Total grant funding awarded as at 31 March 2025 but not yet received and recognised as income due to the recognition criteria not being met amounts to £1,119,002