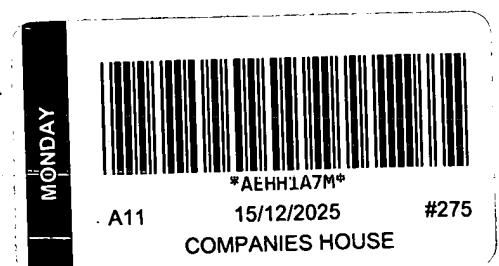


**HOME-START CAMBRIDGESHIRE**  
(A Company Limited by Guarantee)

**Report of the Board of Trustees**  
**For the year ended 31st March 2025**

**HOME-START CAMBRIDGESHIRE**



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## HOME-START CAMBRIDGESHIRE

### COMPANY INFORMATION

<b>Directors/Trustees</b>	Joanna Studdert (resigned 27/3/2025) Susan Wilson (resigned 27/3/2025) Aaron Venables (Chair) Dr Margaret Challis Claire Hoather (resigned 18/7/2024) Chloe Heath (Vice Chair appointed 27/3/2025) Fiona Pirie Nina Ryan Wilhelmina Holland (appointed 7/1/2025) Janet Chapman (appointed 7/1/2025) Julia Coghlan (appointed 27/3/2025) Gavin Love (appointed 27/3/2025)
<b>Company Secretary</b>	Gavin Love
<b>Company Number</b>	05139596
<b>Charity Number</b>	1106007
<b>Registered Office</b>	F103/F104 Upper Pendrill Court, Ermine Street North, Papworth Everard, Cambridgeshire CB23 3UY
<b>Independent Examiner</b>	TC CH Limited 4 Office Village, Cygnet Park, Forder Way, Peterborough, PE7 8GX
<b>Bankers</b>	Charities Aid Foundation Bank Ltd. 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ  Cambridge & Counties Bank. Charnwood Court, 5B New Walk, Leicester, LE1 6TE  Hampshire Trust Bank 80 Fenchurch Street, London, EC3M 4BY

## **REPORT OF THE TRUSTEES (INCORPORATING THE DIRECTORS' REPORT)**

The Trustees present their report and the financial statements for the year ended 31 March 2025. The Trustees, who are also Directors of Home-Start Cambridgeshire for the purposes of company law and who served during the year and up to the date of this report, are set out on page 1.

### **Structure, Governance and Management**

Home-Start Cambridgeshire is a charitable company limited by guarantee. The company was established in 2004 under a Memorandum of Association, which established its objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1 each.

### **Recruitment and Appointment of the Board of Trustees**

All Trustees have been appointed based on their particular skills and experience to enhance the expertise of the Board and having an interest in the welfare of children and the voluntary sector.

### **Trustee Induction and Training**

Trustees receive induction training within the scheme. All Trustees are encouraged to attend training courses run by the national office of Home-Start UK and other relevant agencies.

### **Organisational Structure**

The governance of the company is vested in the Board of Trustees which meets regularly throughout the year through full Board meetings. Assigned sub-committees for finance & fundraising and safeguarding also meet regularly during the year. The scheme operates within the standards and methods of practice of the Home-Start UK organisation and has signed up to the Home-Start Agreement, Policy and Practice Guidance and Quality Assurance system.

### **Risk Review**

The Trustees have reviewed the risks to the scheme on a continuing basis and have established systems and controls to mitigate those risks.

Home-Start UK operates a national Quality Assurance programme. Home-Start Cambridgeshire is normally audited once every four years and the last audit was completed in early 2024. Home-Start Cambridgeshire achieved full accreditation. In particular, positive mention was given to the systems and processes in place, safeguarding of families and the governance & leadership of the charity.

The Trustees have used the Charity Governance Code for Small Charities to review the performance of the Board and to recommend measures to further improve Board performance. The areas included in the code are reviewed regularly by the Board on an ongoing basis.

The Board of Trustees has established policies and practices which the Trustees expect all staff and volunteers to consider and adhere to when engaging in any activity on behalf of Home-Start Cambridgeshire.

## **Aims and Objectives of Home-Start Cambridgeshire**

Home-Start believes that children need a happy and secure childhood and that parents play the key role in giving their children a good start in life and helping them to achieve their full potential.

Each Home-Start scheme is an independent voluntary organisation which works towards the increased confidence and independence of the family by:

- Offering support guidance and practical assistance.
- Visiting families in their own homes, where the dignity and identity of each individual can be respected and protected
- Reassuring parents that difficulties in bringing up children are not unusual and encouraging enjoyment in family life.
- Developing a relationship with the family in which time can be shared and understanding can be developed; the approach is flexible to take account of different needs.
- Encouraging the parents' strengths and emotional well-being for the ultimate benefit of their own children.
- Encouraging families to widen their network of relationships and to use effectively the support and services available within the community.
- In addition to home-visiting, providing family groups, remote support and additional services to families – responding to localised need.

## **Performance and Achievements**

During 2024-25, we have continued to support families across the county, and to maintain and develop links with other charities and agencies. In the year, our successes include:

- Improving the lives of 171 families through home-visiting and group work, remote support, staff support and parent-child relationship therapy services.
- Delivering four volunteer preparation courses and recruiting 29 new volunteers to support our work with families.
- Supporting 98 volunteers through regular supervision and on-going training (e.g. early language development, school readiness preparation and safeguarding)
- Securing funding to deliver our Big Hopes Big Future Project which focuses on supporting families to achieve a happy and successful start to school life. We would like to thank The National Lottery Reaching Communities Fund for supporting this three-year project.
- Raising an additional £195,000 above our previously committed funding for the charity year, mostly through grants from trusts & foundations and individual or business donations, as shown in the notes to the accounts.
- Securing several multi-year grants to enable the charity to look forward.

We value family visiting volunteers' contributions, not only for the time they give each week to support families but the wide and diverse skills and experience they bring to the team. We are grateful to the 98 volunteers who supported our families during 2024-25 and to those who helped in other ways, including those who have been trustees of Home-Start Cambridgeshire during the year.

Pippa Goodhart, children's author, has been Patron of Home-Start Cambridgeshire since 2014. We are extremely grateful for Pippa's ongoing support and promotion of the charity in the community and at events, in particular her involvement with our read-a-thon activities.

The Trustees met for 6 regular Board meetings (some in person and the remainder online) during 2024-25 which were also attended by senior staff. Trustees also engaged extensively with staff and fellow Trustees during the year outside of these formal meetings.

### **Public Benefit Statement**

The scheme provides a service to families with young children, living in Cambridgeshire. Home-visiting volunteers provide support to parents and children in the families' homes during a difficult period in their lives. Such support and intervention are provided over the short to medium term, encouraging self-reliance, independence and the development of coping mechanisms for the longer term. Families may need support as a result of a variety of issues, including mental health issues; post-natal illness; disability; isolation; multiple births; recovery from domestic abuse; or where there is a child considered to be "in need" in the family.

Home-visiting support is normally provided for two hours per week by mutual arrangement with individual families. We also support families using remote facilities, having a scheduled phone or video call once per week. Additionally, we offer support to families with weekly groups, where children and parents can interact with peers and benefit from advice sessions on, for example, healthy eating, debt management, returning to the workplace and school readiness. We have also continued our Emotional Foundations Project (generously funded by The Evelyn Trust), which delivers parent-child relationship therapy for families, complementing our suite of available support options.

Referral to the scheme for support may result from needs identified by a health visitor, social worker; Children's Centre staff, GP, other professionals or the parent themselves. No charge is made for the service, which is available to all eligible families regardless of their financial means. Referrals are accepted by the scheme subject to availability of staff and family support volunteers and if the family is considered to be in need of this type of support. During the year, we continued to operate the more restricted criteria for accepting referrals, as introduced last year. This has enabled us to manage our resources effectively, focusing on the greatest need and availability of volunteers.

The Trustees do not consider that any detriment or harm arises from carrying out its aims, nor is it perceived that others consider there to be any detrimental effect on families as a result of the service provision. On the contrary, those families assisted, and external organisations have stated that they value the scheme's presence in the local area and the benefits derived by parents and children involved.

### **Financial Review**

The company had a net deficit of £405 (2024 - deficit £6,249) in this financial year which has been deducted from reserves. The financial statements show the categorised sources of income, which in the year under review included the first instalments of multi-year grants from The National Lottery and the Henry Smith Foundation, funding from local authorities of £11,484 to support specific projects, and donations from many other trusts, foundations, businesses and individuals. The Trustees would like to thank all supporters who contributed to the significant fundraising achievements in the charity year, which enabled family support delivery to be maintained. Costs mainly consist of staff and property costs, which are largely predictable.

Cash flow budgets for 2025-26 show that our secured funding and reserves, together with further fundraising successes in the new financial year, are expected to be sufficient to

maintain, and consider growth of our operations.

### **Investment Policy**

The company's current investment policy is to deposit funds in short-term interest-bearing accounts with UK banks.

### **Financial Reserves Policy**

The Trustees have examined the requirement for free unrestricted reserves and consider that, given the nature of the Charity's work and the potential exposures to loss of funding from key providers, they should aim to ensure sufficient working capital to cover six months' staffing and office costs, potential redundancy costs and committed office lease costs.

The amount needed to meet this was circa £180,000 at 31 March 2025 (2024 -£173,000). The increase relates to an increase in operational costs including higher staff costs and printer lease. Unrestricted reserves were approximately £27,000 below this level at 31 March 2025. Reserves are below target levels, however the fundraising targets for the new financial year mean this is likely to be recovered to target levels.

### **Statement of Trustees' Responsibilities**

The Trustees (who are also the directors of the company for company law purposes) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom generally accepted accounting practice.

Company law requires the directors to prepare financial statements for each financial year period for which a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements the directors are required to:

Select suitable accounting policies and then apply them consistently;

Observe the methods and principles in the Charities Statement of Recommended Practice; Make judgements and estimates that are reasonable and prudent;

State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;

Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

These 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 (FRS102) (effective 1 January 2015), with FRS102 and with the requirements of the Companies Act 2006.

During the year the company made no political or charitable contributions.

**Post Balance Sheet events**

There were no post balance sheet events to report.

**Small Company Provisions**

The above report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**Signed on behalf of the Board of Trustees:**



11/12/2025

Aaron Venables, Chair of the Board of Trustees and Director

Approved by the Board



**Report of the Independent Examiner  
Home-Start Cambridgeshire**

We report on the financial statements for the year ended 31 March 2025, which are set out on pages 8 to 14 of the Financial Report.

This report is made solely to the Trustees in accordance with Section 43 (3) (a) of the Charities Act 2011. Our work has been undertaken so that we might state to the Trustees those matters which we are required to state to them in an independent examiner'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 Trustees for our work, for this report, or for the opinions we have formed.

**Respective responsibilities of the Trustees and examiner**

As described on page 5 the Charity's Trustees are responsible for the preparation of the accounts; you consider that the audit requirements of Section 144 (2) of the Charities Act 2011 (the 2011 Act) do not apply and that an Independent examination is needed.

It is our responsibility to:

1. examine the accounts under S145 of the 2011 Act.
2. follow the procedures laid down in the general Directions given by the Charity Commissioner under S145 (5) b of the 2011 Act.
3. state whether particular matters have come to our attention.


**Basis of independent examiner's report**

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

**Independent examiner's statement**

In connection with our examination, no matter has come to our attention which gives us reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

  
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S Green ACCA  
For and on behalf of TC CH Limited  
4 Office Village  
Peterborough, PE7 8GX

Date: 11/12/25

# HOME-START CAMBRIDGESHIRE

## STATEMENT OF FINANCIAL AFFAIRS FOR THE YEAR-ENDED 31 MARCH 2025

	Notes	Unrestricted Funds	Restricted Funds	TOTAL 2024/2025	TOTAL 2023/2024
<b>Income and endowments from:</b>					
Fundraising and donations	7.00	137,573	87,382	224,955	218,664
Statutory funding and grants	7.00	0	11,484	11,484	10,484
Investment and other Income	7.00	5,252		5,252	6,521
<b>Total Income</b>		<b>142,825</b>	<b>98,866</b>	<b>241,691</b>	<b>235,669</b>
<b>Expenditure on:</b>					
Raising funds	6.00	2,721		2,721	920
Charitable activities	6.00	144,834	93,611	238,445	220,960
Governance costs	6.00	930		930	860
		<b>148,485</b>	<b>93,611</b>	<b>242,096</b>	<b>222,740</b>
<b>Net income/(expenditure)</b>		<b>(5,660)</b>	<b>5,255</b>	<b>(405)</b>	<b>12,928</b>
<b>Transfers between funds</b>					
<b>Other recognised gains/(losses)</b>					
Exceptional item		0	0	0	(19,177)
<b>Net movement in funds</b>		<b>(5,660)</b>	<b>5,255</b>	<b>(405)</b>	<b>(6,249)</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		158,705	11,210	169,915	176,164
<b>Total funds carried forward</b>		<b>153,045</b>	<b>16,465</b>	<b>169,510</b>	<b>169,915</b>

## HOME-START CAMBRIDGESHIRE

### BALANCE SHEET AT 31ST MARCH 2025

	Notes	2025 £	2024 £
<b>Fixed Assets</b>			
Tangible assets	2	43	507
		<u>43</u>	<u>507</u>
<b>Current Assets</b>			
Cash at bank and in hand	3	196,162	168,541
Debtors and prepayments	4	13,229	11,841
		<u>209,391</u>	<u>180,382</u>
<b>Creditors: amounts falling due within one year</b>	5	39,924	10,974
<b>Net Current Assets</b>		169,467	169,408
<b>Net Assets</b>		<u>169,510</u>	<u>169,915</u>
<b>Represented by Funds:</b>			
Unrestricted funds	8	153,045	158,705
Restricted funds	8	16,465	11,210
		<u>169,510</u>	<u>169,915</u>

The company is entitled to exemption from audit under section 477 of the Companies Act 2006 for the year-ended 31 March 2025.

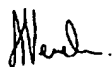
The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for :

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2016 relating to financial statements, so far as applicable to the company.

These accounts have been prepared in accordance with the provisions in Part 15 of the Companies Act 2016 applicable to companies subject to the small companies regime.

The financial statements were approved for issue by the board and were signed on its behalf by:



Date: 11/12/2025

Aaron Venables (Chair)

**HOME-START CAMBRIDGESHIRE**  
**NOTES TO THE ACCOUNTS AT 31 MARCH 2025**

**1 Accounting policies**

**1a Basis of preparation**

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 (FRS 102) (effective 1 January 2015), with FRS 102 and with the requirements of the Companies Act 2006.

Home-Start Cambridgeshire meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost transaction value unless otherwise stated in the relevant accounting policy notes.

**1b Legal status of the Charity**

The charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability of the charity is limited to £1 per member of the charity.

**1c Income**

Grants and donations are included when receivable unless there are imposed pre-conditions on the use of the funds or the income is for a future accounting period. Any grants or donations received for a particular purpose are allocated to restricted funds.

Contributions from meetings and fees are included when receivable. Contributions earmarked for a particular purpose are allocated to restricted funds.

Income from Gift Aid is recognised when claimed.

Investment income is included when receivable.

No amount is included in the financial statements for volunteer time.

Other income is recognised as it is received.

**1d Resources expended**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to reasonable expectation that the recipient will receive the grant. Where grants are conditional relating to performance then the grant is only accrued when any unfilled conditions are outside the control of the charity.

**1e Debtors and creditors receivable/payable within one year**

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 expenditure.

**1f Operating lease.**

Amounts due under operating leases:

Due within 1 yr	10,377
>1yr to 5yrs	36,180
	<u>46,557</u>
Amount expended during the year	<u>10,377</u>

**1g Fund accounting**

Unrestricted funds are available to be used for any of the charitable objects at the discretion of the Board of Trustees. Designated funds are set aside by the trustees out of unrestricted funds for specific purposes or projects. Restricted funds can only be used for particular purposes within the objectives of the charity as specified by the donor or by the terms of the appeal for funds.

**1h Going concern**

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

**1i Volunteers and donated services**

The value of services provided by volunteers is not incorporated into these financial statements.

**1j Depreciation**

Depreciation is provided on fixed assets at rates calculated to write of the cost of the asset, less residual value, on a straight-line basis over its expected useful life, as follows:

Office and computer equipment - over 3 years

**1k Pension liabilities**

The employer operates a defined contribution scheme. In general, members pay 4% of their Pensionable Income and company pay 6% of members' Pensionable Income into individual pension accounts.

**1l Taxation**

The company is considered to pass the tests set out in Sch. 6, para. 1 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

**2 Fixed assets**

	Computer Equipment
<b>Cost</b>	
At 1 April 2024	2,520
Additions	0
Disposals	0
At 31 March 2025	<u>2,520</u>
<b>Depreciation</b>	
At 1 April 2024	2,013
Charge for the year	464
Charge on disposals	0
At 31 March 2025	<u>2,477</u>
<b>Net book value</b>	
At 31 March 2025	43
At 31 March 2023	<u>507</u>

3 Cash at bank and in hand	2025	2024
	£	£
Current account	56,011	83,268
Reserve accounts	140,000	84,635
Petty cash	151	638
	<u>196,162</u>	<u>168,541</u>

4 Debtors and prepayments	2025	2024
	£	£
Debtors	4,497	4,630
Rent deposit	2,400	2,400
Prepayments	3,440	821
Accrued income	2,892	3,990
	<u>13,229</u>	<u>11,841</u>

5 Creditors	2025	2024
	£	£
Accruals and creditors	10,519	9,100
Social security costs	2,610	1,849
Deferred income	26,795	25
	<u>39,924</u>	<u>10,974</u>

6 Resources expended	2025	2025	2025	2024
	£	£	£	£
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
Staff costs	104,495	72,774	177,269	161,151
Contracted services	12,270		12,270	5,970
Membership fees	3,957	570	4,527	4,093
Premises and office costs	12,409	13,482	25,891	29,917
IT costs	4,544	630	5,174	2,774
Examiners fees	930		930	860
Accounts fees	250		250	250
Staff training	1,715		1,715	311
Staff expenses	1,592	1,773	3,365	3,563
Recruitment				3,237
Volunteer related expenses	1,609		1,609	18
Volunteer travel	1,469	3,235	4,704	4,279
Strategy launch event				2,698
Depreciation	464		464	498
Bank charges	60		60	60
Project costs		1,147	1,147	2,141
	<u>145,764</u>	<u>93,611</u>	<u>239,375</u>	<u>221,820</u>
<u>Expenditure on raising funds</u>				
Costs of fundraising	2,721		2,721	920
	<u>148,485</u>	<u>93,611</u>	<u>242,096</u>	<u>222,740</u>

7 Income	2025	2025	2025	2024
	£	£	£	£
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<b>Total</b>
Statutory funding and grants		11,484	11,484	10,484
Fundraising	12,030		12,030	3,695

Donations	125,543	87,382	212,925	214,969
Investment and other income	5,252		5,252	6,521
	<u>142,825</u>	<u>98,866</u>	<u>241,691</u>	<u>235,669</u>

The breakdown of the income for the year is as below:

	Unrestricted	Restricted	Total
Statutory Funding and Grants		11,484	11,484
Project Funding	19,306		19,306
Supporter Fundraising and Community Events	12,030		12,030
Individual and Business Donations	18,244	1,329	19,573
Grants from Trusts and Foundations (inc. Corporates)	87,993	85,933	173,926
Other Income: Ebay/Vinted Sales	688		688
Other Income: Grants for Individuals		120	120
Investment Income	4,564		4,564
	<u>142,825</u>	<u>98,866</u>	<u>241,691</u>

#### 8 Statement of funds:

##### Restricted funds

	As at 31 Mar-24	Incoming resources	Outgoing resources	Transfers	As at 31 Mar-25
	£	£	£		£
The National Lottery Community Fund		26,795	26,553		242
Cambridgeshire Community Foundation		13,875	13,760		115
Cheshire Community Foundation Ltd		11,579	4,503		7,076
Britford Bridge Trust		10,000	6,250		3,750
Homestart UK		10,000	10,000		
Cambridge City Council		6,000	6,000		
The Pixel Fund		5,684	3,427		2,257
South Cambridgeshire District Council		5,484	5,484		
Ely Community Trust		4,000	4,000		
Huntingdon Freeman's Trust	3,720		3,720		
The Forrester Family Trust	3,700		3,700		
KFC Youth Foundation		2,500	2,500		
John Huntingdon's Charity	2,333		1,167		1,166
Girton Town Charity		1,500	1,500		
John Lewis Partnership	1,457	625	223		1,859
MV Kelly - Eastern Counties Region		684	684		
Cambridge Central Aid Society		120	120		
The Alton Family		20	20		
	<u>11,210</u>	<u>98,866</u>	<u>93,611</u>	<u>-</u>	<u>16,465</u>
<b>General fund</b>	158,705	142,825	148,485	-	153,045
<b>Total funds</b>	<u>169,915</u>	<u>241,691</u>	<u>242,096</u>	<u>-</u>	<u>169,510</u>

#### 9 Trustee remuneration and related party transactions

No member of the Board of Trustees received any remuneration during the period. Travel and subsistence costs amounting to £370 (£423 - 2024) were accounted for to members of the Board of Trustees, of which £110 were donated back to the Charity in the year.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the period.

**10 Staff costs and numbers**

	2025	2024
	£	£
Gross salaries	161,935	149,603
Social security costs	6,565	5,734
Pension costs	8,770	6,010
	<u>177,270</u>	<u>161,347</u>

The average number of staff employed by the charity in the year was 12. (12 - 2024)

No employee received emoluments of more than £60,000 in the period.