

**HEADWAY DERBY
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
FOR
31 MARCH 2025**

**Company Registration Number 04658919
Charity Number 1107803**

**HEADWAY DERBY
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025**

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**HEADWAY DERBY
COMPANY LIMITED BY GUARANTEE**

MEMBERS OF THE BOARD AND PROFESSIONAL ADVISERS

The board of trustees

C Collins	
M Flores Newburn	Resigned on 25 th November 2025
Daniel Shaw	Resigned on 25 th November 2025
Glaiza Shaw	Resigned on 25 th November 2025
A Sutcliffe	Appointed 8 th April 2025, Resigned 19 th August 2025
Gregory Gillespie	Appointed 5th November 2024 Resigned on 25 th November 2025
Lindsay Shuttleworth	Appointed 5th November 2024 Resigned on 25 th November 2025
V Durairaj	Appointed 19 th August 2025 Resigned on 25 th November 2025
M Robinson	Appointed 19 th August 2025 Resigned on 25 th November 2025
D Morris	Resigned 15 th July 2025
C Whiffen	Resigned 11 th February 2025
A McKie	Resigned 9 th April 2024
A Tonks	Resigned 10 th July 2025
A Atkinson	Appointed 10 th December 2025
T Crossley-Hobson	Appointed 10 th December 2025
J A Walsh	Appointed 10 th December 2025
A Wright	Appointed 10 th December 2025

Charity Manager Emma Morris

Company Secretary Emma Morris

Registered office Brain Injury Hub
83 Friargate
Derby
DE1 1FL

Independent Examiner Mark Newey ACMA
Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

Company's banker Barclays plc
St James's Street
Derby
DE1 1QU

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

The trustees, some of whom are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

OBJECTIVES AND ACTIVITIES

1. The provision of rehabilitation services and support to relieve the needs of people who have sustained brain injuries and who reside in the City of Derby, the County of Derbyshire or East Staffordshire and also people who reside outside these areas at the discretion of the charity.
2. The provision of assistance and support to relieve the needs of the carers and families of brain injured people.

SUMMARY OF THE MAIN ACTIVITIES UNDERTAKEN FOR THE PUBLIC BENEFIT IN RELATION TO THESE OBJECTS

Headway Derby seeks to improve the quality and whole life prospects for people living with a brain injury and their loved ones. This includes improving an individuals' self-esteem, confidence, self-identity, relationships, social skills, health and well-being, assessment of risk-taking behaviour, and organisational skills along with helping them manage specific problems such as poor memory, neuro fatigue and mood management. In general, we try to achieve this by encouraging people to engage in activities that help them do things for themselves with appropriate levels of mentoring and support. Given the complexity of the cognitive, emotional, physical and behavioural problems which can follow a brain injury; we have to be able to provide a range of services and flexibility of approach in order to achieve this effectively.

The services offered by Headway Derby are open to all individuals irrespective of race, gender identity, economic background or faith; or by any other personal circumstances.

ACHIEVEMENTS AND PERFORMANCE

During 2024–2025, Headway Derby continued to expand and strengthen its specialist support for brain injury survivors and their families across Derby and Derbyshire. This year has seen significant growth in service delivery, improved outcomes across all support programmes, and strong evidence of transformational impact on individual lives.

1. Delivery of the Steps Ahead Outreach Project

Year 2 of the five-year National Lottery funded *Steps Ahead Project* was delivered successfully, with the service now fully staffed, operational, and receiving regular referrals from hospitals, community professionals and self-referrals. The additional Reaching Communities funding enabled the charity to increase its reach to more individuals affected by brain injury than originally anticipated.

Key Achievements

- Supported at least 30 brain injury survivors and 30 family members, meeting project targets.

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TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

- Successfully implemented a tiered service model, allowing flexible levels of support and enabling the team to manage rising demand effectively.
- Maintained comprehensive tracking systems (referrals log, Steps Ahead log, hospital liaison log) to monitor reach and outcomes.

Outcome Improvements (as measured by the Outcome Star)

Across all participants:

- 87.5% reported improved confidence and self-esteem ("How I Feel" domain).
- 89% showed increased resilience and improved safety awareness ("My Safety" domain).
- 87.5% demonstrated improved physical and mental wellbeing, with notable progress in "My Physical Health", "How I Feel", "My Daily Life" and "Social and Support Networks".
- 87.5% improved community engagement, with many beginning volunteering, joining local groups, or returning to economic activity.
- 100% achieved at least two SMART goals set at the beginning of the project.

Crisis Support

The team worked with **five individuals in crisis**, all of whom stabilised and developed meaningful coping mechanisms as a result of intervention.

2. Hospital Liaison and Early Intervention

Headway Derby continued to deliver its hospital liaison work across multiple hospitals including QMC, Burton Hospital and Florence Nightingale Hospital, with an ambition to further expand engagement at Royal Derby Hospital. This work provides early intervention at the crucial point of discharge, preventing individuals from "falling through the gaps" in post-acute support.

Key Achievements

- Supported 44 inpatients and 25 families through the HOPE inpatient project.
- Provided bedside emotional support, discharge planning guidance and onward referrals.
- Received strong feedback from families, with one reporting:
"I just felt understood and supported, and that's all I needed whilst I was in hospital."

The service is recognised by ward staff as an essential part of a safe transition from hospital to the community.

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TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

3. Peer Groups, Community Activities and Accredited Courses

This year saw strong engagement across Headway Derby's growing programme of peer support groups, skills sessions and therapeutic activities.

Rediscovering My Brain – Accredited Course

Participants achieved significant progress, including PM, who completed all seven Level 1 AIM Award units, an achievement particularly notable given his significant memory and concentration difficulties following injury.

Bitesize Life Skills Courses

These short, focused sessions were delivered to both survivors and families to strengthen independence, safety, and wellbeing. PM progressed into Bitesize sessions as part of his continuing development.

Peer Groups and Social Activity

- Increased attendance at men's groups, women's groups, and mixed peer sessions.
- Outdoor and wellbeing initiatives such as the *Thyme to Grow* allotment group grew in popularity.
- Group activities supported improved social networks, confidence and community re-engagement.

Example: PM became an enthusiastic, highly engaged allotment volunteer, also attending multiple peer groups and participating in fundraising walks, including completing practice climbs for Snowdon.

4. Family Support Services

Despite a temporary pause due to premises issues, *Family Connect* resumed in March 2025 in the charity's new base, allowing improved accessibility and quality of delivery.

Key Achievements

- Launch of Family Bitesize Sessions covering:
 - welfare benefits
 - Adult Social Care
 - home adaptations
- First series successfully delivered to five family members, with plans for further expansion.

Headway Derby also delivered extensive advocacy for families navigating crisis, safeguarding concerns, social care, housing, and financial processes.

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TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

5. Safeguarding and Risk Management

Given the vulnerability of many service users, safeguarding remains a critical priority.

Safeguarding Performance

- Five safeguarding concerns were logged this year.
- One concern required referral to the Vulnerable Adults Safeguarding Team and was handled in full accordance with policy.

All staff and volunteers received regular safeguarding training and worked within Headway Derby's robust safeguarding framework.

6. Equality, Inclusion and Diversity

Headway Derby continued its commitment to reaching underserved and marginalised communities.

Through the Steps Ahead outreach model, the charity was able to:

- Support areas previously outside reach due to geographical barriers.
- Engage more diverse communities across Derby and Derbyshire.
- Offer equitable access to those without litigation claims or financial means.

7. Case Studies Demonstrating Impact

PM

PM's journey shows significant improvements in:

- memory and concentration
 - social confidence
 - participation in community life
 - self-management
- He achieved a Level 1 qualification, joined multiple groups, travelled independently, and took part in major fundraising activity.

SS

Supported from isolation and suicidality to:

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TRUSTEES' ANNUAL REPORT

YEAR ENDED 31 MARCH 2025

- engaging in community activities
- attending peer groups
- using public transport
- volunteering weekly in a charity shop
- securing ongoing Adult Social Care funded support
SS is now stable, sociable, and more independent.

TW & Family

Headway Derby provided intense, long-term support across mental health, safeguarding, family crises, advocacy, and social care engagement.

The family avoided breakdown and now have:

- counselling
- Adult Social Care support
- benefits (PIP), blue badge & brain injury card
- continued access to Family Connect and Bitesize courses

Post Year End

Trustees Lindsay Shuttleworth (chair), Greg Gilispie (treasurer), Daniel Shaw, Glaiza Shaw, Mark Robinson, Marcela Newburn, and Venu Durairaj resigned with immediate effect on 25th November 2025. The above-named individuals felt that the reinstatement of the charities Chief Executive Officer, Emma Morris meant they could not continue supporting Headway Derby and therefore made the decision to resign with immediate effect.

Headway Derby recognises the financial position of the charity as of 31st March 2025 and has strategic plans and processes now in place to manage the reserves position moving forward. The charity faced a particularly difficult year with a number of unsuccessful grants, and high level relocation costs that could not be foreseen.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Headway Derby Group is based at 83 Friar Gate, Derby, DE1 1FL which is the company's registered office and the principal address of the charity. Headway Derby Group is a company limited by guarantee and not having a share capital (company registration no. 04658919) and Registered Charity (No. 1107803). This is in accordance with the charity's governing document, the Memorandum and Articles of Association, incorporated on 6 February 2003 as amended by special resolution dated 16 August 2007.

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YEAR ENDED 31 MARCH 2025

Trustee selection methods

An assessment has been made to discover those skills required by the trusts body. Efforts are made to recruit trustee who meet the skill requirement from the population resident in the Derby.

Risk management policy

The Trustees examine the major risks that the charity faces each financial year when preparing and updating the strategic plan. The charity has developed systems to monitor and control these risks to mitigate any impact that they may have on the charity in the future.

FINANCIAL REVIEW

It has been the Trustees aim to maintain sufficient unrestricted reserves to cover 3 months operating costs.

Independent examiner

Mark Newey of Derby Community Accountancy Service will continue in office as independent examiner for the ensuing year.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under part 15 of the Companies Act 2006.

Registered office:
Brain Injury Hub
83 Friargate
Derby
DE1 1FL

Signed on behalf of the trustees



Alison Wright
Chair of Trustees

Approved by the trustees on: **15 December 2025**

**HEADWAY DERBY
COMPANY LIMITED BY GUARANTEE**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 31 MARCH 2025

Independent Examiner's Report to the Trustees of Headway Derby

I report on the accounts of the company for the year ended 31 March 2025 which are set out on pages 9 to 19.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to an audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act;
- follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act); and
- state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. 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 no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

- 1 Which gives me reasonable cause to believe that, in any material respect, the requirements
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- 2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Mark Newey ACMA

Date: 15th December 2025

Derby Community Accountancy Service
Babington Lodge
128 Green Lane
Derby
DE1 1RY

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds Year to 31 Mar 2025 £	Total Funds Year to 31 Mar 2024 £
<u>Income from:</u>					
Donations	3	41,841	-	41,841	74,860
Grants receivable	5	40,956	104,714	145,670	91,791
Other income	4	9,962	-	9,962	23,056
Investment income	6	487	-	487	457
Total incoming resources		93,246	104,714	197,960	190,164
<u>Expenditure on:</u>					
Raising funds		19,971	-	19,971	11,791
Charitable objects		143,731	104,714	248,445	172,906
Total resources expended	7	163,702	104,714	268,416	184,697
Net incoming/(outgoing) resources before transfers		(70,456)	-	(70,456)	5,467
Transfer between funds		-	-	-	-
Net movement in funds		(70,456)	-	(70,456)	5,467
Funds brought forward		101,926	-	101,926	96,459
Funds carried forward		31,470	-	31,470	101,926

The charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 11 to 19 form part of these financial statements.

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BALANCE SHEET

31 MARCH 2025

	Note	2025	2024
		£	£
Current assets			
Debtors	11	16,388	13,118
Cash at bank and in hand		99,049	134,024
		<u>115,437</u>	<u>147,142</u>
Creditors: amounts falling due within one year	12	83,967	45,216
		<u></u>	<u></u>
Net current assets		31,470	101,926
		<u></u>	<u></u>
Total assets less current liabilities		31,470	101,926
		<u></u>	<u></u>
Net assets		31,470	101,926
		<u></u>	<u></u>
Funds			
Restricted	13	-	-
Unrestricted – general reserves	13	31,470	101,926
		<u></u>	<u></u>
TOTAL FUNDS		31,470	101,926
		<u></u>	<u></u>

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

Directors responsibilities:

- (i) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- (ii) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved and authorised for issue by the members of the committee on the **15th December 2025** and are signed on their behalf by:

A Wright
Trustee



CompanyRegistrationNumber:04658919

The notes on pages 11 to 19 form part of these financial statements.

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Company information

Headway Derby is a company limited by guarantee not having a share capital. The company's registered office is Brain Injury Hub, 83 Friargate, Derby, DE1 1FL. At the end of the year there were 8 Trustees, each of whom, under the terms of the Memorandum and Articles of Association, had undertaken to contribute the sum not exceeding £1 in the event of a winding up of the company.

1.1 Accounting convention

These accounts have been prepared in accordance with FRS 102, "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts are prepared in Sterling which is the functional currency of the company. Monetary amounts in these financial statements to the nearest £.

The accounts have been prepared on historical cost convention apart from freehold property that is carried at market value. The principal accounting policies adopted are set out below.

These are accounts for the year ended 31 March 2025 prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 April 2015.

1.2 Going concern

At the time of approving the accounts, the Directors have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Charitable Funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

**HEADWAY DERBY
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1.4 Incoming resources

All incoming resources are included in the SOFA when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Gifts in kind have been included at market value of gifts received and in assets acquired. No amounts are included in the financial statements for services donated by volunteers.

1.5 Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs relating to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of the resources. Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in the support of the charitable activities.

1.6 Debtors

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

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Creditors and provisions

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

1.9 Financial instruments

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Derecognition of financial liabilities

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

1.11 Taxation

The charity is exempt from tax on income and gains falling with section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

1.12 Depreciation

Individual fixed assets are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line balance basis as follows:-

Asset category	Annual rate
Equipment	- 5 Years Straight Line

2 Critical accounting estimates and judgements

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

3. Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2025	Total Funds Year to 31 Mar 2024
	£	£	£	£
Donations				
Legacy	10,000	-	10,000	43,848
Sundry Donations	13,162	-	13,162	10,314
Fundraising	16,679	-	16,679	20,698
Sponsorship	2,000	-	2,000	-
	<u>41,841</u>	<u>-</u>	<u>41,841</u>	<u>74,860</u>

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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

4. Other income

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2025	Total Funds Year to 31 Mar 2024
	£	£	£	£
Service Provision	9,962	-	9,962	23,056
	<u>9,962</u>	<u>-</u>	<u>9,962</u>	<u>23,056</u>

5. Grants receivable

	Unrestricted Funds	Restricted Funds	Total Funds Year to 31 Mar 2025	Total Funds Year to 31 Mar 2024
	£	£	£	£
Grants				
Southern Derbyshire CCG	-	-	-	15,124
Derby and Derbyshire ICB	15,603	-	15,603	-
Derbyshire PCC	183	-	183	-
Severn Trent	8,670	-	8,670	8,670
Henry Smith Foundation	-	-	-	19,575
Henry Smith Foundation (1)	-	27,917	27,917	2,583
Awards For All	-	4,342	4,342	3,101
Awards For All (1)	-	806	806	-
Reaching Communities	-	46,000	46,000	30,065
Sport England	-	2,014	2,014	3,139
National Grid	-	3,380	3,380	941
Ten per Cent Foundation	-	500	500	500
Groundworks	-	372	372	1,118
The National Lottery	-	7,400	7,400	-
Foundation Derbyshire	-	1,500	1,500	-
Postcode Places Trust	16,500	-	16,500	-
Star Trust	-	3,179	3,179	-
Mansfield Building Society	-	500	500	-
Screwfix	-	4,800	4,800	-
East Midlands Railway	-	1,000	1,000	-
Derby Homes	-	333	333	-
Community action	-	671	671	-
St James Place	-	-	-	2,500
South Derbyshire (CVS)	-	-	-	1,600
Rank Foundation	-	-	-	1,500
Miller Homes	-	-	-	875
Local Giving	-	-	-	500
	<u>40,956</u>	<u>104,714</u>	<u>145,670</u>	<u>91,791</u>

**HEADWAY DERBY
COMPANY LIMITED BY GUARANTEE**

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

6. Interest receivable

	Year to 31 Mar 2025	Year to 31 Mar 2024
	£	£
Bank interest receivable (unrestricted)	487	457

7. Total resources expended on charitable activities

	Total Funds Year to 31 Mar 2025 £	Total Funds Year to 31 Mar 2024 £
Staff costs	167,121	103,406
Staff training and other staff expenses	3,191	4,246
Additional staff Self Employed	-	450
Volunteer Costs	12	-
Training	1,549	2,773
Staff Well Being and Clinical Supervision	697	1,143
Recruitment	1,071	215
Rent, rates, heating, insurance	32,301	34,331
Moving costs	1,495	-
Legal fees re new tenancy	3,534	-
Insurance & Nat Assoc Fees	3,190	1,839
Cleaning	1,394	1,765
Equipment, repairs and renewals	9,452	2,870
IT Governance	474	-
Post, stationery and software	3,247	3,388
Telephone and internet	4,617	3,367
Provision of services including accreditation	4,724	3,201
Subscriptions and card machine costs	2,359	1,479
Accountancy	2,750	2,950
Payroll and Pensions Services	365	621
Audit	750	800
HR	2,500	-
Legal Fees -HR	1,000	3,442
Marketing	984	753
Refunds	(332)	(475)
Sundry expenditure	-	341
Fundraising	19,971	11,792
	<u>268,416</u>	<u>184,697</u>

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

Expenditure on charitable activities was £268,416 (2024: £184,697) of which £104,714 was restricted (2024: £74,372).

8. Net (expenditure)/income

Net (expenditure)/income for the year is stated after charging/(crediting):

	2025	2024
	£	£
Independent Examiner's Fees	<u>850</u>	<u>750</u>

9. Directors and key management personnel

During the year Trustees did not receive remuneration

The key management personnel of the charity consist of the Trustees, the Chief Executive Officer and other members of the senior management team.

10. Employees

No employee earned more than £60,000 per annum. No Trustees were reimbursed for expenditure.

The average number of (FTE) staff employed by the charity during the financial year amounted to:

	Year to 31 Mar 2025 No	Year to 31 Mar 2024 No
Direct Charitable Staff	6	3
Governance	-	-
	<u>6</u>	<u>3</u>

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

The aggregate payroll costs were:

	Year to 31 Mar 2025	Year to 31 Mar 2024
	£	£
Wages and salaries	157,137	99,813
Social security costs	5,830	1,047
Employers Pension Contributions	4,154	2,546
	<u>167,121</u>	<u>103,406</u>

No employee earned more than £60,000 per annum. No trustees were reimbursed for expenditure.

11. Debtors

	2025	2024
	£	£
Trade debtors	1,436	161
Accrued Income	2,120	2,121
Deposit on new lease	9,750	7,059
Other Debtors	3,082	3,777
	<u>16,388</u>	<u>13,118</u>

12. Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade Creditors	-	-
HM Revenue and Customs	3,581	2,851
Pensions Control	907	653
Deferred Income	76,629	40,712
Accruals	2,850	1,000
	<u>83,967</u>	<u>45,216</u>

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2025

13. Statement of funds

	At 1 April 2024 £	Incoming £	Outgoing £	Transfers £	At 31 March 2025 £
General reserve	101,926	93,246	(163,702)	-	31,470
Total unrestricted funds	101,926	93,246	(163,702)	-	31,470
Restricted Reserve					
Henry Smith Foundation (1)	-	27,917	(27,917)	-	-
Awards For All	-	4,342	(4,342)	-	-
Awards For All (1)	-	806	(806)	-	-
Reaching Communities	-	46,000	(46,000)	-	-
Sport England	-	2,014	(2,014)	-	-
National Grid	-	3,380	(3,380)	-	-
Ten per Cent Foundation	-	500	(500)	-	-
Groundworks	-	372	(372)	-	-
The National Lottery	-	7,400	(7,400)	-	-
Foundation Derbyshire	-	1,500	(1,500)	-	-
Star Trust	-	3,179	(3,179)	-	-
Mansfield Building Society	-	500	(500)	-	-
Screw Fix	-	4,800	(4,800)	-	-
East Midlands Railway	-	1,000	(1,000)	-	-
Derby Homes	-	333	(333)	-	-
Community Action	-	671	(671)	-	-
Total restricted funds	-	104,714	(104,714)	-	-
Total funds	101,926	197,960	(268,416)	-	31,470

- Henry Smith Foundation funding was awarded to fund education and development projects.
- Awards For All funding was to fund the Inspirational Women's peer support group for 12 months.
- Reaching Communities funding was awarded to fund Headway Derby's community outreach service.
- Sport England was awarded to fund the Snowdon Challenge.
- National Grid was awarded to fund the provision of warm space sessions.
- Ten Per Cent Foundation was awarded to fund IT equipment.
- Groundwork was awarded to fund our TRIBE peer support group.
- The National Lottery Awards For All was awarded to fund Headway Derby's Hospital Liaison Service.
- Foundation Derbyshire was awarded to fund family support.
- Postcode Places Trust was awarded to fund the rent of Headway Derby's office.
- Star Trust was awarded to fund therapy sessions.
- Mansfield Building Society was awarded to fund musical equipment.

HEADWAY DERBY COMPANY LIMITED BY GUARANTEE

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- Screwfix was awarded to fund new furniture.
- East Midlands Railway was awarded to fund service user travel.
- Derby Homes was awarded to fund Headway Derby's allotment equipment.
- Community action was awarded to fund women's health sessions.

14. Analysis of net assets

	Tangible fixed assets	Other net assets	Total
Unrestricted funds			
	£	£	£
General reserve	-	31,470	31,470
Restricted funds	-	-	-
	<u>-</u>	<u>31,470</u>	<u>31,470</u>

15. Related party transactions

The charity had no related party transactions that required disclosure.