



FOUNDATION

C E L E B R A T I N G

35

Y E A R S

TRUSTEES' REPORT
AND FINANCIAL STATEMENTS

— FOR THE YEAR ENDED 30 JUNE 2025 —

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Paul Mullen

A message to Albion fans from the Brighton & Hove Albion Foundation interim chief executive...

Hello and welcome to this very special edition of our annual magazine. The Foundation has celebrated its 35th anniversary this year; 35 years of changing lives through the power of football. In that time, both the Foundation and the Albion have grown an unbelievable amount.

In the middle section of this magazine you'll be able to hear from a few people that have been involved with the charity for a long time. Speaking to them was an eye-opening experience. It can be easy to focus on the here and now and forget all the people that came before us, but celebrating this 35th anniversary has reminded us all of the sheer amount of good this charity has done over the years.

The children who first came to our soccer schools back in 1990 are in their forties or fifties now, many with children or grandchildren of their own who have come to our football

sessions. We've helped entire families get active, an impact spanning across several generations.

Our biggest success stories come from the adults we meet years down the line, people who struggled to access sport as a child for one reason or another, but have grown up and built fantastic lives for themselves and their families. Yes, we support young people in the here and now, but we also try to set them up to lead better lives in the future.

That's why we wanted to shine a spotlight on the past to celebrate our 35th anniversary, and I hope you enjoy reading all about it.

While we look back at our 35 years as a whole, we should also celebrate what was another great season for us last year.

Our work with Davison CE High School in Worthing last year secured access to a brand-

new 3G pitch in West Sussex, which has become an important hub for our work in that region and a major tool in promoting girls' football.

Across the county, around 2,000 children were a part of our talent pathway programme. There are dozens of success stories of girls and boys who have progressed from Foundation programmes to the Albion academy, and more young stars continue to develop every season.

The Foundation also remains one of the UK's largest providers of disability sport. Our para talent hub was named as one of the best in the country by an FA official, and several members of the programme regularly play for their national teams.

Of course, much of what we do is made possible thanks to the support we receive from the Premier League Foundation.

We were lucky enough to have the support of a huge team of ambassadors last season: Matt O'Riley, Joel Veltman, Jack Hinshelwood, and Georginio from the men's squad, Pauline Bremer, Vicky Losada, Nikita Parris, Fran Kirby, and Madison Haley from the women's side, plus Guy Butters, Bobby Zamora, and Fatboy Slim.

It's always an unforgettable moment for a young

***"For 35 years,
you've helped us
create something
special."***

person to meet one of their footballing heroes, so we try to create as many opportunities as we can for that to happen.

Thank you to our ambassadors, thank you to our vast team of coaches and tutors, and most importantly, thank you to all of our supporters. For 35 years, you've helped us create something special.

Here's to another 35...



CELEBRATING

35

YEARS

NEWS ROUNDUP



Local MP pays a visit

Chris Ward, MP for Brighton Kemptown and Peacehaven, visited the Foundation's Community Hub to learn more about the charity's work in his constituency.



Foundation named 'Best Community Scheme'

The Foundation was once again given the honour of Best Football Community Scheme at the prestigious Football Business Awards – the 7th time in the last 10 years.

Para talent hub named 'one of the best'

The BHAFC Foundation's para talent hub was named as one of the best in the UK by an FA official earlier this year.



National finals for Albion girls

A primary school team representing the Albion qualified for the national finals of a schools' football tournament. A team of girls from Balfour Primary School in Brighton successfully qualified through the local and regional stages, earning the chance to play in the national finals at Molineux.



Hundreds of pupils join Challenge Cup

Schools from across Sussex were invited to send teams of eight pupils to compete in the BHAFC Foundation's Cross Curriculum Challenge Cup at the Amex Stadium.



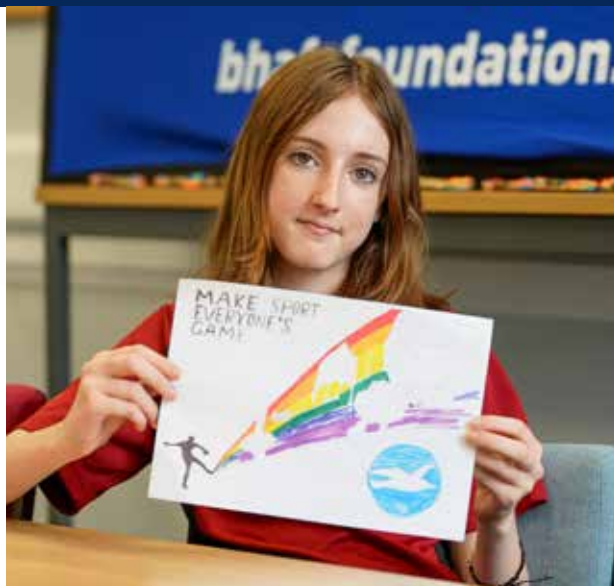
Bowman opens new 3G pitch at Davison

A secondary school in Worthing celebrated the opening of their new 3G football pitch with the help of former Albion captain Dani Bowman.



Disability sports day for Bloom and Barber

Senior leaders from the club and the BHAFC Foundation tried their hand at disability sports as they learned more about the charity's work.



Hove girl's Rainbow Laces dream

A girl from Hove saw her Rainbow Laces flag design become a reality after it was flown during the club's Premier League fixture against Southampton.

OUR SEASON IN NUMBERS

30,000

people engaged through the year.



2,000



young players
in our talent
pathway system.

600



players every week in our
disability football programme.



3,500

children played at a
BHAFC Soccer School.

98%

enjoy attending
BHAFC Foundation
sessions.

81%



feel more confident about themselves.



6,106 
female participants.

.....

 **18** regular
disability
sessions run
per week.

.....

75% have improved
mental wellbeing.

.....

1,600
players at free Premier
League Kicks sessions.

.....

28 different projects
run across the
Foundation's various
strands of work.

.....


159 
local schools worked with.

 **98%**
of players enjoy our
disability football sessions.

.....

90%
 have improved
physical wellbeing.

.....

5,000
 pupils
taught by a
Foundation
tutor.

.....

827
 young people
had the chance
to play at the
Amex Stadium.

PLAYER WATCH



Above: Brajan Gruda was a fan favourite when he met young players at one of our disability football groups.



Above: Fran Kirby hands out a Top Bins leadership award to young player Edie.



Above: Joel Veltman had a blast joining in with our 90s quiz night in May.



Left: Matt O'Riley joined in a training session at one of our Down's syndrome football sessions.



Left/below: Vicky Losada and Matt O'Riley were named as the club's PFA Community Champions for their excellent community work.



Left: Albion players warmed up in special BHAFC Foundation tees before our Premier League game against Leicester.



Above: JP Van Hecke and Carlos Baleba handed out Premier League Kicks Top Bins awards to several youngsters from Worthing.

PLAYER WATCH

Below/right: Plenty of Albion players pitched in to help us promote our limited-edition Foundation sweatshirts.



Above: Matt O'Riley helped pupils at Fairlight Primary in Brighton to learn sign language during Deaf Awareness Week.



Above: Yasin Ayari, Joel Veltman, Matt O'Riley and Brajan Gruda came to visit a disability-inclusive session in Lancing.



Above: Joel Veltman and Fran Kirby met young players at Davison CE School in Worthing - one of the Foundation's biggest after-school clubs for girls.



Below: Albion players warmed up in special BHAFC Foundation tees before our Premier League game against Leicester.



Above: In April, Carlos helped deliver a No Room For Racism workshop for some of our pathway boys.



FROM PLAYER TO COACH:

JAIME'S JOURNEY



Jaime Quinn was coaching her group of girls in Whitehawk when she had a moment she'll remember forever.

Jaime, a football coach and PE teacher for the Foundation, first got involved with the Foundation as a player when she was 14 years old. She's been involved with the Foundation for years now, and has dedicated countless hours to supporting young people.

It certainly gave her quite the shock when Albion legend Glenn Murray interrupted her session to present her with a Community

Captain award, recognising the amazing journey she's been on over the past few years.

When she was a young player at 14, Jaime was struggling to find opportunities to play the game she loved.

That all changed when she discovered Premier League Kicks.

"I was always interested in football before I got involved with the Foundation," Jaime reflected, "but I didn't have the facilities to pursue it as much as I wanted to.





"I grew up in quite a rough area, there wasn't that much support and there weren't many positive role models."

Jaime enjoyed coming to her free

sessions every week, and she thrived thanks to the opportunities offered to her.

"I was a girl playing in a male-dominated sport. I faced a lot of obstacles trying to play, because of my background and because of money. For a lot of clubs you have to pay fees to sign on. I was pretty down.

"I stumbled across the work of the Foundation. It was accidental. When I first got involved, I was the only girl there and a lot of the participants were a lot older than me.

"Premier League Kicks has helped shape the person I've become. It was a life-changing moment for me."

"But the coaches got me involved straight away, they made sure that I got a lot of touches on the ball. It massively improved my confidence and made me feel like I was able to join in those sessions, even if I felt a bit out of place at the start.

"Attending that first Premier League Kicks session was definitely a life-changing moment for me. Not only has it helped shape the person I've become but it's also shaped my whole career up until this point."

Jaime continued to impress her coaches and in time she was hired by the Foundation. She now inspires the next generation of players

as a community coach at the Foundation's Premier League Kicks sessions in Brighton, while she also teaches PE lessons at Parkland Junior School in Eastbourne.

Over the years and through her transition from a player to a coach, Jaime has seen a significant development in the availability of girls' football locally. "Premier League Kicks offers opportunities for anyone under the age of 19 to play, for free. It is superb," Jaime says.

"Now we have more facilities, more funding and there's a lot more for the girls to do such as tournaments around Sussex.

"As a coach, the most important responsibility is to be there for the participants, for the girls, to be there for them, to be someone who they can go to and have a good relationship with. It is less about the football and it is a lot more about the relationships you're building with them.

"Coaching makes me feel good about myself.

"It makes me feel like I'm giving back to people in the best way that I know how to. Premier League Kicks is like a second family to me. The programme has taught me to stand up for myself and that if I want something, I have the ability to go and get it."

Jaime was given her Community Captain award in recognition of her dedication to supporting young people.

"Being named as a Premier League Community Captain hasn't sunk in yet," Jaime said, "I never expected it in a million years. It's a massive honour and it feels really nice to be recognised.

"When I reflect on all the things I've done with Premier League Kicks, it makes me feel very proud to be a part of it. It also makes me feel very grateful for the opportunities that I was given when I was younger and that I continue to have now."

BUZZ'S CHARITY WALK

Rustington



The Amex



Kitmen Alex and Harry, alongside 'admin' Matt, embarked on a 35 mile walk across Sussex to celebrate 35 years of the Foundation.

They started in Rustington and finished at the Amex Stadium, dropping off kit and equipment to local schools along the way. They raised over £42,000 for the charity - what an effort by the team!



FOUNDATION

**CELEBRATING
35 YEARS**



For 16 years, BHAFC Foundation coaches have supported children at Fairlight Primary School in Brighton.

It's hard to put a number on how many pupils have benefitted in that time, but headteacher Damien Jordan thinks it's about 6,000.

Damien, who arrived at Fairlight in 2009, quickly saw the benefits in having Foundation coaches and tutors in his school.

Fast forward 16 years and you can see the Foundation's footprint throughout the school; PE lessons, literacy and numeracy, after-school football clubs, coding and robotics, Albion Cup inter-school tournaments, up-skilling teachers to deliver PE lessons, and much more.

“Those are the moments they’ll remember forever.”

As Damien explains, Fairlight has some unique challenges that the Foundation can help with.

“We’re an inner-city school, we don’t have a school field or any green space,” Damien said.

“Sixty percent of my pupils live in houses without outside space, fifty percent receive free school meals.

Bringing the Premier League to the Playground

They’re living in deprived areas and don’t have access to football in the same way as other young people.

“So for us, having all the support we can get for physical activity is so important. Children need to get outside, play, and be healthy.”

Their association with the charity began in 2009, when Fairlight pupils got involved with the ‘Show Racism the Red Card’ campaign.

Pupils that attended the very first Foundation lessons at Fairlight as eight-year-olds are in their mid-twenties by now.

“The charity is just such a huge part of our school now.”





“Those are the moments they’ll remember forever.”

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35

The impact of coaches

A teacher sees their class every day, and their pupils see them as an authority figure. Sometimes, having a coach come into the classroom and try things from a different angle can make all the difference.

“Having Foundation tutors in the classroom is so beneficial,” Damien says.

“It gives us that extra chance at having someone who might make a breakthrough, who might encourage a pupil to realise there’s a point in learning.”

Coaches often end up being popular figures at their schools; seeing someone wearing an Albion badge in their school can be a very cool experience for younger pupils.

“It makes Premier League football real, and something that exists in their community. It gets them excited to learn.

“I’ve seen Foundation coaches walking around the school before their sessions start, and the kids all know their names and want to talk to them.

“They’ll know about the kids’ football development, but also about their reading and their maths, how their mums are getting on,

what their hobbies are. You can tell that they really care.”

Making memories

As fun as PE can be, nothing sticks in the memory like meeting a professional footballer.

It began back in 2009, when Albion goalkeeper Michel Kuipers became Fairlight’s nominated player.

“He came in every week – every single week – to sit and read with our kids,” Damien said, “Michel was fantastic, and he was just the first player we had.

“Having players get involved is an unforgettable moment for these kids. We recently had Matt O’Riley come to help deliver a workshop about sign language, and you should’ve seen how excited that class were.

“Joel Veltman met some of our pupils a couple of years ago and they still talk about it. It became a legendary story that they always talk about on the playground, the day that their mate Joel Veltman came down to play football with them at the park.

“Maybe sadly as a headteacher, what these kids remember when they leave us isn’t a maths or an English lesson, it’s the day that Matt O’Riley came to visit.

“Those are the moments they’ll remember forever.”



Premier League
**Primary
Stars**



From player to coach:

NATHAN BOWEN

Nathan Bowen, now Director of Football at Worthing FC, reflects on a coaching career that started on a Brighton estate more than 20 years ago.

Nathan looks out onto the pitch at Woodside Road, where a couple of dozen Under-14s are training ahead of their fixtures that weekend. It's a talented group, and Nathan has high hopes for them.

As Director of Football, he's responsible for looking after every player who wears the Worthing FC badge - the men's and women's

first teams, the youth academy, the community squads, and the disability-inclusive teams.

Becoming a respected figure in non-league football and leader at a football club with nearly 2,000 fans at every home game isn't quite where Nathan thought he'd end up.

"I didn't really do a lot when I was young," Nathan says, "I'd play in the park, just try and stay out of trouble where I could."

"When you're on an estate and you're not doing something productive it's quite easy to mix in

“I’m not sure what I’d be doing now if I didn’t do those coaching badges.”

with the wrong crowd. For anyone who’s grown up in an area like that, it’s normal.”

At 13, Nathan had his first chance to play at proper organised football sessions thanks to a free football programme in his local park.

“I used to live in an estate in Hollingdean and Albion in the Community (as it was then) used to run loads of sessions in the area.”

The programme, delivered every week by BHAFC Foundation coaches, gave young people in one of Brighton’s most deprived neighbourhoods a chance to play football every week.

“They were free, so my mum was quite happy about that!”



“Every year the coaches would choose a few of us to study for their first coaching qualification, which you could only do once you were 15. The year I turned 15, my coaches chose me,” Nathan said.

“We didn’t have a lot of money, I couldn’t afford to go and play football at a local team, so it was great for me.

I always loved football, and this programme allowed me to play every week and at tournaments, which is something I wouldn’t have been able to do.

Playing at these free sessions helped Nathan stay on the straight and narrow, and he played there every week for the next couple of years before an unexpected opportunity knocked.

The Foundation paid for Nathan and a few of his teammates to earn their first coaching qualifications, and gave them part-time coaching work at BHAFC Holiday Soccer Schools.

“That was the start of my coaching career,” Nathan said, “It was massive for me. I’m not sure what I’d be doing now if I didn’t do those coaching badges.

“I actually did my first coaching qualification alongside Russell Martin. He’s gone on to have a pretty decent career!”

Nathan threw himself into his work at the Foundation, taking on anything and everything he could.

“Summer camps, Saturday morning clubs, development centres, I did the lot. I taught PE in schools, and I was part of a team helping to reduce childhood obesity in Brighton.

“There were so many really good moments over the 14 years I was there – probably loads I’ve forgotten too – and I got to have a lot of experiences I never thought I’d have.”

“For me it’s all about opportunity. People just need a chance.”

One programme Nathan is particularly proud of was Make a Change, which worked with around 5,000 children in 90 schools to help them lead healthier lives.

“It was a really powerful programme, and obesity levels in children across Brighton & Hove did actually fall while we were running it. It’s nice to think we had a little part to play in that.”

Nathan worked at the BHAFC Foundation for 14 years before getting a coaching job in the Brighton academy.

“I’m fairly well known around Sussex these days, I’ve been lucky enough to be quite successful in



the local football community,” Nathan said.

“All of that is down to the coaches at the Foundation seeing something in me and giving me the opportunity to grow.”

Despite his early coaching success, Nathan still faced some significant challenges.

“No one in the Foundation knew but I was living in hostels for a while,” Nathan said.

“A lot of people think that homeless people are all on the streets, but actually there are loads of kids in hostels who have moved out, whose parents passed away, and are homeless through no fault of their own.”

Homeless at 21 and living in hostels, Nathan was given an offer too good to refuse.

In 2007, organisers from the Homeless World Cup were visiting hostels in Brighton looking for people who might be interested in playing.



The Homeless World Cup is an international tournament that works with homelessness organisations across the globe, giving hundreds of homeless people the chance to represent their countries.

After organisers visited his hostel and met Nathan, he was offered the chance to try out for the England team.

Nathan impressed at the trials and he was chosen to captain England at the Homeless World Cup in Copenhagen. They didn't win the tournament, but the whole experience had a big impact on him.

"The Homeless World Cup is a fantastic initiative," Nathan said, "they try to get people motivated by running trials and tournaments - it gives people something to focus on and look forward to. It definitely helped me."

Now Director of Football at Worthing FC, Nathan has overseen a period of unprecedented success for the club.

The men's first team won promotion to the National League South for the first time ever in 2022, and have qualified for the playoffs every season since. The women's side have been promoted twice in recent years to climb to the fourth tier of women's football, and the club's academy teams have won a host of trophies over the past five years.

For Nathan, engaging the locals is just as important as the club's success on the pitch.

"Male or female, old or young, we want our teams to represent the whole town. You can see that in our walking football teams, our disability-inclusive team, we want to represent as many different parts of the community as possible," he says.

Nathan started out life with limited opportunities, and he's a big advocate for giving people the same chances that benefitted him along the way. "For me, it's all about opportunity," he said, "the

free programmes that the BHAFC Foundation runs, the kind I played at when I was 13, are important.

"They give people the opportunity to enjoy themselves and show what they can do. People just need a chance."

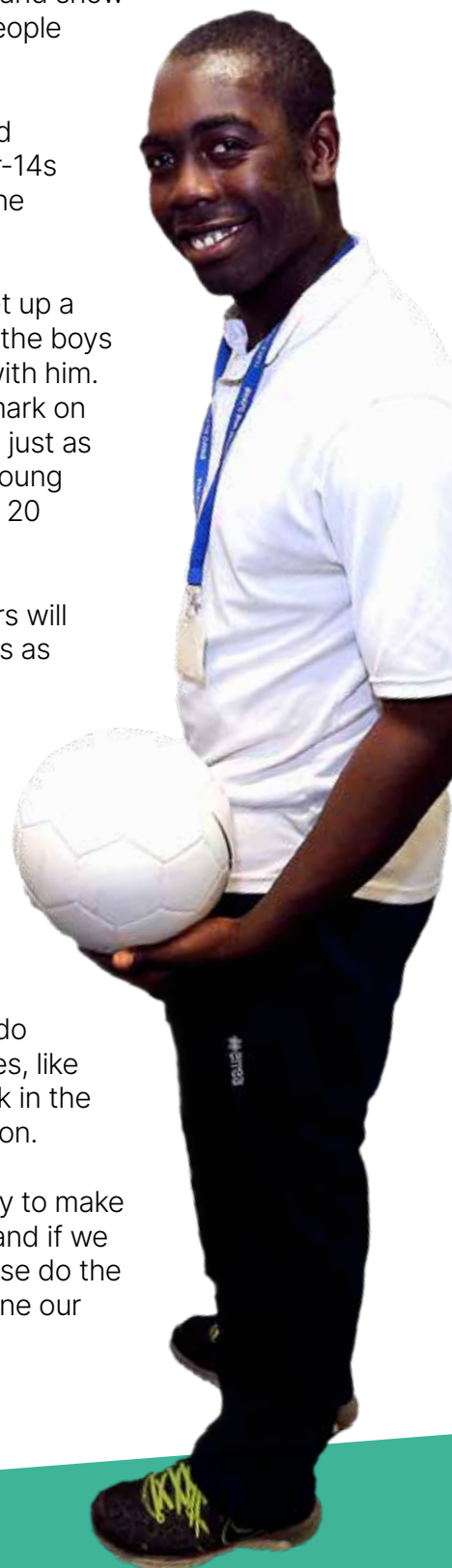
Nathan has to go and help finish the Under-14s training session on the pitch below.

He walks down to set up a drill, and a couple of the boys start joking around with him. Nathan has left his mark on these young players, just as he has on so many young people over the past 20 years.

Many of those players will go on to have careers as players or coaches, and perhaps they'll remember Nathan the same way he remembers his old coaches.

"We've got three or four players who we're sponsoring to do their coaching badges, like I was supported back in the day. The cycle goes on.

"I had the opportunity to make a career out of this, and if we can help someone else do the same, then we've done our job."





Martin Perry gives the inside track on the Foundation's early days.

When it comes to the Albion, Martin Perry has seen it all. Former chief executive of the club and chair of the board of trustees at the Foundation, Martin oversaw a crucial period in Albion history.

He arrived at the club in 1997, and he was in for a surprise when he came into work for the first time.



"When I first arrived at the club, because of course the Goldstone had been sold and we had no ground of our own, we were based in some awful offices on Queen's Road that we'd inherited from the previous owners," Martin said.

"In the corner of these dreadful offices were two people – Steve Ford and Dave Jupp. They told me they were running what was then known as 'Football in the Community.'"

The charity was still in its infancy then, but Martin and Steve Ford had big plans to develop it.



"When I arrived Steve was focusing on after-school football sessions, and together we decided to expand our activities into the classroom.

"Another area we wanted to explore was disability football, because we knew the huge benefit it could have on the local community.

"So that was the start for me, working with Steve and the team to expand from just offering after-

school football and beginning to work in education and disability football."

The charity's disability football programme, now one of the biggest in the UK, was a big hit with local people who hadn't really seen anything like it in Sussex before.

"The charity just grew and grew. It started with just two people in 1999 and look at it now – hundreds of staff members working all over Sussex.

"The reputation of the club grew too, as a result. Local people began to realise just how powerful this project was, and what the social benefits were to the area."

Rather than viewing the Foundation as a nice thing to do, Martin sees the charity's community work as an essential part of being a football club.

"Clubs absolutely have a responsibility to help their communities," he said, "I think it's really important that clubs use the power they have.

"Football clubs and players are icons, they're held up as examples in the community and therefore there's a responsibility."

After years of enjoying growth and success, Martin reflects on those early years as a really key period for the club and the charity – one that they had to get right after years of turmoil.

"In that period while we were away in Gillingham, we lost a lot of our contact with Brighton," Martin said.

"Although there were some very loyal fans and sponsors who stuck with us, it was a really difficult time. We were at a low ebb, so it was important that Football in the Community did what it could.

"When we announced we were coming back, I told supporters in a meeting that one of the strategies we needed to develop was to re-engage with the local community. So the Foundation was a really important vehicle for doing that – with schools and young people especially.

"We certainly had a vision, but never quite expected the charity to reach the scale it has today. It plays such a major, major role in local society."

...

Derek Chapman, former CEO of the club and a director for 25 years, was also a trustee at the BHAFC Foundation.

A life-long fan of the Albion and one of the people responsible for the club's 'Seagulls' nickname, Derek has a special fondness for the charity.

"I was one of the directors on the board at the time that was Brighton born and bred," Derek said, "I've always been a

supporter, and the community here is close to my heart."

Derek served as a trustee for six years and is very proud of what the charity achieved in that time.

"Being a trustee at the Foundation was something I loved doing," he said.

"We did some amazing things over the years, working with people with cancer, helping people with their weight problems, and ultimately using the power of football to help young people.

"When Steve Ford started it all he had next to nothing, just a bag of balls. Martin Perry and Dick Knight both drove the charity forward and it grew very quickly."

As a local, Derek is keenly aware of the issues facing some communities very close to home.

"The trouble is people don't realise the amount of poverty in Brighton, but if you look at Moulsecoomb and Whitehawk, they're some of the most deprived places in the country.

"People don't realise we have places like this in Brighton. There's a lot that needs doing here, and in an ideal world the local authorities could do it, but charities like the Foundation step in to pick up the slack where they can't.

"I left school at 15, didn't have many qualifications, and programmes like Premier League Kicks help kids like me at that age. It shows young people that if they do work hard, the sky's the limit."



35

AND
CHAPMAN
DEREK



35

DEIAN'S ALBION ADVENTURE



For the last ten years, disability football has been one of the biggest parts of Deian's life.

Deian, 17, was born with spina bifida – when a baby's spine and spinal cord does not develop properly in the womb, causing a gap in the spine.

When he was younger Deian played football at mainstream football clubs, but they didn't quite know how to accommodate him.

"They didn't want him to play in any matches because they didn't want him to get hurt," explained mum Catherine.

They decided to look for somewhere with more expertise with disability football and ended up finding the Foundation.

That was around ten years ago, and a seven-year-old Deian quickly knew this was the place for him.

"When he first started coming to Foundation sessions he grew to like it more and more, so we decided to play here full time," his mum said.

"He wouldn't go anywhere else now."

Deian plays around four times a week, taking every opportunity he can to get out onto the pitch.

"He plays in the pan-disability team and in the Sunday league side, but the cerebral palsy (CP) team is by far his favourite," Catherine said.

Disability football at the Foundation is supported by the Premier League PFA Community Fund, which helps the charity to provide so many different opportunities for people like Deian to play.

Deian has been a part of the cerebral palsy team for a couple of years, and playing with adults has really helped him develop.

"He's one of the youngest in the CP squad, he's only just turned 17 so he's only been around the squad for a couple of years," Catherine said.

Playing so often has helped Deian develop as a player, but his mum believes there are so many benefits for him beyond that.

"He absolutely loves it, and it helps with everything," she said.

"Knowing about football and being involved with it helps him socially at school. He goes to a mainstream college, and football gives him something to talk about.

"It helps him physically too. Football is his favourite exercise, and his physio is very happy he plays four times a week. Playing football means Deian doesn't have to focus on his physio exercises so much, which he's very happy about!"

In his time with the Foundation, Deian has become a huge Albion fan and goes to most home and away games.

His first opportunity to go to a game came in 2016. Deian was facing an operation on his foot, and one of his coaches, Tyler, wanted to give him something to look forward to. Tyler offered to take Deian to an Albion game at the Amex; Deian went and was hooked right away.

Over the years, Deian has experienced some incredible moments on the pitch.

"There are so many opportunities for him here. He's got to play at St George's Park, Craven Cottage, Chelsea's Cobham training ground, and even more beyond," Catherine said.

"Deian has met a few of the first team players here over the years, they sometimes come and meet players here which is really nice. He had a great experience meeting Solly March a few years ago."

"The coaches here are so good to him, and they've given him so many opportunities."

One of the big factors in Deian staying with the Foundation for more than a decade has been his relationship with the coaches.

"The coaches here look after them so well," Catherine said.

Abbie, who manages the CP team, is one of Deian's main coaches.

"She's absolutely brilliant," Catherine said,

"Even if he isn't first choice in the squad, she still makes sure everyone enjoys themselves and gets some good minutes on the pitch.

"The coaches here are so good to him, and they've given him so many opportunities. We wouldn't change it for anything."



BUTTERS'

CORNER

Guy Butters. Albion hero and Foundation legend. Guy's been involved with the club for 23 years, and he's supported the Foundation for over a decade. Bike rides, quiz nights, pie-tasting, football coaching - he's done the lot!





35 YEARS IN PICTURES



ESTABLISHED 1990 ESTABLISHED



ESTABLISHED 1990 ESTABLISHED 1990

LET'S GET QUIZZICAL

Every season we host a couple of quiz nights. They raise thousands of pounds, we see some fantastic (and some questionable) outfits, and everyone has a whale of a time.

This season we held two; a Bavarian-themed evening to celebrate the arrival of Fabian Hürzeler, and a groovy 90s-themed night with special guest Fatboy Slim.



October Quiz Night



NOW
THAT'S WHAT I CALL A
90s QUIZ





**DJ Fatboy
Slim, friend
of the
Albion and
ambassador
for the
Foundation,
has had
a very
busy year
supporting
the charity.**

NORMAN GOT STUCK IN
AT A DISABILITY FOOTBALL
CAMP IN LANING LAST
SUMMER





NORMAN - WITH HELP FROM ROYAL BLOOD DRUMMER BEN THATCHER - HELPED DRUM UP SUPPORT AT OUR COMMUNITY MATCHDAY IN APRIL.

QUIZZERS LIVED THE DREAM LAST MAY WHEN THEY GOT TO ENJOY A MUSIC ROUND HOSTED BY A WORLD-FAMOUS DJ!

WE TEAMED UP WITH NORMAN TO BRING FANS OUR EXCLUSIVE FOUNDATION X FATBOY SLIM SWEATSHIRTS - AND HE EVEN HELPED MODEL THEM!



CONTRIBUTING HIS OWN SIGNED BAUBLE FOR OUR AUCTION LAST CHRISTMAS.



NORMAN JOINED BUZZ AND THE TEAM ON THE FIRST LEG OF THEIR FUNDRAISING WALK ACROSS SUSSEX.



FUTURE STARS:



MATT HAYDEN

"When I was about eight or nine, I got offered a place in the elite pathway at the Foundation. I'd had trials with the club before but I wasn't offered a contract, so I had to work hard at the Foundation for a couple of years.

"It was hard not being offered that contract the first time, but I just kept at it and it motivated me more to keep going.

"Me and Aidan have played together since we were about 12, it's just been really good to have somebody that I know come up with me.

"Because we're such good mates off the pitch, it helps us on the pitch.

"Coming to Foundation sessions definitely helped me develop as a player and as a person."

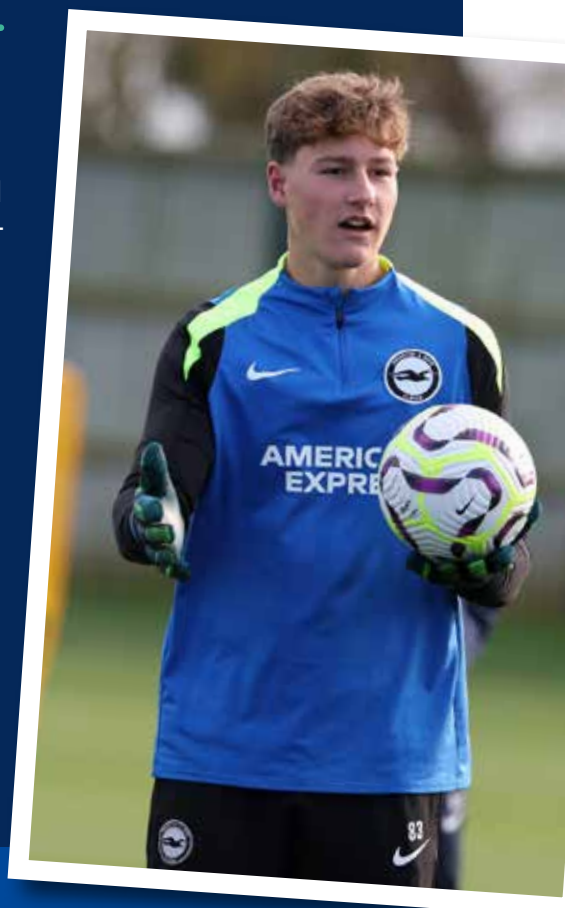
WILL RUTTER

"When I was at primary school some of my mates joined our local club Hassocks, so I joined with them. I always attended the after-school club on a Friday run by the Foundation. It was all about just having fun and having a kick about with my mates, really.

"The Monday night goalkeeping sessions here meant I could get stuck in and learn the basics. It gave me a great platform to get to where I am now, and it gave me the building blocks to develop as a young person and as a footballer.

"It really helped me, in part because I got scouted thanks to coming to the Foundation's sessions.

"I'd definitely recommend going to the Foundation's sessions to improve yourself, learn the basics of your position, and just to enjoy it. At the end you'll have fun and enjoy it, you'll make so many mates and have such good memories.



FROM THE FOUNDATION'S PATHWAY TO THE BRINK OF THE PREMIER LEAGUE



AIDAN WEST

"My mum got me into loads of sports, but football was the one for me. I picked it up quite quickly and it became my favourite sport."

"I started on the Foundation's football pathway as an Under-11, they'd been watching me for a little while and invited me to one of their sessions. I played there for about two years before joining the club's academy at 13."

"I have great memories of being with the Foundation, going to tournaments with my mates and playing a lot of matches, I played with Matt a lot which was really fun."

"Matt joined the academy a little bit before me, which definitely made me want to work harder to be there with him."

"We play on the same wing together now, so I guess that connection has stayed with us ever since."

COACH PEDDERS

Mark Pedrick - known as Pedders to his players - was involved in the development of most of the young players who came through the Foundation's pathway system.

"I've worked in academy football for the club and the Foundation for about seven years. Seeing some of the journeys the boys have had from starting at Under-8s and working up to becoming scholars has been absolutely fantastic."

"I'm proud of them all in different ways. You really see their journeys, their struggles and their successes."

"We want to make good footballers, but we also want to make our sessions fun and engaging and ultimately make good people who share our values."



How amputee football has changed Terry's life

Since joining our disability football programme about a year ago, Terry has gone from strength to strength.

Terry, from Eastbourne, was born without feet 40 years ago.

He grew up in East Sussex and quickly fell in love with football, even though he only had the chance to play mainstream football against fully-abled people.

"I've always loved football," Terry tells us, and he took every opportunity he had to play as a youngster.

As an adult, Terry moved to Sierra Leone for work. During his time there, he was also heavily involved in local football.

Terry was based in Sierra Leone for 10 years – an experience which he describes as an "eye-opener" – where he saw first-hand the effects of the ebola pandemic and two presidential elections.

On his return to the UK, Terry decided it was time to look for disability football opportunities and he came across the Foundation's sessions in Eastbourne.



"When I came back to the UK I just wanted to get involved with football straight away," Terry said.

"I found the Foundation, they invited me along, and I played for the first time at an open day last year."

Terry instantly knew he'd found the right group for him. He joined up right away and started playing at the Foundation's Saturday sessions in Eastbourne for a time, before soon progressing into the elite training camps in Lancing.

Despite his relatively short time with the Foundation so far, Terry can't speak highly enough of his experiences.

"I've met people at the Foundation for whom this is their whole life."

"To say this has been life-changing is an understatement," he said.

"Being able to play football with people who can understand me better has been fantastic.

"The coaches, the club, the staff have all been absolutely amazing. They make you comfortable to be yourself, comfortable to not be embarrassed."

Terry has taken serious inspiration from his coaches, even going so far as to start working towards his own coaching badges.

"The coaches have been so good they've encouraged me to look at coaching qualifications myself. I'm now working towards my UEFA C badge, which I'm thoroughly enjoying.

"The impact the Foundation has had on me has been brilliant, and I can't speak more highly of everyone involved."



"Terry is such a fantastic character," said Phil Broom, Disability Football Lead at the Foundation, "He's a top player and he brightens up every session he's in.

"In his short time with us he's shown amazing dedication and a brilliant attitude, and every coach speaks so highly of him."

Terry was part of a group of players who were part of a photoshoot to promote the club's 2024/25 kits.

"Being invited to this shoot at the Amex was lovely. It shows to me the effort the Foundation are making to include everyone," Terry said.

"It was a privilege for me to help, and I was glad to do it because of all the tremendous support the Foundation has given me.

"It was great seeing the media room, the changing rooms, sitting in the dugout. What a feeling."

Terry, like so many of the people he plays with, spends the whole week looking forward to his next training session.

"I've met people at the Foundation for whom this is their whole life. This is their chance once every week or two to get out and play football.

"The smiles the Foundation puts on our faces, the experiences we have, it's all so important.

"Playing football has changed my life, it's that simple."

ONE ALBION

All Albion stars. Disability football was at the forefront as the Albion launched their new home kit for the 2025/26 season.



ONE ALBION

CYRIL



TYLER



NICK



A YEAR IN **FUNDRAISING** AND VOLUNTEERING



Above: American Express colleagues supported the Foundation by volunteering at many events throughout the season.



Above: Dozens of runners represented the BHAFC Foundation at the Brighton Marathon and BM10K this year.



Above: Fans donated thousands of pounds at our community matchday in April.





Left: Albion fans enjoyed some festive fundraising at the Christmas Lunch with Albion Legends, raising an enormous £28,000.

Below: British Airways doubled fan donations during a special campaign in the spring, raising well over £10,000.

Below: Thousands of pounds were raised for the Foundation at memorial games this season, including matches remembering Matt and Jacob as well as Albion fan Ollie Rolfe.



Below: Fundraising legend Michelle Tipper raised £2,300 by abseiling down the Brighton i360.

Special charity screenings of Stand or Fall at the Picture House raised thousands.





JACK'S DREAM

to be the first deaf Premier League player

11-year-old Jack Pilcher has flourished in the BHAFC Foundation's disability football programme, says mum Kelly.

Jack, who lives in Wadhurst, travels down to Lancing every other week to play at the Foundation's deaf talent hub sessions at the club's training ground.

Jack's mum says he is "super obsessed" with football, having been playing regularly ever since he was big enough to kick a ball properly.

He began playing for his local team at the age of four, but after a few years in mainstream

football they started to ponder whether disability football might be beneficial for him.

"It was a bit of a dilemma," said mum Kelly, "Jack was playing for his local club and we weren't really sure whether we needed to investigate deaf football for him.

"We applied for England anyway, and he soon started playing at their Regional Talent Hub."

While playing at his England sessions, Jack was introduced to BHAFC Foundation disability lead, Phil Broom.

After a few conversations with Phil, they decided to give the Foundation's deaf football sessions a go.

"Phil was really keen for Jack to come down, so we agreed to try it out," Kelly said.

"I'd never really known there was a programme like this near us, I had no idea there was this whole world of deaf sport for children."

Jack wears a cochlear implant on one side of his head, and uses a hearing aid for his other ear. This means that he can't necessarily rely on audio cues in the same way that other players at his local club can.

Coming to the Foundation sessions gave Jack the chance to play regularly surrounded by players and coaches who could understand exactly what Jack needs on a football pitch.

Quickly, Kelly started to see a big change in her son.

"When he comes to deaf football sessions, it's like we almost see a totally different boy," she said.

"He's beaming, he can relax, he learns so much because he's not having to worry about his teammates or his coaches.

"There's no big explanation about 'this is what I need, this is what I can and can't hear', he can just play."

She also sang the praises of Jack's coaches at the Foundation, singling Phil Broom out in particular for how he's supported Jack.

"The coaches are amazing. Phil understands Jack to a tee.

"He really taps into all sides of Jack; the serious side where he can develop him on a tactical and technical level, but also on a personal level he helps Jack develop those important attributes like working hard and being humble.

"When we go to matches with the Foundation, Jack just loves it. I can see it in his whole body."

Phil Broom has been impressed with the development he's seen in Jack in his time with the Foundation.

"Jack is a cracking little player and a lovely lad," Phil said, "he's a pleasure to have at our sessions and we've all been really impressed with his level of ability.

"Like a lot of our players he travels a fair distance to come to our training sessions and matches, but he always comes full of energy and ready to give it his all."

Alongside his deaf football sessions, Jack also plays at a good level in mainstream football, representing the district team for his age group.

"He's playing two different sports, really. I don't really know how he does it but he copes with it very well," Kelly said.

"If you asked him right now, Jack would tell you that he wants to be the first deaf player in the Premier League. And why not?

"He's got a long way to go yet and he needs to focus on Year 6 first, but we'll support him all the way."



Jack and coach Phil with a special deaf awareness Albion scarf.

Structure, governance, and management

Reference and administrative details

Trustees:

C A Bauer (Chair)
V J Byrne
L W Cooper
L M El Baradei (appointed 26 March 2025)
D P Fellows (appointed 26 March 2025)
R I Galloway
Z Johnson
S B Marshall
P J Mullen (resigned 26 March 2025)
R A Read
J Richards (resigned 26 March 2025)
R J Valder-Davis (appointed 26 March 2025)
R J Wood (appointed 26 March 2025)

Secretary:

P M Baldwin

Charity Registration Number:

1110978

Company Registration Number:

05122343

The charity is incorporated in England and Wales.

Registered Office:

American Express Stadium
Village Way
Brighton
BN1 9BL

Auditor

Chisnall Comer Ismail & Co
Chartered Accountants & Registered Auditors
Maria House
35 Millers Road
Brighton
BN1 5NP



Structure, governance, and management

Statement of trustees' responsibilities

The trustees (who are also the directors of Brighton & Hove Albion Foundation Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements 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 its 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 apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards, comprising FRS 102 have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that can 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Charitable objectives

The Brighton & Hove Albion Foundation is the official charity of Brighton & Hove Albion.

The charity's governing document, the memorandum and articles of association sets out its purposes for the benefit of the inhabitants of the City of Brighton and Hove, Sussex and elsewhere through:

- The advancement of education.
- The preservation and protection of good health.
- To provide or assist in the provision of facilities in the interests of social welfare for the recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial hardship or social circumstances with the object of improving their conditions of life.
- To promote such other purposes as are charitable under the law of England and Wales from time to time in particular through an association with football.



Structure, governance, and management

Nature of governing document

The organisation is a charitable company limited by guarantee, registered as a charity with the Charity Commission on 22 August 2005.

The company was established under a memorandum of association that established the objects and powers of the charitable company and it is governed under its articles of association.

Recruitment and appointment of trustees

New Trustees are appointed according to the charity's governing document, and to meet specified capability requirements.

Induction and training of trustees

New trustees go through a formal induction and training process and are encouraged to meet the charity's beneficiaries to hear their experiences first-hand.

All trustees give their time voluntarily and receive no benefits from the charity. No trustee claimed expenses from the charity in 2024-25.

A chief executive is appointed by the trustees to manage the day-to-day operations of the charity.

On the 26 March 2025, R J Valder-Davis, L M El Baradei, D P Fellows, and R J Wood were appointed as trustees and directors. R J Valder-Davis and R J Wood are both employees of Brighton & Hove Albion Football Club Ltd.

P J Mullen and J Richards resigned as trustees and directors on 26 March 2025.

Public benefit

The trustees have referred to the guidance contained in the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities.

It is the opinion of the trustees, that this report demonstrates how the charity provides public benefit.

Fundraising

The charity's fundraising activities are vital to generate restricted and unrestricted funds to deliver its charitable objectives and continue to improve the lives of people in our community. This is achieved by providing a comprehensive fundraising programme through which people can pledge their support by direct donation and participation in challenge events.

The Brighton & Hove Albion Foundation is registered with the Fundraising Regulator and adheres to the standards outlined in the Fundraising Code of Practice.

No third parties were paid to undertake fundraising activities on behalf of the Brighton & Hove Albion Foundation and there were no complaints received during the 2024-25 reporting year relating to the fundraising practice of the charity.



Finance Review

The charity generated £3,677,897 (2024: £3,581,344) of income during the financial year, enabling it to invest £3,662,680 (2024: £3,576,745) of funds into delivering its work throughout Sussex. The charity generated a surplus of £15,217 (2024: £4,599) and increased its reserves to £770,205 at the year end. To ensure the long term sustainability of the organisation, a considerable effort has been made in recent years to develop a broad range of income streams, enabling the charity to be well positioned to face any unforeseen challenges.

The continued presence of Brighton & Hove Albion FC as a Premier League club has a positive effect on the charity through an increase in profile, both locally and nationally. It is not considered the charity's long-term financial sustainability is dependent on the club's topflight status.

Plans for the future

The charity heads into 2025/26 seeing an ever-increasing demand for its activities and with a desire to meet the emerging needs of our communities. In response to the increased needs, the Foundation is partnering with a wide range of community stakeholders to ensure local priorities are at the forefront of our delivery. This includes partnering with Sussex Police and Office of Sussex Police Crime Commissioner to use football as a diversionary activity for young people in targeted hot spots; collaborating with schools throughout Sussex to bring Albion-themed lessons to disengaged learners; and developing wellbeing related programmes in collaboration with health partners.

By continuing to focus on our outreach into targeted communities throughout the whole of Sussex, our focus in 2025/26 continues to be on how the charity can use football to help people to get active, be used as engagement tool and context for learning in class and to support mental wellbeing.

Financial instruments

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Cash flow risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity may use a mixture of long-term and short-term debt finance.

Further details regarding liquidity risk can be found in the Statement of Accounting Policies in the financial statements.

The charity currently has no working capital facilities with any bank.

Cash flow is reviewed weekly with a monthly rolling forecast for the next 12 months.

No working capital deficiencies have been identified in the coming years.

Credit risk

The charity's principal financial assets are bank balances and cash, trade and other receivables, and investments. The charity's credit risk is primarily attributable to its trade receivables. The amounts presented in the balance sheet are net of allowances for doubtful receivables.

An allowance for impairment is made where there is an identified loss event which, based on previous experience, is evidence of a reduction in the recoverability of the cash flows. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit rating agencies.

The charity has no significant concentration of credit risk, with exposure spread over a large number of counterparties and customers.

Remuneration – How we decide how much to pay our staff

The Brighton & Hove Albion Foundation has a remuneration committee, comprising of the Chair of trustees and an elected member of the board of trustees. This committee meets annually to determine the remuneration for the entire staff team. The committee takes responsibility for ensuring that the charity pay levels are appropriate and competitive, and to recommend any potential annual cost of living increase. This committee sets the salaries of the key management staff and reviews these arrangements on an annual basis. These salaries are benchmarked against comparative roles within the sector.

Finance Review

Reserves policy

The charity's policy is to maintain an appropriate level of reserves to support the ongoing activities of the organisation. This is in order to:

- Provide a sustainable and appropriate level of working capital.
- Allow for periods of unexpected drops in planned income.
- Cope with unexpected and short-term increases in planned expenditure.
- Provide cover for other risks, contingencies, or unforeseen events.

The charity's policy and determination of the required level of reserves are set in accordance with Charity Commission guidelines and are reviewed by the trustees at each board meeting.

The current policy is to hold reserves within a range from £450,000 to £600,000 and that this is adequate for the charity to operate and considers any risks to which the charity is exposed, along with the current and projected future levels of income and expenditure.

The charity's available reserves at year end totalled £770,205 of which £753,586 were unrestricted. The trustees have created a designated fund for future capital development and have assigned £200,000 of unrestricted reserves towards this. The policy will continue to be reviewed during 2025/2026 by the Board of Trustees.

Responsibilities of trustees

The trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Disclosure of information to auditor

Each trustee has taken steps that they ought to have taken as a trustee in order to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information. The trustees confirm that there is no relevant information that they know of and of which they know the auditor is unaware.

The annual report was approved by the trustees of the charity on 26 March 2026 and signed on its behalf by:



C A Bauer - Trustee

Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

Opinion

We have audited the financial statements of Brighton & Hove Albion Foundation Ltd (the 'charity') for the year ended 30 June 2025, which comprise the and, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards, comprising Charities SORP - FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and applicable law (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 30 June 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 responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 charity's ability to continue as a going concern for a period of at least twelve months from when the original financial statements were 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 trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report and the Trustees' Report.

We have nothing to report in respect of the following matters where 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 trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

Responsibilities of trustees

As explained more fully in the trustees' report (set out on page 46), the trustees 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 charity'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 charity or to cease operations, or have no realistic alternative but to do so.

Use of our report

This report is made solely to the charitable company's trustees, 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 charity's trustees 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 its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Auditor 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.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with

applicable laws and regulations;

- We identified the laws and regulations applicable to the charity through discussions with management and those charged with governance, and from our knowledge and experience of charitable concerns;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Charities Act 2022, the Charity SORP, the Companies Act 2006, the Child Protection Act, Disability Discrimination Act, data protection, anti-bribery, employment and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud; and
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;

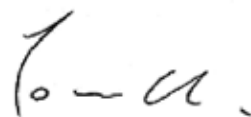
Independent Auditor's Report to the Members of Brighton & Hove Albion Foundation

- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with relevant regulators, and the charity's legal advisors.

Opinion 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 report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- This has been prepared in accordance with applicable legal requirements.



T G Humphries FCA FCCA (Senior Statutory Auditor)
For and on behalf of Chisnall Comer Ismail & Co,
Statutory Auditor

Maria House
35 Millers Road
Brighton
East Sussex
BN1 5NP

Date: 26 March 2026



Statement of Financial Activities for the Year Ended 30 June 2025

(Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds (£)	Restricted funds (£)	Total 2025 (£)
Income and Endowments from:				
Activities for generating funds	3	1,831,177	1,000,972	2,832,149
Investment income	4	34,237	-	34,237
Fundraising		811,511	-	811,511
Total Income		2,676,925	1,000,972	3,677,897
Expenditure on:				
Charitable activities	5	(2,534,681)	(993,481)	(3,528,162)
Governance costs	5	(16,593)	-	(16,593)
Support costs	6	(117,925)	-	(117,925)
Total expenditure		(2,669,199)	(993,481)	(3,662,680)
Net income		7,726	7,491	15,217
Net movement in funds		7,726	7,491	15,217
Reconciliation of funds				
Total funds brought forward		745,860	9,128	754,988
Total funds carried forward	17	753,586	16,619	770,205

	Note	Unrestricted funds (£)	Restricted funds (£)	Total 2024 (£)
Income and Endowments from:				
Activities for generating funds	3	1,713,185	918,444	2,631,629
Investment income	4	41,057	-	41,057
Fundraising		908,658	-	908,658
Total Income		2,662,900	918,444	3,581,344
Expenditure on:				
Charitable activities	5	(2,529,125)	(916,809)	(3,445,934)
Governance costs	5	(26,599)	-	(26,599)
Support costs	6	(104,212)	-	(104,212)
Total expenditure		(2,659,936)	(916,809)	(3,576,745)
Net income		2,964	1,635	4,599
Net movement in funds		2,964	1,635	4,599
Reconciliation of funds				
Total funds brought forward		742,896	7,493	750,389
Total funds carried forward	17	745,860	9,128	754,988

All of the charity's activities derive from continuing operations during the above two periods.
The funds breakdown for 2025 is shown in note 17.

Balance Sheet

Balance Sheet as at 30 June 2025

	Note	2025 (£)	2024 (£)
Fixed assets			
Tangible assets	11	34,750	36,778
Investments	12	1	1
		34,751	36,779
Current assets			
Debtors	13	474,810	457,718
Cash at bank and in hand	14	1,021,872	942,754
		1,496,682	1,400,472
Creditors: Amounts falling due within one year	15	(761,228)	(682,263)
Net current assets		735,454	718,209
Net assets		770,205	754,988
Funds of the charity:			
Restricted income funds			
Restricted funds		16,619	9,128
Unrestricted income funds			
Unrestricted funds		753,586	745,860
Total funds	17	770,205	754,988

These accounts are prepared in accordance with the special provision of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The financial statements on pages 53 to 65 were approved by the trustees, and authorised for issue on 26 March 2026 and signed on their behalf by:



C Bauer - Trustee

Statement of Cash Flows for the Year Ended 30 June 2025

	Note	2025 (£)	2024 (£)
Cash flows from operating activities			
Net income		15,217	4,599
Adjustments to cash flows from non-cash items			
Depreciation	6	13,830	12,375
Investment income	4	(34,237)	(41,057)
		(5,190)	(24,083)
Working capital adjustments			
Increase in debtors	13	(17,092)	(14,523)
Increase / (decrease) in creditors	15	78,965	(188,675)
Net cash flows from operating activities		56,683	(227,281)
Cash flows from investing activities			
Interest receivable and similar income	4	34,237	41,057
Purchase of tangible fixed assets	11	(11,802)	(11,566)
Net cash flows from investing activities		22,435	29,491
Net increase / (decrease) in cash and cash equivalents		79,118	(197,790)
Cash and cash equivalents at 1 July		942,754	1,140,544
Cash and cash equivalents at 30 June		1,021,872	942,754

All of the cash flows are derived from continuing operations during the above two periods.



Notes to the Financial Statements for the Year Ended 30 June 2025

1. Charity Status

The charity is a company limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £1 towards the assets of the charity in the event of liquidation.

The address of its registered office is:
American Express Stadium
Village Way
Brighton
BN1 9BL

2. Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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)) (issued in October 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.



Notes to the Financial Statements for the Year Ended 30 June 2025

Basis of preparation

Brighton & Hove Albion Foundation Ltd meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing group accounts

The charity has taken advantage of the exemption in section 398 of the Companies Act 2006 from the requirement to prepare consolidated financial statements, on the grounds that it is a small sized group.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Income from contracts held is recognised when the charity has entitlement to the funds and any performance conditions attached to the contract have been met.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognitions are met.

Donations and other receipts from fundraising are reported gross and are accounted for on a receivable basis.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Gift Aid

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Plant and machinery	25% on cost
Computer costs	33% on cost
Motor vehicles	25% on cost

Fixed asset investments

Fixed asset investments represent shares in the Trading subsidiary this is included at market value at the balance sheet date.

Notes to the Financial Statements

for the Year Ended 30 June 2025

Trade debtors

Trade debtors are recognised when funding or donations arise that transfer economic benefits to the charity. These are measured at transaction value.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance

sheet date are reported at the rates of exchange prevailing at that date.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3. Activities for generating funds

Income from charitable activities

	Unrestricted funds			
	General (£)	Restricted funds (£)	Total 2025 (£)	Total 2024 (£)
Community Wellbeing	148,164	503,535	651,699	634,695
Education and Employability	244,047	292,781	536,828	501,563
Football Participation	1,438,966	204,656	1,643,622	1,495,371
	1,831,177	1,000,972	2,832,149	2,631,629

Notes to the Financial Statements for the Year Ended 30 June 2025

4. Investment income

	Unrestricted funds		
	General (£)	Total 2025 (£)	Total 2024 (£)
Interest receivable and similar income;			
Interest receivable on bank deposits	34,237	34,237	41,057

5. Expenditure on charitable activities

	Note	Unrestricted funds		
		General (£)	Total 2025 (£)	Total 2024 (£)
Governance costs	7	16,593	16,593	26,599

	Unrestricted funds			
	General (£)	Restricted (£)	Total 2025 (£)	Total 2024 (£)
Staff and coaching costs	1,723,461	993,481	2,716,942	2,684,009
Programme delivery costs	514,573	-	514,573	418,218
Operational costs	296,647	-	296,647	343,707
Charitable activities	2,534,681	993,481	3,528,162	3,445,934

£2,534,681 (2024 - £2,529,125) of the above expenditure was attributable to unrestricted funds and £993,481 (2024 - £916,809) to restricted funds.

6. Support costs

	Unrestricted funds		
	General (£)	Total 2025 (£)	Total 2024 (£)
Rent and rates	104,095	104,095	91,836
Depreciation of plant and machinery	8,567	8,567	7,112
Depreciation of office equipment	5,263	5,263	5,264
	117,925	117,925	104,212

Notes to the Financial Statements for the Year Ended 30 June 2025

7. Analysis of governance and support costs

Governance costs

	Unrestricted funds		
	General (£)	Total 2025 (£)	Total 2024 (£)
Audit fees			
Audit of the financial statements	13,650	13,650	13,000
Accountancy fees paid to others	2,943	2,943	13,599
	16,593	16,593	26,599

8. Net incoming/outgoing resources

Net incoming resources for the year include:

	2025 (£)	2024 (£)
Operating leases - other assets	104,095	91,863
Audit fees	13,650	13,000
Depreciation of fixed assets	13,830	12,375

9. Staff costs

The aggregate payroll costs were as follows:

	2025 (£)	2024 (£)
Staff costs during the year were:		
Staff and coaching costs	2,434,206	2,423,593
Staff NIC (Employers)	210,510	183,170
Staff pensions	72,226	70,724
Consultancy and other staff costs	-	6,522
	2,716,942	2,684,009

The monthly average number of persons (including senior management team) employed by the charity during the year was as follows:

	2025 (No)	2024 (No)
Permanent Staff	50	55
Casual Staff	99	138
	149	193

Notes to the Financial Statements for the Year Ended 30 June 2025

The number of employees whose emoluments fell within the following bands was:

	2025 (No)	2024 (No)
£60,001 - £70,000	1	-
£70,001 - £80,000	-	1
£80,001 - £90,000	1	-
£110,001 - £120,000	1	1

10. Taxation

The charity is a registered charity and is therefore exempt from taxation.

11. Tangible fixed assets

	Office furniture and equipment (£)	Total (£)
Cost		
At 1 July 2024	326,792	326,792
Additions	11,802	11,802
At 30 June 2025	338,594	338,594
Depreciation		
At 1 July 2024	290,014	290,014
Charge for the year	13,830	13,830
At 30 June 2025	303,844	303,844
Net book value		
At 30 June 2025	34,750	34,750
At 30 June 2024	36,778	36,778

12. Fixed asset investments

	2025 (£)	2024 (£)
Shares in group undertakings and participating interests	1	1

Shares in group undertakings and participating interests

	Subsidiary undertakings (£)	Total (£)
Costs		
At 1 July 2024	1	1
At 30 June 2025	1	1
Net book value		
At 30 June 2025	1	1
At 30 June 2024	1	1

Notes to the Financial Statements

for the Year Ended 30 June 2025

Details of undertakings

Details of the investments in which the charity holds 20% or more of the nominal value of any class of share capital are as follows:

Undertaking	Country of incorporation	Holding	Proportion of voting rights and share held		Principle activity
			2025	2024	
Subsidiary undertakings					
Brighton & Hove Albion Foundation Trading Company Ltd	England & Wales	Ordinary shares	100%	100%	To raise funds for the charity to use for charitable purposes

Subsidiaries

The profit for the financial period of Brighton & Hove Albion Foundation Trading Company Ltd was £Nil (2024 - £Nil) and the aggregate amount of capital and reserves at the end of the period was £(1) (2024 - £(1)).

13. Debtors

	2025 (£)	2024 (£)
Trade debtors	355,713	327,942
Prepayments	74,255	81,510
Other debtors	44,842	48,266
	474,810	457,718

14. Cash and cash equivalents

	2025 (£)	2024 (£)
Cash at bank	1,021,872	942,754

15. Creditors: amounts falling due within one year

	2025 (£)	2024 (£)
Trade creditors	182,701	97,022
Other taxation and social security	123,029	77,288
Other creditors	74,138	63,912
Accruals	381,360	444,041
	761,228	682,263

Notes to the Financial Statements for the Year Ended 30 June 2025

16. Related party transactions

During the year the charity made the following related party transactions:

Brighton & Hove Albion Foundation Trading Company Ltd
(Wholly owned subsidiary of Brighton & Hove Albion Foundation Ltd).

A donation of £76,014 (2024 - £79,701) and admin charges of £2,387 (2024 - £2,449) were made from Brighton & Hove Albion Foundation Trading Company Ltd to Brighton & Hove Albion Foundation during the year. At the balance sheet date the amount due from Brighton & Hove Albion Foundation Trading Company Ltd was £78,401 (2024 - £506).

The Brighton and Hove Albion Football Club Ltd
(Brighton & Hove Albion Foundation Ltd shares common directors with The Brighton and Hove Albion Football Club Ltd).

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £Nil (2024 - £9,000) for the rent of office facilities.

Brighton & Hove Albion Foundation Ltd were charged by The Brighton and Hove Albion Football Club Ltd £78,663 (2024 - £201,611) for programme delivery costs.

Included in creditors are amounts owed to The Brighton and Hove Albion Football Club Ltd amounting to £114,559 (2024 - £64,472).

The Brighton and Hove Albion Football Club Limited were charged by Brighton & Hove Albion Foundation Ltd £110,221 (2024 - £99,353) for services provided.

Included in debtors are amounts owed from The Brighton and Hove Albion Football Club Ltd amounting to £101,661 (2024 - £56,181).

The Brighton and Hove Albion Football Club Limited made donations to Brighton & Hove Albion Foundation Ltd totalling £195,000 (2024 - £192,000).

At the start of the financial year, 1 July 2024, five of the Trustees and Directors of Brighton & Hove Albion Foundation (L W Cooper, P J Mullen, R I Galloway, R A Read and Z Johnson) were also Directors and/or employees of The Brighton and Hove Albion Football Club Ltd. On 26 March 2025, P J Mullen resigned as a Trustee and Director of Brighton & Hove Albion Foundation. Also on 26 March 2025, R J Wood, R J Valder-Davis, who are employees of The Brighton and Hove Albion Football Club Ltd were appointed as Trustees and Directors of Brighton & Hove Albion Foundation.

The roles performed by those individuals employed by The Brighton & Hove Albion Football Club Ltd are as follows:
R A Read as Director and Chief People and Culture Officer; P J Mullen as Director and Chief Operating Officer; L W Cooper as Director and Chief Finance and Administration Officer; Z Johnson as Managing Director (Women & Girls); R I Galloway as Senior Medical Advisor; R J Wood as Chief Commercial Officer; and R J Valder-Davis as Head of Safeguarding and Academy Player Care.



Notes to the Financial Statements for the Year Ended 30 June 2025

17. Funds

	Balance at 1 July 2024 (£)	Incoming resources (£)	Resources expended (£)	Transfers (£)	Balance at 30 June 2025 (£)
Unrestricted funds					
General					
General fund	745,860	2,676,925	(2,669,199)	(200,000)	553,586
Designated					
Future capital development fund	-	-	-	200,000	200,000
Total unrestricted funds	745,860	2,676,925	(2,669,199)	-	753,586
Restricted funds					
Inclusion programmes	2,500	388,594	(374,475)	-	16,619
Football participation programmes	6,628	104,889	(111,517)	-	-
Education programmes	-	292,781	(292,781)	-	-
Health programmes	-	114,941	(114,941)	-	-
Disability programmes	-	99,767	(99,767)	-	-
Total restricted funds	9,128	1,000,972	(993,481)	-	16,619
Total funds	754,988	3,677,897	(3,662,680)	-	770,205

	Balance at 1 July 2023 (£)	Incoming resources (£)	Resources expended (£)	Balance at 30 June 2024 (£)
Unrestricted funds				
General				
General fund	742,896	2,662,900	(2,659,936)	745,860
Restricted funds				
Inclusion programmes	-	197,859	(195,359)	2,500
Football participation programmes	-	128,841	(122,213)	6,628
Education programmes	5,516	317,393	(322,909)	-
Health programmes	-	146,783	(146,783)	-
Disability programmes	1,977	127,568	(129,545)	-
Total restricted funds	7,493	918,444	(916,809)	9,128
Total funds	750,389	3,581,344	(3,576,745)	754,988

The specific purposes for which the funds are to be applied are as follows:

Notes to the Financial Statements for the Year Ended 30 June 2025

Inclusion

We provide free weekly football and mentoring to people facing barrier to regular participation, including teenagers living in areas of deprivation, adults with historic substance misuse problems, or people experiencing challenges with their mental health. Many of our inclusion projects combine free weekly football with mentoring, regular lifestyle workshops and personal development courses. Funding is obtained from a variety of sources, including, but not limited to, the Premier League Charitable Fund and Sussex Police.

Football participation

We endeavour to encourage people - particularly children and teenagers - to be physically active on a regular basis. This is often achieved by using the popularity of football or the appeal of Brighton & Hove Albion to motivate and encourage our participants. Sessions run throughout Sussex, with particular emphasis on increasing participation in traditionally under-represented groups, such as teenage girls.

Education

Among our varied education programmes are football themed numeracy and literacy lessons for local pupils, a project encouraging more girls to continue studying STEM subjects, and several nationally accredited further education qualifications offered to local people.

Health

The health programmes aim to improve the mental and physical health of local people of all ages. Each programme is specifically tailored to address the bespoke health needs of communities in hyper-local geographical areas. Support and funding comes from several partner organisations.

Disability

We are the largest provider of football opportunities to people with a disability living in Sussex, with 30 regular sessions now taking place. These are aimed at adult and junior players and offer participation at several stage of competitiveness, including regional and national levels. Our work is split into pan-disability sessions which are open to anyone with a disability, and disability-specific sessions, which allow participants to play within their own peer group and with tailored support appropriate to their needs. Many of our disability specific sessions are also an introduction to national competition and development structures, which tend to overwhelmingly be organised along disability-specific lines.

Community fund

Money raised through donations to support local community initiatives.

Future capital development fund

The trustees have created a designated fund to provide for future capital development. While the timing and exact costs of these projects are subject to further planning, the trustees consider it prudent to earmark resources in advance to ensure financial readiness. The funds remain unrestricted but are allocated internally for this purpose.

Notes to the Financial Statements for the Year Ended 30 June 2025

18. Analysis of net assets between funds

Unrestricted funds

	General (£)	Designated (£)	Restricted funds (£)	Total funds at 30 June 2025 (£)
Tangible fixed assets	34,750	-	-	34,750
Fixed asset investments	1	-	-	1
Current assets	1,489,191	200,000	7,491	1,496,682
Current liabilities	(761,228)	-	-	(761,228)
Total net assets	762,714	200,000	7,491	770,205

Unrestricted funds

	General (£)	Restricted funds (£)	Total funds at 30 June 2024 (£)
Tangible fixed assets	36,778	-	36,778
Fixed asset investments	1	-	1
Current assets	1,391,344	9,128	1,400,472
Current liabilities	(682,263)	-	(682,263)
Total net assets	745,860	9,128	754,988