

**Company registration number: 06397532**  
**Charity registration number: 1121975**

**Attitude is Everything**  
**(A company limited by guarantee)**  
**Annual Report and Financial Statements**  
**for the Year Ended 31 March 2025**

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**Trustees' Report for the year ended 31st March 2025**

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**CHAIR'S REPORT FOR THE YEAR ENDED 31 MARCH 2025**

I am delighted to be presenting my second annual report as Co-Chair of Attitude is Everything, reflecting on a significant year for the charity, as we reach our 25<sup>th</sup> anniversary. This has been a year of great progress but also major change. We were proud to win the tender to develop the standards for the All In project, a major accessibility collaboration between the Arts Councils of England, Wales, Northern Ireland and Republic of Ireland along with Creative Scotland and to launch our revised Live Events Access Charter.

However it was a year where we said goodbye to a number of significant figures at the charity, none more so than Suzanne Bull, the founder of Attitude is Everything who was the CEO from 2007 until 2021 and who had co-led Attitude is Everything with Celia Makin-Bell, Managing Director until 2025. Suzanne stepped down on 31<sup>st</sup> March and we want to acknowledge and celebrate the incredible legacy she built over 25 years in the charity. Celia Makin-Bell stepped down in January and we thank her for her calm and strategic leadership over her three and a half years in the charity. We also said goodbye to Jacob Adams, who left the charity after twelve years and thank him for his contribution.

The board would like to thank the staff members who have stepped into interim roles during the transition period. Paul Hawkins has stepped into the role of Interim Managing Director whilst Alex Covell (Interim Head of Live Events Access), Phoebe Roberts (Interim Head of Programmes) and Dominique Gibson (Interim Head of Services) have all stepped into the Senior Management Team. There were arrivals too and we were pleased to welcome Zoe Martinez as Head of Operations and People and Maia Barker as they moved from the Beyond the Music intern role into the Artist Development Coordinator role. Meanwhile Johann Meux, who had been maternity cover for the Skills Development Manager role, moved into the role of Inclusion Projects Manager. Lamyaa Elgin moved from Volunteering Coordinator to Inclusive Communities Coordinator on an initial secondment.

There were major changes on the board too, with Jane Dyball stepping down after just over four years as Co-Chair and Rachel Burton leaving after six years on the board. Our board was strengthened by the arrival of Ruben Govinden, Jess Jones, Sam Oldham and Esta Oram as trustees, as well as Becki Wingell as a shadow trustee. Our Trustees contribute their expertise and experience across the organisation and we would like to acknowledge the contribution of the Chairs of our subcommittees – Daniel Pounder, Adrian Bossey, Rachael Burton, James Drury and Becki Wingell.

We are grateful to our funders, corporate donors and individual supporters and thank them for ensuring we have been able to deliver the achievements outlined in this report. We thank Arts Council England for continuing to support us as an Investment Principles Support Organisation and we are thankful for the support of The National Lottery Community Fund RC England Wide, Esmée Fairbairn Foundation, Paul Hamlyn Foundation, John Ellerman Foundation, Dr Martens Foundation and PPL Giving.

Thank you also to our corporate and charitable donors – Glastonbury Festivals, Blue Raincoat Music, PRS for Music, Music Publishers Association, Key Productions, Nozstock, BPI, PPL and Live UK. We also wish to thank Halo for donating equipment and expertise for our Live Events Access Charter launch. We wish to also extend our thanks to Reed Smith for legal support over the year and Taylor Wessing, Universal Music and Faber Music for venue hire support.

Finally, I would like to thank and acknowledge the dedication and support the organisation has received from its staff, trustees, volunteers, network members, patrons, Artist Ambassadors and Future Leaders.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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On a sad note, we want to pay our respects to Amadou Bagayoko, who sadly passed in April 2025. Amadou made a significant contribution to Malian music and was a long-standing and much-respected Patron of Attitude is Everything. He will be sadly missed.

*Jacqui Adeniji-Williams*

Jacqui Adeniji-Williams (Dec 3, 2025 23:22:27 GMT)

**Jacqui Adeniji-Williams, Co-Chair**

**Trustees' Report for the year ended 31st March 2025 (continued)**

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The Board of Trustees are pleased to submit their report and independently examined financial statements for the year ended 31st March 2025.

**Reference and Administrative Information**

Attitude is Everything is a charitable company limited by guarantee, incorporated as a company on 12th October 2007 and registered as a charity on 13th December 2007. Attitude is Everything Limited began trading on 1st April 2008, having separated from Artsline Limited.

The company was established under a Memorandum of Association which established the objects and the powers of the charitable company and is governed under its Articles of Association.

Attitude is Everything is a registered charity (number 1121975), is constituted as a company limited by guarantee (number 06397532) and is registered for VAT (number 341354524). Its objects, powers and other constitutional matters are set out in its Memorandum and Articles of Association. These financial statements comply with current statutory Memorandum and Articles of Association and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

**Registered office** 138 Kingsland Road  
London  
E2 8DY

**Directors**

The directors of the company are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees. The trustees serving during the year and since the year end were as follows:

Jane Dyball – Co-chair – resigned March 2025  
Jacqui Adeniji-Williams – Co-chair  
Daniel Pounder – Treasurer – resigned June 2025  
Rachael Burton – resigned March 2025  
James Drury  
Ben Price  
Adrian Bossey  
Rachel (Ray) Pope – resigned September 2025  
Hannah Phelan McLennan  
Hannah McKearnen – resigned June 2024  
Esther Oram (Esta Rae) – appointed in June 2024  
Ruben Govinden – appointed in June 2024  
Jessica Jones – appointed in June 2024  
Samantha Oldham – appointed in June 2024  
Claire Cordeaux – appointed in June 2025

**Trustees' Report for the year ended 31st March 2025 (continued)**

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**Principal Staff**

Catherine Pymar - CEO  
Paul Hawkins – Deputy CEO  
Alex Covell – Interim Head of Live Events Access  
Dominique Gibson – Interim Head of Services  
Zoe Martinez – Head of Operations and People  
Phoebe Roberts – Interim Head of Programmes

Suzanne Bull MBE – Founder – (until March 2025)  
Celia Makin-Bell – Managing Director (until January 2025)  
Jacob Adams – Head of Research and Campaigns (until January 2025)

**Company Secretary**

Zoe Martinez

**Patrons**

Amadou and Mariam	Lord Clement-Jones CBE
Isabel Monteiro (Drugstore)	Blaine Harrison
Susan Hedges	Paul Maynard
Alan McGee	Robert Wyatt
Jon Drape	

**Bankers**

Unity Bank Trust	The Co-operative Bank
9 Brindley Place	P.O Box 250
Birmingham	Skelmersdale
B1 2HB	WN8 6WT

**Solicitors**

Reed Smith  
Broadgate Tower  
20 Primrose St  
London  
EC2A 2RS

**Independent Examiners**

Additude Ltd  
9 Rhapsody Court  
Wakeman Road  
London NW10 5DF

**Trustees' Report for the year ended 31st March 2025 (continued)**

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**Objects, Aims and Activities**

**Objects and Aims**

The objects of the charity are:

- To advance the education of the public in the subject of improving Deaf and disabled people's access to music, whether they be audience, staff or artists.
- To relieve the needs of disabled people by working with the music industry to raise awareness of disability issues and remove physical and attitudinal barriers that may exist in the sector.
- The promotion of equality and diversity for the public benefit by:
  - The elimination of discrimination on the grounds of race, gender, disability, sexual orientation or religion.
  - Advancing education and raising awareness in equality and diversity, in particular, in relation to the issues that Deaf and disabled people face within the music industry.
  - Promoting activities to foster understanding between people from the music industry and Deaf and disabled people from diverse backgrounds.
  - Conducting or commissioning research on disability equality and diversity issues and publishing the results to the public.
  - Cultivating a sentiment in favour of disability, equality and diversity.
- In the interests of social welfare to provide or assist in the provision of facilities for recreation or other leisure time occupation with the object of improving the conditions of life of disabled people.

The vision that shapes our mission statement, beliefs and annual activities is:

Our vision is to see music and live event industries valuing disabled people as audience members, performers, professionals and volunteers.

**Our Mission Statement:**

Attitude is Everything connects disabled people with music and live event industries to improve access together.

Our work won't stop until this becomes the norm.

Through our work:

- Disabled people lead the change.
- Industry professionals learn from real-life experience and expertise.
- Barriers are identified and removed.
- Best practice is celebrated and rewarded.
- More disabled people play their part.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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Our Beliefs are that:

- It's our job to amplify the voices of diverse disabled people.
- The best change happens when people listen to and understand each other.
- Most barriers are created, so they can be removed – everyone can do something.
- Celebrating good work makes more of it happen.
- Disabled people are valuable, ambitious and talented - but there are still people missing out.

**Activities**

All of our activities centre around enabling us to connect Deaf, disabled, and neurodivergent people with the UK's music and live event industries. Our mission is to improve access together, while disabled people are empowered to participate as they wish.

The following is a snapshot of some of the wide-ranging activity we have undertaken over the past year:

Our Live Events Access Charter saw a transformation this year with its new launch in February 2025. We completed an audit of the Charter in Spring 2023 which uncovered the developments necessary to improve the Charter and allow it to become more engaging, effective and accessible. The Charter team rewrote the content, redesigned the processes, and integrated a new dynamic online portal where venues and festivals can: track their progress, access over 100 resources on accessibility, engage with other venues and festivals via forums, and develop their accessibility knowledge. We created a pilot programme to test the Charter last year with 18 venues and festivals of all sizes across the UK that provided constructive feedback as we developed the new Charter. We established four clear sections of the Charter: Impact, Outward Voice, Operations and Production reflecting our organisations wider work with artists, professionals, audiences, sustainability, volunteers, and inclusivity and relevance.

We now currently have 120 users on the online portal and are in progress of continuing to grow the platform amongst our Charter venues and festivals, and our current Charter membership is at 163. We have also begun to recruit grassroots organisations and venues to engage with a pilot of a new community-based model for small venues and festivals, which will be the successor to the Grassroots Charter Model we developed with our first Paul Hamlyn Foundation Funding in 2017. We plan to use this model, combined with the contacts we have made from the skills development and artist development work to create an Accessible Touring Network so bands, promoters and venues can connect with each other to enable accessible tours.

Our other major work has been a tender for Arts Council England to design the standards for the All In Project, which is a collaboration between the Arts Councils and equivalents of England, Scotland, Wales, Northern Ireland and the Republic of Ireland to create a set of unified access standards across arts and museums.

With the launch of our Resource Hub on our website early this year, we released the second version of the 'No Climate Action Without Us', along with supported resources, case studies and sharing disabled voices on climate action. We have further added more resources around self-advocacy for our networks and beneficiaries.



**Trustees' Report for the year ended 31st March 2025 (continued)**

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The number of mystery shops completed from April 2024 to 2025 have been 312 with 278 reports sent to venues and festivals. We had 123 unique shoppers shop 220 unique venues and festivals with 85 of these being on the Charter; 51 festivals, 122 venues and 47 grassroots spaces.

Last summer, our volunteering programme saw 45 volunteers across seven festivals, including Victorious Festival, Brockwell Live festivals, Glastonbury and Bristol Harbour with 85% of either excellent or above average feedback from volunteers. This year with major structural changes across the organisation, we have paused our festival volunteering due to capacity but we are continuing to provide volunteers to the Glastonbury Access Team as well as creating an Accessible Volunteering Toolkit in partnership with some of our Charter partners.

Our Training Manager has continued to develop our new Learning Management System, which we are also using for our revised Live Events Access Charter.

Our Inclusive Communities line of work launched the Creative Medway Venues and Events Accessibility Pledge in September 2024 with Creative Medway's Access and Inclusion Group. This pledge is a tool for venues and events working in the creative sector to communicate their accessibility provisions for disabled audiences, artists, performers, volunteers and professionals. With this pledge, disabled people can make informed decisions on what event suits their access requirements. Part of our second year of the Inclusive Communities programme, we launched our Inclusive Communities Network for Live Music Venues in the Northeast. This network has been created to build a supportive space and encourage collaboration amongst venues in the North-east in developing their accessibility knowledge and accessibility problem-solving skills in the local area. Another element of our North-east work has been to partner with Bridge Creative, a Durham based organisation supporting autistic and learning disabled people, to provide learning and shadowing opportunities within the music and live events industry in the North East. This was a pilot of a School Leavers Project as part of our National Lottery Community Funding. The learning from this pilot was that our initial approach is quite capacity-intensive in terms of outcomes, so we are moving to creating online sessions and resources targeted at School Leavers in the future.

For the third year of our Inclusive Communities Funding, we have been developing a partnership with One World Orchestra based in Crawley, a musical ensemble that supports refugees and asylum seekers who face intersectional barriers to access the music and events sector. Our work in this partnership will centre how accessibility can support disabled musicians part of this ensemble and those who may experience language barriers in the industry.

In 2024, we ran a survey for our beneficiaries (specifically our Audiences, Beyond the Music and Next Stage networks) and along this measured the demographics of our audiences: we can say that 34% of those that took part in the survey are from the LGBTQIA+ community, 20% come from Global Majority backgrounds in terms of ethnic background, 56% come from 'most deprived' areas of the UK, and 100% of participants are disabled or have access needs. Based on this data, we found that more than a quarter of Attitude is Everything beneficiaries experience two intersectional barriers in their life, and a further 24% have three intersectional attributes. This these key demographic findings, we understand the needs and barriers that our beneficiaries face and have been carrying out internal work around intersectionality whilst forming activity plans in the next year that can better support disabled people that face intersectional barriers.

With our volunteering placement with Brockwell Live last summer and diversity monitoring for new volunteer/mystery shopping sign-ups, we have seen 21% of new sign-ups since April 2024 have been from Global Majority backgrounds - which is significant as the year before it had been 8% - and new sign-ups of those who come from the LGBTQIA+ community had

**Trustees' Report for the year ended 31st March 2025 (continued)**

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been 32%. Our continued intersectionality work for Audiences, such as Mystery Shoppers and Volunteers, has been gradually developing and growing through our external comms around sharing intersectional Audience voices, forming roundtables to support research and developing partnerships with diversity organisations and charities.

Our partnership with Black Lives in Music began in 2023 with the release of the *Unseen. Unheard.* report, followed by the podcast accompanying the report. In the report, we outline how Attitude is Everything and Black Lives in Music will be responding based on the findings and conclusions of the report and what actions are important to take. This included creating peer support sessions and opportunities for Black disabled people across our Next Stage and Beyond the Music networks – this initiative launched early this year called *Rest Salon*, which welcomes Black disabled musicians and professionals in the music industry into a space where Black disabled people can unmask and not have to worry about codeswitching. Attendees have shared positive feedback on the sessions: 'Open and honest conversations of our lived experiences, that didn't feel voyeuristic'. Included in the new Live Events Access Charter is Black Lives in Music's anti-racist policy aimed towards the live music and events sector – we ensured that this policy and understanding of how racism operates in the music industry is clearly outlined in the new Charter to reflect inclusivity and diversity.

Last summer, we saw the launch of our PPL-funded project for our Next Stage programme, *Creative Collective*, which has been a project focused on recruiting artists and music creators with priority from intersectional backgrounds across Birmingham and Manchester areas. The aim of this project has been to explore the recording and promotion process of releasing new music as a disabled person accompanied by artist diaries that reflect and address lived experiences and barriers around this. In Autumn 2025, we are planning to hold a showcase for these artists at *Un-convention* in Manchester – a professional environment that allows the artists to directly engage with industry professionals offering valuable development and networking opportunities. Our Artist Development Manager has also pitched these artists to Glastonbury Festivals, leveraging a long-standing partnership with them whilst impacting and enhancing the artists' careers and visibility in the industry.

Over the past year, Attitude is Everything has continued to amplify the voices and experiences of Deaf, disabled and neurodivergent professionals working in music and live events. Since launching in 2020, the Beyond the Music programme has grown from strength to strength, and 2024–25 marked our most active and impactful year to date. A key highlight was winning the Live Workforce Award for Beyond the Music in December 2024, highlighting the programme's successes in impacting the diversity of the music and live events industry.

Our network expanded from 442 members in March 2024 to 560 members by March 2025 - a 27% increase over the year. The private LinkedIn group we launched last year has grown from just under 100 members to 170, becoming a regularly updated, safe hub for sharing opportunities and building professional connections.

This year's cohort of 13 Future Leaders - up from 11 the year before - took part in a wide range of industry-focused activities. All are in the process of receiving mentoring, with matches including a programmer for the Southbank Centre, a renowned mastering engineer, a BBC 6 Music commissioner, and the former CEO of the FAC. Additionally, training was delivered across three key areas: Neurodivergent Networking, First Aid, and Disability & Equality Training.

Future Leaders were also supported with job applications, and nearly 100 roles were advertised to the wider network through our monthly newsletter, LinkedIn, and WhatsApp groups. This newsletter continues to be one of our most valued communication tools. Nine Future Leaders supported our Live Events Access Charter relaunch event at St John's Smith Square, gaining invaluable experience in event delivery.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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We also revised our Accessible Employment Resources and created three new online guides to help disabled professionals navigate the industry, in line with our activity plan goals.

Our School Leavers project became active in the North-East in collaboration with Bridge Creative, a County Durham-based social enterprise that supports autistic adults and adults with learning disabilities into meaningful employment in the creative industries. Ten Deaf, disabled and neurodivergent young people aged 16-25 have been participating in regular sessions, including day trips to venues such as The Glasshouse and local radio station Spark FM. These experiences have helped build confidence, industry knowledge and valuable connections. While our initial pilot in Medway produced useful resources, engagement was lower than expected, leading us to relocate the project. Nevertheless, all campaign materials have been completed, and 10 disabled school leavers were recruited for early engagement. Five shadowing placements were also offered via North-East venues.

Sector engagement continued at pace. We delivered talks and training to organisations including PRS for Music, Help Musicians UK, the British Association of Performing Arts Medicine, and PPL. Our team also contributed to major conferences such as WOMEX, Live UK, and Wide Days. Phoebe Roberts represented Attitude is Everything at both The Power of Events and the Night Time Economy Summit, where she chaired a panel on the future of festivals. We also maintained active collaborations with Black Lives in Music, the Musicians' Union, and BAPAM. In February 2025, we launched the second version of our No Climate Action Without Us toolkit, again in collaboration with a Greener Future and Julie's Bicycle.

We carried out public affairs work and sector influencing by responding to Government consultations on ticketing and the role of AI. We also attended a roundtable at the Department for Business and Trade to discuss secondary ticketing legislation.

The Charter launch took place in Q4 with industry support from partners such as the BPI, Live UK, PPL, Halo and PRS.

**Looking to the Future**

We will also continue to deliver on organisational and business development, including:

- Developing our income generation capacity around corporate giving and major donors plus applying for extension year funding for our current IPSO activity from Arts Council England for 2026-27.
- Developing our earned income capacity by creating a new model for consultancy and continue to improve on our training model, both in ways that include creating pathways for disabled people within our networks to develop skills and confidence around improving access across the industry.

*Live Events Access Charter*

- Establishing our new Live Events Access Charter as the key source of music and live events industry guidance for audiences, artist and professionals .
- Diversifying our Live Events Access Charter membership through targeted engagement activity with: community and grassroots spaces; venues and organisations located in Levelling up Priority Community areas & spaces that work with and promote diverse communities
- Developing and piloting a lighter touch Charter alternative for venues and festivals that aren't suitable/ready for full Charter membership
- Developing our Learning Management System and accompanying app to optimise industry engagement and build stronger relationships and community among Charter members.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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*Data and Feedback*

- Improving our data collection, analysis and storytelling and redeveloping our mystery shopping and audience feedback models to ensure disabled people can easily see how their experiences drive the Charter process.
- Embedding culture review recommendations and improve internal processes, cross-team working, linking between external standards and our own work.

*Strategic Influencing*

- Delivering industry influencing and public affairs activity across our projects. This will include releasing our first State of Access Report in 7 years, attending an APPG, and providing evidence to government consultation as well as influencing funders and umbrella bodies and campaigning on accessible ticketing.
- Working with partners to create an Accessible Volunteering Toolkit based on Volunteering Without Barriers' work
- Influencing the industry around accessible ticketing and the impact of financial barriers within participating in the industry, supported by the publication of an Accessible Funding Guide
- Focusing on Easy Read guidance and how to support people to communicate about access who experience linguistic barriers
- Marking our 25th anniversary by relaunching our patrons and ambassadors.

*Partnerships and Initiatives*

- Developing closer ties with industry partners and support joining initiatives for change (e.g. Music Minds Matter, Musicians Union and UnMute)
- Strengthening our partnerships and allyship activity with organisations who represent diverse and marginalised disabled people who face intersectional barriers.
- Working with partners to share best practice and join forces to make funding and talent development opportunities more accessible.

*Place-Based and Community-Based Work*

- Highlighting the needs and experiences of a diverse range of disabled people, including developing work for disabled people in particular geographical regions or demographic groups.
- Completing and evaluating year 2 activity of our work in the North-East and developing Year 3 model, for which we intend to work with an organisation focused on refugees and asylum seekers' experiences of accessing music.

*Network Building*

- Nurturing a network of diverse disabled artists, providing opportunities for peer support, accessibility advocacy and career development with industry partners.
- Building a supportive community of disabled artists, professionals and volunteers who can support each other to navigate the industry

**Trustees' Report for the year ended 31st March 2025 (continued)**

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**Public Benefit**

Attitude is Everything carries out a wide range of activities as detailed in pursuance of its charitable aims. In setting our work programme each year, the trustees take account of the Charity Commission's guidance on public benefit, and ensure activities we undertake are in line with our charitable objectives and aims.

The trustees are satisfied that the company's activities throughout the year provided public benefit because:

- the majority of its activities were provided on commission and are free to the public;
- activities gave the public, both through participation and as audiences, access to a very high standard of artistic work; and
- feedback from participants consistently praised the work of the Charity

**Financial Review****Review of Statement of Financial Activities and Statement of Cashflows**

In March 2024, the board made a decision to run a managed deficit in 2024 – 2025, in order to strategically use some existing reserves to grow the charity. This included recruiting an Inclusive Projects Manager and a Next Stage Coordinator. The significant of senior management change did have an impact in the third and fourth quarters.

The significant level of transition within 2024 – 2025 had an impact on our financial position. The charity made a deficit of £134,667 (2024 surplus - £7,146) as it sought to bring expenditure in balance with income. Nonetheless we remain financially resilient due to the support of our funders and careful financial management and our reserves sit comfortably above our minimum level.

**Balance Sheet Review**

Overall, as of 31<sup>st</sup> March 2025, the charity had total reserves of £353,093 (2024 - £487,760). These reserves were made up of general reserves (funds which are neither restricted nor designated) of £303,093 (2024 - £437,760), designated reserves of £50,000 (2024- £50,000) and nil restricted grants and donations (2024 - nil). At the balance sheet date, the charity held cash at bank of £396,203 (2024 - £595,646). The free reserves, comprising unrestricted reserves less designations and less fixed assets amounted to £303,093 (2024 - £437,760).

During the period to 31st March 2025 free reserves decreased from £437,760 to £303,093. In the previous year the board had decided to designate £50,000 towards investment in infrastructure and business resilience to be spent in the next three years. Restricted grants and donations totalling £269,932 (2024 - £250,432) were received during the year. All the restricted income received was spent in the year, with nil (2024 - nil) held on the balance sheet as of 31st March 2025.

**Compliance with Reserves Policy**

Attitude is Everything's reserves policy is designed to reflect the underlying risks facing the charity and to ensure that we have an appropriate level of free reserves to safeguard its operations. We have a balance of free reserves in excess of the minimum level stated in the policy (as set out in the Structure, Governance and Management section) of £225,000 for 2024-2025. This reflects a risk-adjusted premium that will be reevaluated by the trustees in the next financial year reflecting the risk environment assessed at that time.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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Trustees note that our free reserves increased significantly between 2021 and 2023 due to careful financial management, restrictions on delivery of activity due to Covid-19, and strong support from our existing funders. The organisation has clear plans in place to utilise these free reserves to manage the transition from a co-leadership model to a new CEO through one-off investments in organisational capacity and capital projects which will together increase our ability to expand our work with our communities.

**Structure, Governance and Management****Governing document**

The Memorandum of Association which established the objects and the powers of the charitable company and is governed under its Articles of Association.

**Governance**

It is the board's duty to:

- Establish the guiding principles and policies for the organisation (through the decision-making process outlined below).
- To delegate responsibility and authority to those who are responsible for enacting the principles and policies (Managing Director, Founder and staff).
- To monitor compliance with those guiding principles and policies.
- To ensure that staff and board alike are held accountable for their performance.

The Board of Trustees operates from a position of trust in the Managing Director, Founder and staff. The trustees are confident that the Managing Director and Founder can ensure that the organisation operates in an effective and ethical manner. Our principles and guidelines for trustees are therefore designed to create some distance between the Managing Director, Founder and trustees, to enable the healthy level of challenge necessary to make sure the interests of the organisation and its users are protected.

Responsible governance of the charity is exercised through the Board of Trustees who are all trustees of the charity ('the board'). The board is made up of independent lay members who are responsible for the conduct of Attitude is Everything and for ensuring that it satisfies all legal and contractual obligations. The trustees are volunteers and are not remunerated for their time.

The board is responsible for setting the strategic direction of the charity and is ultimately accountable for how effectively the charity meets the defined aims through direct charitable activity. The board employs executive, administrative and operational staff to engage in activities related to governance as defined by SORP (FRS102) such as strategic planning and direct charitable activities such as advice services to service users.

The Board meets at least four times a year. The board delegates day-to-day responsibility to the Managing Director who is required to attend board meetings and to report on all operational and financial matters including staff matters and service delivery. The charity pays a premium for professional indemnity insurance for its trustees which is included within the total insurance premium payable each year.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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**Recruitment and appointment of new trustees**

Candidates are required to complete a formal application process which includes completing an application form with referees, and if successful at application form stage, attending an interview. Interviews are carried out by trustees and staff representatives. Once references and interviewers' recommendations are deemed to be satisfactory by the board, successful candidates have the opportunity to observe a board meeting. New trustees can be voted onto the board any time after these steps have been taken.

They receive an induction pack that includes:

- Attitude is Everything Memorandum and Articles.
- Our latest annual report and accounts.
- Our strategic plan, including budget.
- Trustee job description and person specification.

Trustees are required to abide by Attitude is Everything strict code of conduct for trustees and declare any potential conflicts of interests. Trustees receive specific training in the roles and responsibilities of charity trustees and finance.

As charity trustees, they have control of Attitude is Everything and its property and funds. The minimum number of trustees must be three, but (unless otherwise determined by ordinary resolution) shall not be subject to any maximum. At least 10% of whom must be disabled, due to the nature of Attitude is Everything's vision and values. The subscribers to the Memorandum are the first trustees of Attitude is Everything. Every trustee signs a declaration of willingness to act as a charity trustee of Attitude is Everything before they are eligible to vote at any board meeting. Apart from the existing trustees named in our Memorandum and Articles, every trustee must be appointed for a term of three years. The trustees may at any time decide to appoint a new trustee, whether in place of a trustee who has retired or other circumstances according to our Memorandum and Articles, provided that any limit on the number of trustees would not as a result be exceeded and further provided that the minimum number of disabled trustees has been maintained. A trustee who has served for two consecutive terms may not be reappointed for a third consecutive term but may be reappointed after an interval of at least one year.

The board is committed to continuing to ensure that the organisation is disability-led. At the time of writing, 60% of the senior leadership team of the organisation identify as disabled and/or neurodivergent. 56% of staff and 50% of trustees identify as disabled and/or neurodivergent. 61% of staff identify as white British. We continue to be a majority female organisation at both staff and trustee level.

**Principle Risks and Uncertainties**

Despite the considerable challenges facing the music and live events industry, Attitude is Everything continues to be financially robust, with our turnover growing by 100% over the last 3 years. The trustees of Attitude is Everything have a risk management strategy which comprises:

- Production of a quarterly risk assessment which is overseen by the Finance, General Purposes and Risk Subcommittee and signed off at every Board meeting
- The establishment of policies, systems, and procedures to mitigate identified risks.
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.
- Management and monitoring of adequacy of risk management policies, systems, and procedures, including the reserves policy.

**Trustees' Report for the year ended 31st March 2025 (continued)**

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Over the last 3 years the charity has mitigated many of the risks it faced as a result of external threats to the music and live events industry as a result of Covid-19, Brexit and cost of living crisis and internal challenges including staff changes and business recovery. The expansion of our staff team and investment in organisational systems has also mitigated risks around capacity and single point of knowledge failure. We acknowledge additional risks during the leadership transition period but have plans in place to manage these. At the time of writing the charity is assessed by Arts Council England as having a minor risk rating.

The risk register includes insurance cover, health and safety, working with children and vulnerable adults, financial management, personnel practices, data protection, ICT and technology. In relation to these matters, and apart from matters completely outside the charity's control, the trustees consider that the risks to which the charity is subject have been mitigated to a satisfactory level.

**Pay policy for staff**

Attitude is Everything seeks to be a fair and good employer of choice. It seeks to engage talented people at all levels of the organisation and to benefit from the exercise of these people's talents. Within the framework of our terms and conditions of employment, we are committed to rewarding its employees with a mixture of pay and benefits as part of an approach to total reward in order to attract and retain motivated, flexible people who take responsibility, work as a team, improve performance and develop new skills. During 2024-25, we implemented a new job evaluation process to ensure salaries accurately reflect the requirements of roles.

**Related parties**

No trustees received any payment of money or other material benefit (whether directly or indirectly) from the charity except for reimbursement of reasonable out-of-pocket expenses as per our Memorandum and Articles. Although trustees may enter into a contract with the charity to supply goods and services in return for a payment or other material benefit if these or goods and services that we require, governed by specific clauses in our Memorandum and Articles, no trustees entered into any contracts with us.

**Reserves policy**

It is Attitude is Everything's policy to maintain free reserves (unrestricted reserves not invested in fixed assets or designated for specific purposes) at a minimum level which can fund the greater of: i) our projected closing liabilities, calculated based on shutting down the organisation with legal costs, redundancies and six months of lease liabilities; and ii) three months' expenditure.

Trustees risk-assess our reserves level on a quarterly basis, to ensure that our reserves stay within the band of three-six months of expenditure, with discussions taking place at board level if these minimum or maximum levels are not maintained. Minimum reserves levels are reviewed annually. The approved minimum free reserves level for 2024-2025 is £225,000, increased from the £200,000 level on 2023-2024 in view of our increased expenditure. Attitude is Everything maintained free reserves above this minimum level in compliance with the reserve policy throughout 2024-2025.



**Trustees' Report for the year ended 31st March 2025 (continued)**

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**Statement as to Disclosure of Information to the Independent Examiner**

Each of the persons who are trustees at the time when this report is approved confirms that:

- (a) So far as each trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- (b) to the best of their knowledge and belief, each director has taken all the steps that ought to have been taken as a trustee, including making appropriate enquiries of fellow trustee and of the charity's auditor for that purpose, in order to make themselves aware of any information needed by the charity's auditor in connection with preparing its report and to establish that the charity's auditor is aware of that information.

**Independent Examiners**

A resolution to re-appoint Additude Ltd as the charity's independent Examiner will be put forward to the forthcoming Annual General Meeting.

The trustees have prepared this report in accordance with the special provisions relating to small companies within part 15 of the Companies Act 2006.

Approved by the board and signed on its behalf by:

Jacqui Adeniji-Williams  
Jacqui Adeniji-Williams (Dec 3, 2025 23:22:27 GMT)

Jacqui Adeniji Williams  
Co-Chair

Date: 03/12/2025

**Trustees' Report for the year ended 31st March 2025 (continued)**

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**Statement of Trustees' responsibilities**

The trustees (who are also the Directors of Attitude is Everything for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income or expenditure, of the charitable company for that period.

In preparing these accounts, 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 accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business

The trustees are responsible for keeping proper and adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Independent Examiner's Report to the Directors of Attitude is Everything for the year ended 31st March 2025**

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We report on the accounts of the company for the year ended 31 March 2025, which are set out on pages 18-27.

**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 Charities Act") and that an independent examination is needed. I am qualified to undertake the examination by being a qualified member of CIPFA.

It is my responsibility to:

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

**Basis of independent examiner's report**

My examination was carried out in accordance with the 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 the 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 130 of the Charities Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

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.



Andi Dollia (Dec 3, 2025 18:47:49 GMT)

**Andi Dollia, CPFA**  
ADDITUDE LTD  
9 Rhapsody Court  
Wakeman Road  
London, NW10 5DF

**Date:** 03/12/2025

**Statement of financial activities for the year ended 31st March 2025**  
(incorporating an income and expenditure account)

		2025			2024		
		Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
Income from:	Note	£	£	£	£	£	£
Donations and legacies	3	269,932	474,333	<b>744,265</b>	250,432	496,713	<b>747,145</b>
Charitable activities	4	-	173,552	<b>173,552</b>	-	135,506	<b>135,506</b>
Bank Interest		-	10,668	<b>10,668</b>	-	7,148	<b>7,148</b>
Other income		-	-	-	-	-	-
<b>Total income</b>		<u>269,932</u>	<u>658,553</u>	<u><b>928,485</b></u>	<u>250,432</u>	<u>639,367</u>	<u><b>889,799</b></u>
<b>Expenditure on:</b>	5						
Raising funds		-	157,609	<b>157,609</b>	-	111,392	<b>111,392</b>
Charitable activities		269,932	635,611	<b>905,543</b>	250,432	520,829	<b>771,261</b>
Other		-	-	-	-	-	-
<b>Total expenditure</b>		<u>269,932</u>	<u>793,220</u>	<u><b>1,063,152</b></u>	<u>250,432</u>	<u>632,221</u>	<u><b>882,653</b></u>
<b>Net income (expenditure)</b>		<u>-</u>	<u><b>(134,667)</b></u>	<u><b>(134,667)</b></u>	<u>-</u>	<u><b>7,146</b></u>	<u><b>7,146</b></u>
Transfers between funds		-	-	-	-	-	-
Other recognised gains/(losses)		-	-	-	-	-	-
<b>Net movement in funds</b>		<u>-</u>	<u><b>(134,667)</b></u>	<u><b>(134,667)</b></u>	<u>-</u>	<u><b>7,146</b></u>	<u><b>7,146</b></u>
<b>Reconciliation of funds:</b>							
<b>Total funds brought forward</b>		-	487,760	<b>487,760</b>	-	480,614	<b>480,614</b>
<b>Total funds carried forward</b>		<u>-</u>	<u><b>353,093</b></u>	<u><b>353,093</b></u>	<u>-</u>	<u><b>487,760</b></u>	<u><b>487,760</b></u>

The notes on pages 21 to 27 form part of these financial statements.

**Balance Sheet as at 31st March 2025**

	<b>Note</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
<b>Fixed Assets</b>			
Tangible fixed assets	8	-	-
<b>Current assets</b>			
Debtors	10	44,446	44,646
Cash at bank		396,203	595,646
		<b>440,649</b>	<b>640,292</b>
<b>Creditors: amounts falling due within one year</b>	11	<b>87,556</b>	<b>152,532</b>
<b>Net current assets</b>		<b>353,093</b>	<b>487,760</b>
<b>Net assets</b>	12	<b>353,093</b>	<b>487,760</b>
<b>Funds</b>	13		
Restricted		-	-
Unrestricted:			
General Funds		303,093	437,760
Designated Funds		50,000	50,000
<b>Total funds</b>		<b>353,093</b>	<b>487,760</b>

For the year ended 31 March 2025 the company was entitled to exemption under section 477 of the Companies Act 2006; and no notice has been deposited under section 476. No members have required the company to obtain an audit of its accounts for the year in question. The trustees acknowledge responsibility for: i) Ensuring the company keeps accounting records which comply with section 386; and ii) Preparing financial statements which give a true and fair view of the state of affairs of the company as at the year-end in accordance with requirements of section 394 and 395, and which otherwise comply with requirements of the Companies Act 2006 relating to financial statements, so far applicable to the company. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Trustees on 03/12/2025

and signed on their behalf by:

*Jacqui Adeniji-Williams*  
Jacqui Adeniji-Williams (Dec 3, 2025 23:22:27 GMT)

Jacqui Adeniji-Williams  
 Co-Chair, Trustee

## Cashflow Statement for the year ended 31st March 2025

	Note	2025	2024
		£	£
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	14	(210,111)	52,469
<b>Cash flows from investing activities</b>			
Purchase of fixed assets		-	-
Bank Interest		10,668	7,148
<b>Net cash provided by investing activities</b>		10,668	7,148
<b>Change in cash and cash equivalents in the reporting period</b>		(199,443)	59,617
<b>Cash and cash equivalents at start of period</b>		595,646	536,029
<b>Cash and cash equivalents at end of period</b>		396,203	595,646

**Notes to the Financial Statements for the year ending 31st March 2025**

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**1. Accounting policies****a. General information**

Attitude is Everything is a public benefit entity and a company limited by guarantee, company number 06397532, registered in England. Attitude is Everything is also a charity, registered with the Charity Commission (charity registration number 1121975). The registered office and its principal place of business is 54 Chalton Street, Kings Cross, London, NW1 1HS.

**b. Going concern**

The Trustees confirm that at the time of approving the financial statements, there are no material uncertainties regarding the Charity's ability to continue in operational existence for the foreseeable future. In arriving at this conclusion, the Trustees have taken account of current and anticipated financial performance in the current economic conditions, its business plan and its reserves position. Despite a number of uncertainties in relation to Covid-19 and its long-term impact on the music and live events sector, the Trustees feel that they are putting steps in place to address this in relation to long term forecasting. For this reason, the going concern basis continues to be adopted in the preparation of the Charity's financial statements.

**c. Basis for preparation**

The financial statements have been prepared under the historic cost convention unless otherwise stated in the relevant accounting policy notes and in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1st January 2015) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. The principal accounting policies that have been applied to all years presented in these financial statements are set out below.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires Trustees to exercise their judgement in the process of applying the accounting policies. Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 2.

**d. Recognition of outstanding employee benefits**

No provision for outstanding holiday pay was made under previous UK GAAP. Under FRS 102 the costs of short-term employee benefits are recognised as a liability and an expense. The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

**e. Fixed assets**

Individual fixed assets costing £500 or more are initially recorded at cost. Fixed assets that cost less than £500 are treated as expenditure in the statement of financial activities.

**Notes to the Financial Statements for the year ending 31st March 2025  
(continued)**

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**f. Fund accounting**

The nature and purpose of each fund is explained in Note 9 to the financial statements.

**g. Financial instruments**

The only financial instruments held by the company are debtors and creditors. These are categorised as 'basic' in accordance with Section 11 of FRS 102 and are initially recognised at transaction price. These are subsequently measured at their transaction price less any impairment.

**h. Income**

Income is recognised when the charity has entitlement to the funds, it is probable that the income will be received, and the amount can be measured reliably. Donations and grants are split between restricted and unrestricted funds in accordance with the terms of the grant or donation. Donations and gifts are recognised in the statement of financial activities when receivable. Income from government and other grants is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred. Bank interest is recognised on an accrual basis.

**i. Expenditure**

Expenditure is included in the statement of financial activities on an accrual's basis, inclusive of any VAT. It is recognised when there is a legal or constructive obligation to pay for it. Certain expenditure is directly attributable to specific activities and has been included in those cost categories. Certain other costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of an estimate of the proportion of time spent by staff or resources used on those activities.

**j. Defined contribution pension scheme**

The charity operates a defined contribution scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year.

**k. Leases**

Rentals applicable to operating leases are charged to the statement of financial activities over the period they are incurred.

**l. Depreciation**

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:

Fixtures, fittings and equipment	33.33% straight line basis
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**2. Critical judgements and estimates**

No critical judgements have been made by management in applying the charity's accounting policies.



Notes to the Financial Statements for the year ending 31st March 2025  
(continued)

**3. Donations and Legacies**

	Restricted	Unrestricted	2025 Total	2024 Total
	£	£	£	£
Arts Council England	-	379,294	<b>379,294</b>	379,294
Paul Hamlyn Foundation	76,250	-	<b>76,250</b>	82,500
The National Lottery Community Fund, RC England Wide	147,073	-	<b>147,073</b>	144,012
Esmee Fairbairn Foundation	-	20,000	<b>20,000</b>	40,000
John Ellerman Foundation	-	40,000	<b>40,000</b>	40,000
Dr Martens Foundation	-	10,000	<b>10,000</b>	5,000
Glastonbury Festival Events	-	12,000	<b>12,000</b>	12,000
DWP Access to Work	31,341	-	<b>31,341</b>	23,920
PPL UK	15,268	3,000	<b>18,268</b>	-
Other Grants and Donations	-	10,039	<b>10,039</b>	20,419
<b>Total</b>	<b>269,932</b>	<b>474,333</b>	<b>744,265</b>	<b>747,145</b>

There were no unfulfilled conditions or other contingencies attaching to these grants.

**4. Income from Charitable Activities**

	Restricted	Unrestricted	2025 Total	2024 Total
	£	£	£	£
Access Consultancy	-	81,738	<b>81,738</b>	46,158
Disability Equality Training	-	64,093	<b>64,093</b>	57,763
Other sales and earned income	-	27,721	<b>27,721</b>	31,585
<b>Total</b>	<b>-</b>	<b>173,552</b>	<b>173,552</b>	<b>133,506</b>

**Notes to the Financial Statements for the year ending 31st March 2025  
(continued)**

**5. Total Expenditure**

<b>Expenditure</b>	<b>Raising funds</b>	<b>Charitable activities</b>	<b>Support Costs</b>	<b>2025 Total</b>	<b>2024 Total</b>
		£	£	£	£
Staff costs (note 7)	95,891	479,457	143,837	<b>719,185</b>	562,232
Recruitment, Training and Other staff costs	-	-	30,525	<b>30,525</b>	42,128
Rent, Insurance and Services	-	-	50,264	<b>50,264</b>	54,298
Artists, Trainers, Interpreters	-	57,221	-	<b>57,221</b>	46,599
Office Overheads	-	-	50,979	<b>50,979</b>	45,012
Project materials, Delivery and Marketing costs	-	24,331	-	<b>24,331</b>	24,898
Volunteer costs	-	17,877	-	<b>17,877</b>	21,949
Board and Governance	-	-	3,576	<b>3,576</b>	2,288
Bank Charges	-	-	375	<b>375</b>	501
Transport and Travel	-	18,066	-	<b>18,066</b>	11,567
Independent Examination fee	-	-	1,800	<b>1,800</b>	1,725
Other Professional fees	-	-	88,953	<b>88,953</b>	68,859
Depreciation	-	-	-	-	597
	<b>95,891</b>	<b>596,952</b>	<b>370,309</b>	<b>1,063,152</b>	<b>882,653</b>
Add: allocation of support costs	61,718	308,591	(370,309)	-	-
<b>Total expenditure</b>	<b>157,609</b>	<b>905,543</b>	<b>-</b>	<b>1,063,152</b>	<b>882,653</b>

**6. Net income/(expenditure) for the year**

This is stated after charging / crediting:

	<b>2025</b>	<b>2024</b>
	£	£
Depreciation	-	597
Independent Examination fees	<b>1,800</b>	<b>1,725</b>

The amount of £655.45 in travel expenses were reimbursed to Trustees during the year.  
(2024 - £393.96)

## Notes to the Financial Statements for the year ending 31st March 2025 (continued)

### 7. Staff Costs

	2025 £	2024 £
Salaries and wages	610,077	473,817
Social security costs	51,588	39,406
Pension contributions	57,520	49,009
	<b>719,185</b>	<b>562,232</b>

The average weekly number of staff (expressed as full-time equivalents) during the year was 15 (2024: 15)

	2025 No.	2024 No.
Raising funds	2.0	2.0
Charitable activities	10.0	10.0
Support costs	3.0	3.0
	<b>15.0</b>	<b>15.0</b>

### 8. Tangible fixed assets

	Fixtures, fittings and equipment	Total
<b>Cost</b>		
As at 1 April 2024	13,302	13,302
Additions	-	-
As at 31 March 2025	13,302	13,302
<b>Depreciation</b>		
As at 1 April 2024	13,302	13,302
Charge for the year	-	-
As at 31 March 2025	13,302	13,302
<b>Net Book Value</b>		
As at 31 March 2024	-	-
<b>As at 31 March 2025</b>	-	-

**Notes to the Financial Statements for the year ending 31st March 2025  
(continued)**

**9. Taxation**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

**10. Debtors**

	<b>2025</b>	2024
	<b>£</b>	£
Trade debtors	6,293	37,146
Other debtors	4,860	-
Prepayment and accrued income	<u>33,293</u>	<u>7,500</u>
	<b><u>44,446</u></b>	<b><u>44,646</u></b>

**11. Creditors: amounts due within 1 year**

	<b>2025</b>	2024
	<b>£</b>	£
Trade creditors	15,099	65,686
Taxation and social security	24,219	21,917
Other Creditors	-	2,429
Deferred income	38,750	62,500
Accruals and provisions	<u>9,488</u>	<u>-</u>
	<b><u>87,556</u></b>	<b><u>152,532</u></b>

**12. Analysis of net assets between funds**

	Restricted Funds	Unrestricted funds	<b>Total funds</b>
	£	£	£
Tangible fixed assets	-	-	-
Net current assets	<u>-</u>	<u>353,093</u>	<b><u>353,093</u></b>
<b>Net assets at the end of the year</b>	<b><u>-</u></b>	<b><u>353,093</u></b>	<b><u>353,093</u></b>

Notes to the Financial Statements for the year ending 31st March 2025  
(continued)

13. Movements in Funds

	At the start of the year	Incoming resources £	Outgoing resources £	Transfers £	At the end of the year £
<b>Unrestricted funds:</b>					
General funds	437,760	658,553	(793,220)	-	303,093
Designated Funds	50,000	-	-	-	50,000
<b>Total unrestricted funds</b>	<b>487,760</b>	<b>658,553</b>	<b>(793,220)</b>	<b>-</b>	<b>353,093</b>
<b>Restricted funds:</b>					
Paul Hamlyn Foundation	-	76,250	(76,250)	-	-
The National Lottery Community Fund, RC England Wide	-	147,073	(147,073)	-	-
DWP Access to Work	-	31,341	(31,341)	-	-
PPL UK	-	15,268	(15,268)	-	-
<b>Total restricted funds</b>	<b>-</b>	<b>269,932</b>	<b>(269,932)</b>	<b>-</b>	<b>-</b>
<b>Total funds:</b>	<b>487,760</b>	<b>928,485</b>	<b>(1,063,152)</b>	<b>-</b>	<b>353,093</b>

14. Reconciliation of net income to net cash flow from operating activities

	2025 £	2024 £
<b>Net income/(expenditure) for the reporting period</b>	<b>(134,667)</b>	7,146
Adjustments for:		
Interest from investments	(10,668)	(7,148)
Depreciation charges	-	597
(Increase)/Decrease in debtors	200	(19,609)
(Decrease)/Increase in creditors	(64,976)	71,483
<b>Net cash provided by/(used in) operating activities</b>	<b>(210,111)</b>	52,469









# Annual Accounts 2024-25 AIE FINAL

Final Audit Report

2025-12-03

Created:	2025-12-03
By:	Andi Dollia (ukresource@payeslip.co.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAnUqw1F3PTJq00FIs3HGqr88OlvBjiyPg

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