

SLOUGH MENCAP

Slough Society for Mentally Handicapped Children and Adults

ANNUAL REPORT AND ACCOUNTS

01 October 2024 to 30 September 2025

**Horsemoor Green Community Centre, Spitfire Close,
Common Road, Langley, Slough SL3 8JU**

Tel: 01753 594666 Email: sloughmencap52@gmail.com

Charity Number: 1128732

Company Number: 05938855

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Slough Society for Mentally Handicapped Children and Adults

A WORD FROM OUR CHAIRMAN

Dear Friends and Supporters

Slough Mencap continues to offer social opportunities to our members. Our Activity Days are run on Tuesdays, Thursdays and Fridays, by our creative team of 3 staff, aided by volunteers. This year we have added cooking to our regular activities like crafts, games and dancing.

Wednesday Club also continues, but numbers are still declining. Our volunteers in the evening include a group of boys from Eton College, along with girls and boys from local schools. The involvement of these young people brings a lively atmosphere to the club. We opened our doors to non-members for a disco at Halloween. Sue and Pauline continue to run our popular tuck shop.

In the summer, we held our Party in the Park at Slough Rugby Club. The party this year had a "Back to the 1940's" theme. The Rugby Club lease has since expired, but we hope we can continue! As part of our Christmas celebrations, we staged a Rapunzel pantomime by Troubadour productions and Chris, one of our members, joined the cast. We made table decorations for our Christmas Party, which was held on our own premises. Members, volunteers and staff were invited. So was Father Christmas, who had a gift for everyone.

Our board has continued to improve our systems and procedures. In January, we employed two part-time administrators, Aarqsha and Nusrat, who have settled in well.

Eleanor Cryer left Slough Mencap in August after almost 50 years of service. In this time Eleanor made a huge contribution to improving the lives of Learning-Disabled people, their families and carers.

Once again, we extend heartfelt thanks to all our dedicated volunteers, without whom we could not provide our services.

Jane Cable
Chair of Board of Trustees

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LEGAL AND ADMINISTRATIVE DETAILS FOR THE FINANCIAL YEAR 2024/5

Charity Registration number 1128732

Holding Trustees P Murray and J Pearce

Chief Executive Eleanor Cryer MBE
(ceased 31.08.2025)

Treasurer Carmel O'Brien

Executive Committee **Elected members** (the Trustees of Slough Mencap)

Bernadette Bates
Jane Cable (Chairman)
Sajidah Chaudhary (Vice Chairman)
Steve Clotey
Len Jones
Paul Nicoll (resigned 10/05/2025)
Carmel O'Brien (Treasurer)
James Robb
Jean Sharman-Golder (removed 10/05/2025)
Shin Suri

Registered address Horsemoor Green Community Centre, Spitfire Close,
Common Road, Langley, Slough SL3 8JU.

Bankers Lloyds, High Street Slough Branch

Independent Examiner Philip Mount
Independent Examiner

Insurers Royal & Sun Alliance Plc and Zurich

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REPORT OF THE DIRECTORS FOR THE YEAR ENDED 30 SEPTEMBER 2025

The Directors present their report and the independently examined financial statements for the year ended 30 September 2025.

Structure, governance and management

Slough Mencap is affiliated to the Royal Society for Mentally Handicapped Children and Adults and is governed by a self-creating Memorandum and Articles of Association. Slough Mencap is a company limited by guarantee and was incorporated on 18th September 2006. It is controlled and managed by the elected Board of Directors who are also its trustees. The Board of Directors is elected for a three-year period. Nomination forms are sent out to all members. Potential trustees undergo induction with the Chief Executive Officer (CEO) and Chair. The induction comprises the structure and function of Slough Mencap, organisational roles and responsibilities and legal roles and responsibilities of trustees. Potential trustees interested are then nominated, proposed for the membership prior to the Annual General Meeting where they are duly elected for a three-year period. New trustees are encouraged to spend time getting to know staff and members. Should any Director choose he/she may seek re-election for a further period of three years. Our current Chairman is Mrs. Jane Cable.

Prior notice of the AGM and Trustees' election is displayed in Slough Mencap's premises when appropriate.

The day-to-day management of the company is undertaken by the Chief Executive who reports to the Chairman and Board of Directors.

For insurance purposes Slough Mencap is affiliated to The Royal Society and a fee is paid. The building is separately insured by Zurich Insurance Company.

A review of the risks to which the charity is exposed has been carried out and systems are in place to mitigate those risks. External risks to the sources of funding have led to the diversification of funding. Internal risks are minimised by the implementation of financial controls and procedures. These are reviewed on an annual basis.

Objectives and activities

Slough Mencap is set up to

- (a) Work for the enhancement of the quality of life for people with learning disabilities
- (b) Foster mutual help and co-operation between people with learning disabilities, and all those entrusted with their care
- (c) To raise adequate funds for the achievement of the foregoing objects, and to invite and receive contributions from any person or persons whomsoever, by way of subscription, donation and otherwise.

From a brief look at our Accounts the reader will note that our figures show the money we receive is to be spent on our members with learning disabilities.

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Horsemoor Green Community Centre and School House

The School House has remained tenanted throughout the year and was a regular source of Letting Income. The caretaker who is the tenant of the building is responsible for the maintenance and upkeep of the site. We have developed a process whereby this happens:

- Staff member will log issues in a maintenance book and notify the caretaker
- The caretaker will mark the task as done when completed.
- Staff/committee member will verify the work has been completed.

In the year various issues have arisen including a broken camera in the car park; a leak in the school hall; dripping gutters, car park lights and signage. Some work has yet to be completed but progress is being made. The new lines in the car park are a big improvement.

This year the car park has been a focus of attention as Slough Mencap has new neighbours who would like to use our car park. Permission has not been granted as the car park is small and is used exclusively by those who use our building. Much discussion has ensued over the possible need for replacement gates but as yet no decision has been reached.

However, a major piece of work undertaken this year is an extensive review of our Fire and Emergency Evacuation Procedures and equipment and a thorough examination of all fire related matters. A company was chosen to undertake this large and expensive piece of work overseen by James Robb a Slough Mencap committee member. We are grateful to James for all his endeavours. What remains to be done is replacing the Fire Door in the Main Hall and the annual safety checks for the Community Centre and the house at 26 Common Road.

Lettings

In the light of the extensive review of Fire Safety Procedures, Equipment and Training it was decided to update our Hall Hire processes. All hiring contracts need amendment to include more details on health and safety and fire regulations and need to be reviewed by the Board.

After many years the Malayalam Church has outgrown us and moved on to larger premises. We wish them well.

On the other hand, many of our regular users have signed new agreements.

From a purely financial point of view we need to increase the number of lettings and do this by marketing our space more widely than we have done in the past.

Achievements and performance

Activity Days

The Activity Days go from strength to strength. The Manager of the Day Services likes to ensure that our members undertake some exercise rather than remain sedentary for the day. The members walk to local shops and around the boundary of our local park as well as participating in the occasional obstacle race. Members really enjoy cooking/baking including making their own lunch. Drama, bingo and board games and puzzles are all popular activities.

The members love the occasional trips and spending time working on specific activities. The VE day themed activities were very popular for example.

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Both the staff and volunteers undertake training as necessary with this year an emphasis being put on Fire Evacuation Procedures and Health and Safety as our building is upgraded in this respect.

A final point worth noting in respect of the Activity Days is that the service was closed from 17th to 24th June due to Covid-19 infections together with various other ailments among staff, volunteers and members.

Wednesday Club

The evening social club which has been running since the 1960s continues to decline in numbers. Efforts have been made to vary the activities with arts and crafts run by the either the Day Services Manager and/or a regular Wednesday evening volunteer are very popular as is the karaoke and dancing.

We also hold a regular Halloween Party which the members are very pleased about.

To those who use the service Wednesday evenings are very important and work on addressing the decline in numbers is being undertaken.

Health & Safety

As mentioned on Page 6 much work has been done in this respect during the year. Specifically in respect of fire. A survey of the building and equipment was undertaken and recommendations to make us legally compliant were produced. Surrey Fire & Safety provided a scheme of work and a cost estimate of £5,000 for a fully managed service. All our procedures needed a complete overall e.g. in respect of wheelchairs in fire evacuation, Personal Emergency Evacuation Plans (PEEPs) for relevant members, fire drills, emergency exit lighting. The revised cost estimate was £10,000. There was a lot of testing, checking and replacement of outdated equipment. Annual checks need to be documented and where necessary certified.

Regular PAT testing was undertaken, and Paul Nicoll began working on the PEEPS. When the PEEPs are complete, they are sent to families and carers for their scrutiny.

We may need a central alarm system for insurance purposes.

As previously mentioned, the Fire Door in the Main Hall is a work in progress and the CCTV needs improvement by extending the storage facility and having an app so as to access from other devices.

Record Keeping and Training

18 DBS applications were processed with the good offices of Slough Refugee Support.

GDPR – progress has been made on developing a policy and procedures in this respect.

Two Staff Training days were organised for 02 and 03 January. Paul Nicoll conducted PEEPs training with the staff. These are to be generated for clients in order of priority. Staff were also tasked to identify any fire hazards around the building as a Health and Safety exercise.

Fire drills to be organised. Training on using and testing the new fire alarm system was carried out.

A copy of the Action Plan 2024/25 was circulated.

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Staffing

Following on from last year Slough Mencap advertised for an Administrative Assistant to support our CEO. The work involved in the recruitment and selection was undertaken by our Chairman and Vice-Chairman. It was decided to appoint two part-time members of staff from an initial response of 50 applicants. The process involved the completion of an application, an interview and an IT test. Nusrat Islam is employed for 7 hours a week covering Tuesday daytime and Wednesday evening. Aarqsha Junaid is employed for 10 hours a week covering Thursday and Friday daytime.

Due to the increase in staff numbers it was decided that the organisation needed expert assistance in respect of HR and Legal issues. It was decided to appoint Peninsula HR to assist our HR function. Slough Mencap has 7 employees to manage and we have been having issues around records and confidentiality. Peninsula's Bright HR portal provides for all our HR needs. In addition, we have access to legal advice and training which is available for volunteers as well as staff.

At our committee meeting on 05 July 2025 the CEO's performance was discussed in detail in a Part 2 meeting. For some time now she has not been performing her job adequately and has evaded all attempts at assistance. The CEO delegates complex tasks and does very little effective work. In addition, the organisation is losing the respect of the voluntary sector community. It was decided to take legal advice in managing our CEO out. As a result of due process our CEO's contract was terminated on 31 August 2025.

Our Vice-Chairman is to introduce a management plan to provide structure and clarity on task delegation and responsibilities.

Events

The 2024 Christmas Party was in house again this year. Slough Mencap engaged a catering company for the event. As usual there were a Christmas Dinner, games, music and Father Christmas came bearing a gift for each member. Prior to the event our members made the Christmas decorations which decorated the Main Hall. The members really enjoyed themselves.

A mobile pantomime, Rapunzel, was booked for the first time and the members really seemed to enjoy it.

On 18 January 2025 a Volunteer Workshop and Lunch took place. It was very enjoyable and successful generating many ideas and suggestions from our volunteers.

For the first time in many years Slough Mencap booked a stall at the Langley Carnival. Slough Mencap sold products that our members had made e.g. key rings and coasters. The day was very warm, but all present had a really good time and as an initial attempt to reintegrate into the community it was a success.

On 16 August 2025 Slough Mencap held our usual Party in The Park for our members at Slough Rugby Club. Cardo very kindly continues to support us with games and prizes. The theme was loosely described as 'retro' and we all enjoyed the pineapple and cheese on cocktail sticks! Slough Mencap are grateful to Debbie for donating her amazing catering services and to all staff and volunteers who assisted in making it a great day for the members.

Partnership Working

This year Slough Mencap was represented by our chairman at two events meeting organisations from the Learning Disability community. She also attended a conference on employment law. In addition our chairman attended the Carers Steering Group – part of the Learning Disabilities

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Partnership Board. Our chairman and CEO attended a meeting with the Autism Group. Slough Mencap are to give a talk to this group later in the year. Finally Slough Mencap's CEO, some staff and volunteers attended Slough Borough Council's Carer's Week events.

Computers & IT

Upgrades are necessary so that all PCs are connected to the network. New equipment will need to be purchased. In the interim Slough Mencap's needs to consider exactly what we require in respect of IT e.g. separate accounts and emails?

Work is continuing on the website.

A new router has been installed but it is not without its problems. It may be that a business router is required.

Financial Review

Investments

The Board of Directors has considered the most appropriate policy for investing funds in the current financial climate. In ordinary circumstances and since the greatest proportion of the funds are required to meet long-term commitments the funds have been invested on the equities market and remain so. At present Slough Mencap has the original deposit account which has easy access but gives a very poor return on our funds. We also have £25,000 invested in a Ninety (90) days' Notice Deposit Account. The yearlong investment in the Long-Term Deposit Account has expired and the funds restored to the original deposit account.

Fundraising

Slough Mencap continues fundraising in the shape of the 49 Club but as reported last year numbers are continuing to decline. Please look at the financial statement for more details. Bernadette Bates continues to run the 49 Club.

Donations

Whilst overall donations were down, we did receive another donation in excess of £3,000 from Eton College as a result of a non-uniform day. For this, as always, we are very grateful. We also received £235 from the friends and family of Robert Auckland, a former member who died.

Premises

The site on which we stand is substantial and this year in particular required a lot of investment to maintain it and keep us up to standard with our legal requirements. We have spent in excess of £11,000 upgrading all aspects of our Fire Evacuation procedures including new equipment, lighting etc. Money has also been spent on the heating and various other issues.

The revaluation of the building (a Company House requirement) was due and cost us £900.

Reserves Policy

The Board of Directors has established a policy whereby the unrestricted funds, not committed or invested in tangible fixed assets ('the free reserves') held by the charity, should be sufficient that they would be able to continue the core activities of the charity in the event of a significant drop in funding for enough time to identify replacement funds. At present the free reserves which amount to £873,720 are more than sufficient to meet this policy.

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Salaries

Staff salaries were revised in line with inflation. Accordingly, all our staff received a 4.5% pay rise as from April 2024.

Budget

Having spent a good deal of money on maintaining our building Slough Mencap is having to create a budget to manage future capital expenditure some of which will occur sooner rather than later. Slough Mencap will need a Financial Planning meeting going forward.

Petty Cash

Slough Mencap did not use Petty Cash during the year.

Daytime Activities

Slough Mencap increased very slightly the amount it charges for the daytime service. Slough Borough Council, who fund the majority of our members would only agree to pay the increase if we demonstrated that our fees were fair in relation to our expenses. They took some time to reach a decision. However, the increase was approved and backdated to 01 April 2024. It was decided that in future charges will be increased annually.

As ever our treasurer presents the requisite quarterly accounts throughout the year, and the Chairman produces her overview of transactions through the bank at every meeting.

This year Slough Mencap's deficit was larger than normal due to a number of factors some of which have already been mentioned. In addition, we now have two extra part-time staff, continued increases in utility bills and a reduction in interest rates. We now have to pay bank charges. On the plus side in addition to the increase in Daytime Activity charges our chairman together with help from one of the new administrative assistants has been successful in getting non-payers using our Wednesday Club to pay up. Slough Mencap also received the residue of an Estate previously held over in the event of a tax liability together with an increase in charges to our events which still remain heavily subsidised.

As in previous years the Balance Sheet shows a very healthy bottom line due to our capital funds.

Plans for future periods

- Continue to run Wednesday Club and encourage greater participation from a larger proportion of our members when permitted.
- Continue to run the 49 Club and increase its membership.
- Continue to run our Daytime Activities
- Source new directors for the company.
- Increase the number of LD members
- Organise a Volunteer Lunch
- Provide a Christmas Lunch for our members.
- Ongoing review policies and procedures so that the organisation is both legal and fit for purpose.
- Organise staff and volunteers training
- Produce a budget and improve financial planning in relation to larger items of expenditure as well as reduce expenditure and manage costs effectively.
- Formal Welfare protocol to be agreed and established.
- Be compliant with all Health & Safety and Fire regulations
- Assess the building's ventilation system.
- Increase in Partnership Working
- Complete PEEPs

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- Deal with car park lighting, camera and signage
- Provide new fire safety doors in Main Hall
- Provide new employment contracts and staff handbook including policies
- Provide trustee training

Approved by the Board of Directors on and signed on its behalf by

Jane Cable

Slough Society for Mentally Handicapped Children and Adults

Statement of Financial Activities for the Twelve Months ended 30 September 2025

See Notes

		Unrestricted Funds	Restricted Funds	Designated Funds	Total Twelve Months	Total Twelve Months 2024
INCOMING RESOURCES						
Donations & similar incoming resources	3	5,323			5,323	11,688
Daytime Activities		109,038			109,038	108,453
Income from activities in furtherance of charitable objects	3	8,623			8,623	5,860
Income from activities for generating funds	3	30,833			30,833	16,937
Interest received	3	1,246			1,246	1,339
TOTAL INCOMING RESOURCES		155,062	0	0	155,062	144,277
RESOURCES EXPENDED						
Cost of generating funds	4	19,482			19,482	15,159
Daytime Activities		88,480			88,480	80,989
Costs of activities from charitable objectives	4	98,936			98,936	69,229
Support costs		27,084			27,084	7,519
Capital Expenditure		0			0	0
TOTAL RESOURCES EXPENDED		233,982	0		233,982	172,896
NET INCOMING RESOURCES		-78,920	0		-78,920	-28,619
P/Y VALUES		496,259	0		496,259	451,069
GAIN/LOSS ON INVESTMENTS		79,151			79,151	73,809
TOTAL FUNDS CARRIED FORWARD		496,490	0		496,490	496,259

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Balance Sheet as at 30 September 2025

		2025	2024
Fixed assets			
Tangible assets (Revaluation 09 April 2025)	9	725000	735000
Capital Improvements		<u>0</u>	<u>0</u>
		725000	735000
Current assets			
Debtors		0	0
Cash at bank		<u>124,497</u>	<u>177,927</u>
Total Current Assets		849,497	912,927
Creditors: amounts due within one year		<u>0</u>	<u>0</u>
Net current assets		849,497	912,927
Total assets less liabilities		<u>849,497</u>	<u>912,927</u>
Capital Funds			
Charifund units		837,049	736,832
COIF Investment Fund		<u>36,671</u>	<u>57,736</u>
Total Designated Funds		<u>873,720</u>	<u>794,568</u>
Capital Assets			
Unrestricted Funds		725,000	735,000
Restricted Funds	8	<u>0</u>	<u>0</u>
		849,497	912,927
Investment Funds	7	873,720	794,569
Total funds		<u>1,723,218</u>	<u>1,707,496</u>

For the year ended 30 September 2025, the company was entitled to exemption under section 249a(1) of the Companies Act 1985. No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 249b(2). The directors acknowledge their responsibility for: i) Ensuring the company keeps accounting records which comply with section 221; and ii) Preparing accounts which give a true and fair view of the state of affairs of the company as at the end of its financial year in accordance with section 226, and which otherwise comply with the requirements of the Companies Act relating to accounts so far as applicable to the company.

Approved by the Board of Directors and signed on their behalf by:

Mrs C M O'Brien - Director

Slough Society for Mentally Handicapped Children and Adults

1 ACCOUNTING POLICIES

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005), the Companies Act 1985, the Charities Act 1993 and applicable accounting standards

Incoming Resources

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources
- the trustees are virtually certain they will receive the resources &
- the monetary value can be measured with sufficient reliability

Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.

Incoming resources from tax reclaims are included in the SoFA at the same time as the gift to which they relate.

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

This is included in the accounts when receivable.

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Include costs of the preparation and examination of statutory accounts, the cost of trustee meetings and cost of any legal advice to trustees on governance or constitutional matters.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. staff costs by the time spent and other costs by their usage

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Notes to the Financial Statements for the year ended 30 September 2025

3 ANALYSIS OF INCOMING RESOURCES

Analysis	This Year	Last year
Voluntary Income	£	£
Miscellaneous donations	1,505	1,288
Local Giving	304	205
Eton College	3,278	5,594
Co-op	0	262
In memory of Ted Dutton	0	263
Robert Auckland	235	0
Private Donor	0	4,076
	5,323	11,688
Activities for generating funds		
Rent from Halls	6,780	8,923
Rent from School House	12,000	6,922
Forty-Nine Club	975	1,092
	19,755	16,937
Interest Received		
Bank interest	1,246	1,339
	1,246	1,339
Incoming resources from charitable activities		
Wednesday Club	8,623	5,860
Daytime Activities	109,038	108,453
Summer Activity	0	220
Christmas Party	0	20
	117,660	114,553

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Notes to the Financial Statements for the year ended 30 September 2025

4 ANALYSIS OF RESOURCES EXPENDED

Analysis	This Year	Last year
Costs of generating voluntary income	£	£
49 Club	250	375
School House Expenses	927	0
Halls Expenses	18,125	14,604
Local Giving	180	180
	19,482	15,159
Charitable Activities		
Salaries	88,088 **	58,878 **
Volunteer expenses	89	192
Club Running Expenses	8,359	7,635
Welfare	0	0
Social Expenses	2,400	2,524
<u>Daytime Activities</u>		
Employment Costs	67,133	57,754
Transport	20,860	20,860
Resources & Activities	487	2,375
	88,480	80,989
** (Excludes Daytime Activity Staff)		
	187,416	150,218
Governance Costs		
Insurance/Affiliation	2,053	1,966
HR & Legal Expenses (Peninsula)	4,048	0
AGM Expenses/Companies House	73	43
	6,174	2,009

5 DETAILS OF CERTAIN ITEMS OF EXPENDITURE

Trustee expenses	This Year	Last Year
Number of trustees who were paid expenses	None	None
Total amount paid	None	None
Fees for examination of the accounts	This Year	Last Year
Independent examiner's or auditor's fees for reporting on the accounts	£ 350	£ 300
Other fees	None	None

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Notes to the Financial Statements for the year ended 30 September 2025

6 PAID EMPLOYEES

Staff costs	This Year	Last Year
	£	£
Gross wages, salaries and benefits in kind & Tax/NIC (Excludes Daytime Activity Staff)	88,088	58,878
Pension costs	0	0
Total staff costs	88,088	58,878

Average number of full-time equivalent employees in the year

		This Year	Last Year
The parts of the charity in which the employees work	Fundraising	0	0
	Charitable	1.5	1.0
	Governance	0.0	0.0
	Maintainance	0.2	0.2
Daytime Activities	Other	1.8	1.8
	Total	4	3

7 INVESTMENT ASSETS

Fixed assets investments	0	0
Carrying (market) value at beginning of year	779,005	705,195
Add: additions to investments at cost	0	0
Less: disposals at carrying value	0	0
Add: net/loss gain on revaluation	-10,000	73,810
Carrying (market) value at end of year	769,005	779,005
Charifund units	837,049	736,832
COIF Investment Fund	36,671	57,737
	873,720	794,569

Independent Examiner's Report to the Trustees of Slough Mencap

I report on the accounts of the company for the year ended 30 September 2025.

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 charity's 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.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act 2011,
- 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 you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

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

- 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

- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Philip Mount TD AFA MIPA ACIE
54 Dedworth Road
Windsor

SL4 5AY

Date: 5th January 2026