



**STILL
STANDING
STRONG**

noa

**NOA GIRLS FINANCIAL
STATEMENTS YEAR ENDED
31 MARCH 2025**



300+

Girls supported a year

68

Volunteers



96%

Engagement rate



100%

Girls have taken 1+ steps towards recovery



32,000+

Hours of direct support from front-line staff

38%

Girls fall under 10+ risk categories



16

Schools we work with



89

Girls now accessing statutory and voluntary services

3,600+

Girls impacted through education programme



98%

Girls say Noa has made a positive difference to their lives

CONTENTS

TRUSTEE’S ANNUAL REPORT (INCORPORATING THE DIRECTOR’S REPORT)	5-41
INDEPENDENT AUDITOR’S REPORT TO THE MEMBERS	42-47
STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT	48
STATEMENT OF FINANCIAL POSITION	49
STATEMENT OF CASH FLOWS	50
NOTES TO THE FINANCIAL STATEMENTS	51-59

TRUSTEES ANNUAL REPORT

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

DEAR FRIENDS...

The publication of our Impact Report is an opportunity to reflect both on what we have achieved and, perhaps more so, on all the people who have, through their generosity, their belief and their deep concern for our girls and the community, enabled us to engage in this transformative work.

Noa continues at the forefront of community-based mental health services for Jewish adolescent girls. This year, we are now in 16 schools, deepened our clinical expertise and maintained a 96% engagement rate - an achievement rarely seen in adolescent services.

This progress is only possible because of your commitment. Together, we are not just responding to a crisis, we are reshaping the landscape of adolescent mental health and building a model of care that is both innovative and enduring.

Frontline and early intervention remain key areas of growth. Our Education Programme has delivered more tailored mental health sessions to wider audiences, our Eating Disorder programme has expanded to include a disordered eating specialism and our new Emotional Regulation courses are successfully being rolled out. Earlier action results in quicker, smoother and more sustainable recovery, uprooting and pre-empting more harmful coping mechanisms and behaviours. Our staff's creativity and focus on adolescent friendly services has maintained our remarkably high engagement rate and this, together with our rigorous monitoring and

evaluation, high impact and unbreakable fidelity to safeguarding continues to attract both existing and new funding bodies and partners. We are also deeply grateful for the continued support from the community, evident in our annual fundraising campaign, which underscores our role as a vital community resource. The mental health crisis continues, and so does our work. Our experience shows that with the right resources, we can change the tide for individuals and the community. Our young people can build the resilience and mental strength they need to face today's challenges. Your crucial support is what is making that difference. Thank you for believing in us and every girl who is brave enough to ask for the support she needs. Thank you for building a stronger community. Thank you for changing the equation.

Warm regards,



KAREN HARRIS
CHAIR OF TRUSTEES



NAOMI LERER
FOUNDER AND CEO

“

The impact that Noa has had on my life and on me as an individual is endless.”

OUR MISSION

NO GIRL SHOULD STRUGGLE ALONE

Noa provides practical emotional and therapeutic support to adolescent girls in the Jewish community. We empower each girl to harness her innate strength, to move forward and overcome the obstacles in her life to live an independent positive and healthy future.

OUR CORE BELIEFS

We believe in **EMPOWERMENT**. Our bespoke care plans equip girls with the emotional and practical tools they need to create a healthier, more independent future.

We believe our girls require **CREATIVE** and **FLEXIBLE** adolescent-centred support. Our holistic approach addresses every facet of girls' complex and interlinked challenges.

We believe that our **DYNAMIC** approach builds on girls' innate strength and develops their emotional resilience. Our continuously expanding range of programmes and therapies allows girls to engage with our service, at their own pace and on their own terms.

We believe in a **CLINICIAN-LED** service, upholding the highest levels of professionalism, confidentiality and safeguarding.

We believe in working **COLLABORATIVELY** with community leaders, schools and other organisations in our sector. We act as a bridge to statutory and external services and ensure girls' care is aligned and comprehensive.

We believe in an **EVIDENCE-LED** approach. Our monitoring and evaluation systems enable us to demonstrate impact to key stakeholders and funders.

We believe in **CO-PRODUCTION**. Our girls' authentic voices and experiences, gathered through our youth advisory boards, feedback and thinktanks, shape and improve our service.

OUR STRATEGIC AIMS

SUPPORT

To provide each girl with the tailored practical emotional and therapeutic support she needs, empowering her to resiliently overcome her challenges.

ACCESS

To reach girls where no-one else can through providing a culturally sensitive environment where girls feel safe and understood.

EDUCATION

To raise awareness and reduce stigmas surrounding mental health and associated challenges, facilitating earlier detection of girls who are struggling and ensuring that they are guided to access effective support.

GROWTH

To grow sustainably to meet the surge in demand for our service, and develop specialist programming to meet specific needs.

OUTREACH

To create strong referral pathways with statutory and other external services, educating them about them cultural norms and needs of the community so that we can achieve better outcomes for the girls in the Orthodox Jewish community.



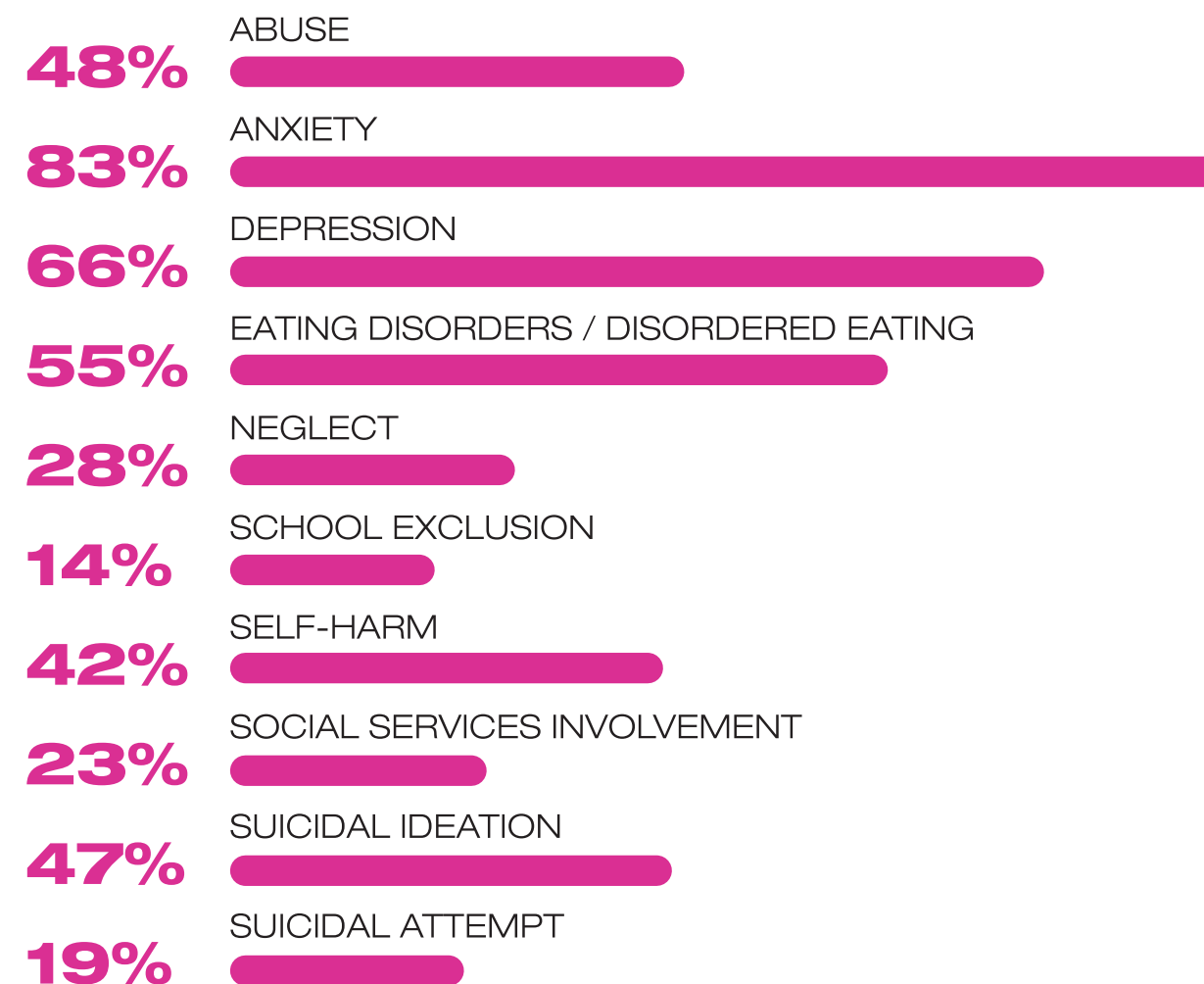
You carry so
much love in
your heart.
Give some
to yourself
too.

OBJECTIVES AND ACTIVITIES

The trustees confirm their compliance with the duty to have due regard to the public benefit guidance published by the Charity Commission when reviewing the charity's aims and objectives and in planning future activities.

WHO WE HELP

The girls we support struggle with often complex and severe mental health challenges, many of which stem from or are exacerbated by trauma and/or difficult home situations.



“

They saved my life and continue to do so throughout my darkest days”

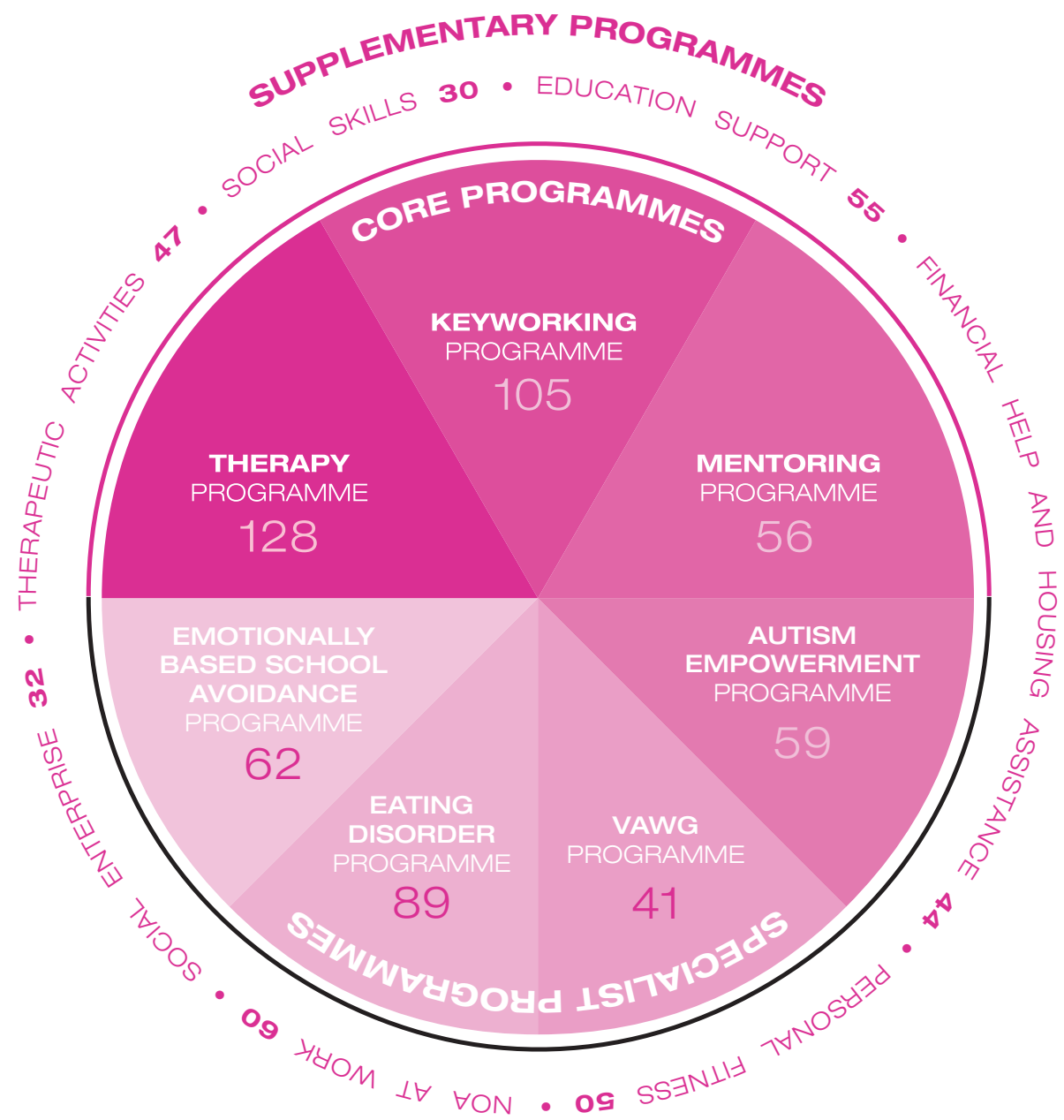
WHAT WE DO

Noa offers girls wraparound and wide-ranging support, delivered through our clinical team of therapists, keyworkers, mentors and dedicated programme managers.

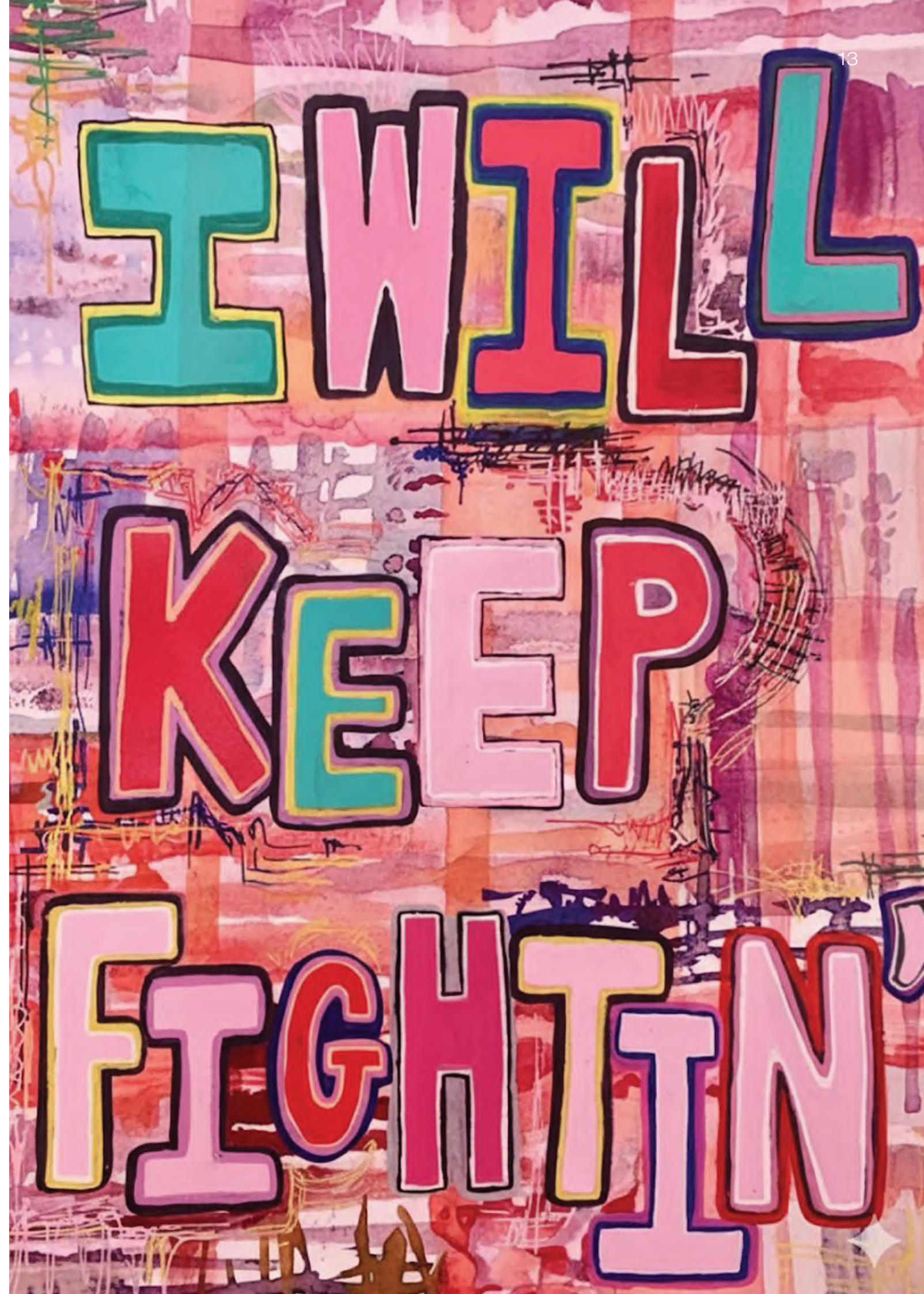
Each girl's support is tailored to her unique needs, strengths and goals.

Our specialist programmes include an eating disorder programme, autism empowerment programme, VAWG programme and emotionally based school avoidance programme.

All girls in our service can access our full range of supplementary programmes.



* All numbers relate to girls supported by each programme.



KEYWORKING:

Girls are paired with keyworkers who provide one-to-one emotional and practical support tailored to their unique challenges. Keyworkers provide creative adolescent-friendly support for girls who are not ready or willing to engage in therapy and/or ensure our high-risk girls can receive the wraparound supportive framework they need to move towards recovery.

97%

of girls say “Meetings with my keyworker have supported me to develop more confidence in myself.”

MENTORING:

Mentors can bring a new perspective and the added benefit of their different life experiences. Girls are paired with volunteers from the community who share similar interests to them so they can explore and enjoy activities together outside of the pressures of daily life.

Our mentors are often offered to our lower risk girls or as a supplementary programme to girls who need an additional layer of support alongside keyworking and/or therapy.

96%

of girls say “I have a positive relationship with my mentor.”

“

Seeing my keyworker weekly has helped me in ways I can't put into words. Knowing that no matter what I am feeling, she will hold a safe space for me, has been a lifesaver.”

Our keyworkers:

- ✓ build relationships of trust with girls and provide creative adolescent-friendly support
- ✓ share tools and skills to build emotional resilience
- ✓ provide practical support eg. housing assistance, helping girls navigate financial benefits, vocational support, accompanying girls to medical appointments, self-care, social work, personal safety
- ✓ help girls access our supplementary programmes and other appropriate services
- ✓ advocate for them in every area of need

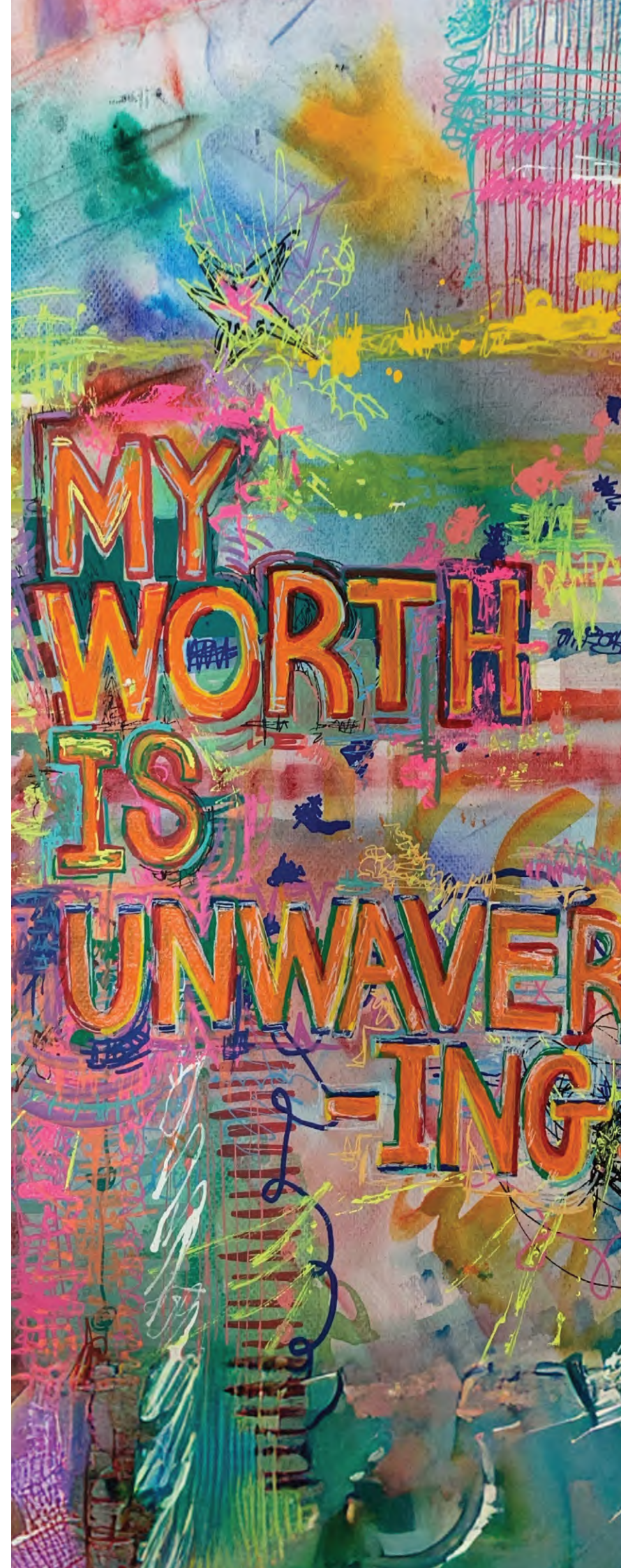
THERAPY:

Therapy can be a crucial part of the recovery process. At Noa we seek and provide the most appropriate therapy for each girl including psychotherapy, CBT, art therapy, DBT and equine therapy. We also help girls at Noa to access therapy from other organisations and services such as CAMHS and the Tavistock.

We work hard to match girls with the most appropriate therapist and modalities to ensure the greatest levels of engagement and progress. We also harness the power of non-verbal therapies and therapeutic activities for girls who are unable or unwilling to voice their struggles or trauma. This is often a path towards traditional talking therapies.

90%

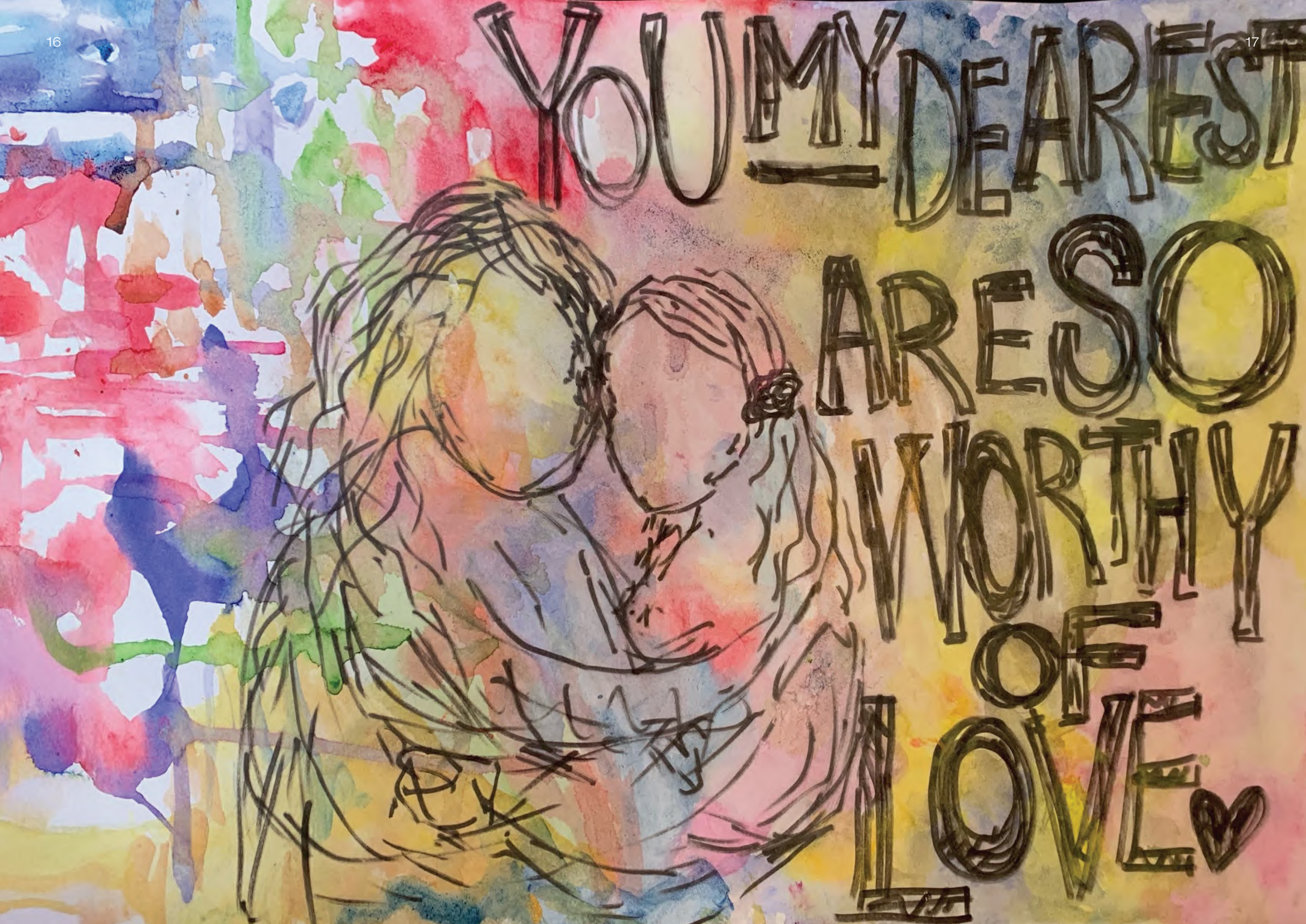
of girls say “My therapist has supported me to develop more of an understanding of myself.”



‘RACHEL’ was referred to Noa suffering with self-harm and suicidal ideation. Her severe social anxiety was preventing her from regular attendance at school. Despite being a loving and attentive parent, Rachel’s dad, a single parent to a number of children, was resistant to approaching statutory service, fearing that they would judge him as unfit to parent. In therapy, Rachel worked through her feelings of abandonment and anxiety created from her mother leaving the family home that prevented her from making meaningful connections with others. We also provided academic tutoring to help Rachel catch up with work she had missed from school whilst working with her school to create a modified timetable which Rachel felt she could manage. We encouraged Rachel’s father to approach statutory services without fear, so he could better support Rachel and his other children. Rachel is now attending school at 75% capacity and working towards her GCSEs. Rachel has created a small friendship group in which she feels safe and hasn’t self-harmed for 8 months.

“

I felt incredibly supported and I knew there were people rooting for me.”

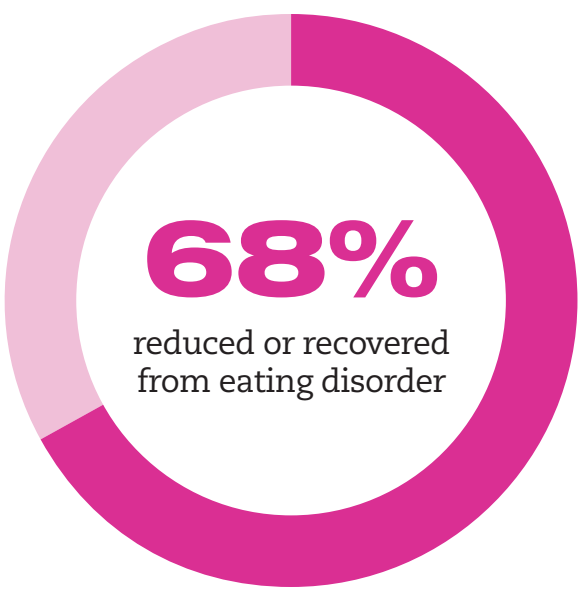


EATING DISORDER PROGRAMME

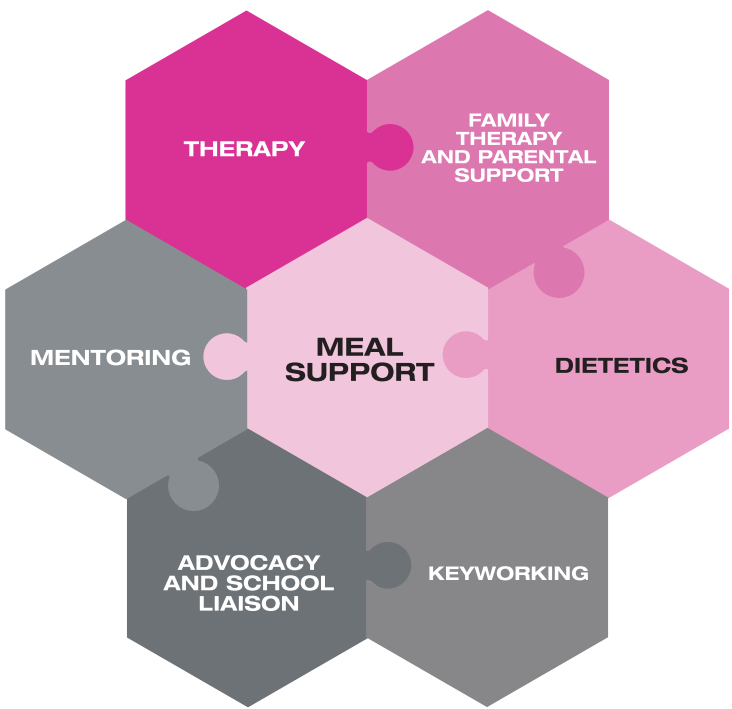
We provide a full holistic service within Noa, giving the 360 care model girls need to build and maintain recovery, whatever stage they are at. Our team is made up of psychologists, psychotherapists, family therapists, dietician and nutritionist, as well as our keyworkers and mentors, giving similar coverage as an NHS model, but packaged in a far more creative and adolescent friendly way. We engage girls successfully and meet them where they are at.

We treat girls across the whole range of eating disorders and disordered eating. This is particularly important for girls who are unable to access NHS services due to specific exclusions based on perceived need, including age, diagnosis and BMI, as well as for those whose fears of exposure and cultural friction act as barriers to access. Where girls are able to access statutory services such as CAMHS, we work closely with these existing support structures, as well as their schools and families, to ensure care is joined up, most efficiently deployed and sustainable.

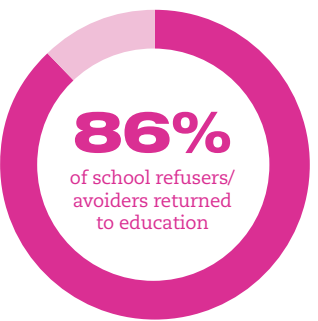
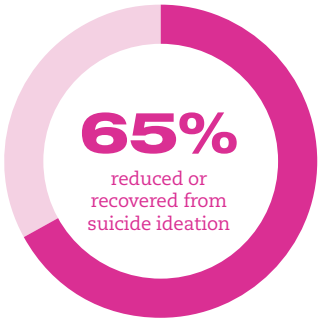
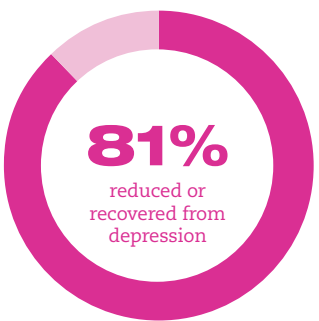
THE SUCCESS OF OUR PROGRAMME IS REFLECTED IN OUR RECOVERY RATES:



OUR CARE MODEL



At Noa, the individual is at the heart of the care model we provide. Each young person’s care package is comprised of different configurations of support, tailored to meet their unique needs.



‘MIRIAM’ came to Noa struggling with anorexia, as well as anxiety and depression. Miriam had previously been treated as an in-patient for her anorexia, but was discharged because she was told her eating disorder, ‘wasn’t bad enough’. Miriam found this extremely painful and triggering, increasing her restrictive eating habits. The abrupt discontinuation of care meant that it took Miriam time to trust her staff at Noa. To build engagement, her keyworker put Miriam in touch with the Noa at Work team to help her build up her photography business through brand and marketing and finding her internship opportunities. Miriam shared that she was so excited to have direction, and that she felt really empowered. This led to Miriam beginning to open up to and engage with her Noa therapist, and agreeing to start with a dietician in-house which she had previously resisted.

Miriam is currently in recovery for her ED and at a stable weight. She is in university studying marketing and holding down a part time job. She has started travelling abroad, something she used to hold back from doing due to overwhelming anxiety. Her parents expressed, “We are blown away by the amazingness of Noa”.

“
We are blown away by the amazingness of Noa.”
”

NEW DISORDERED EATING SERVICE

GENEROUSLY SUPPORTED BY THE PRUDENCE FOUNDATION

THE NEED

Disordered eating, itself a distressing and harmful challenge can be an early warning sign of an eating disorder and quickly escalate. Our new disordered eating package, which sits within our greater Eating Disorder Programme, is about early intervention, to help those girls showing signs of disordered eating to regain control over their eating behaviours and to prevent the development of a diagnosed eating disorder which is far more complex and traumatic to treat.

This is a particular need due to the lack of support for disordered eating within the NHS. Disordered eating does not fit the specific criteria or conditions for entry to services.

“

Noa have helped me find my self-worth and given me a reason to fight for myself throughout the hardships.”

OUR METHODOLOGY

The Service offers CBT-T dietetics which includes psychoeducation and meal plans, family work. We provide materials on topics including self-esteem, body image, anxiety, friendships and relationships should these be elements contributing towards the disordered eating, or on neurodiversity and disordered eating, if appropriate.

As with all Noa work, each girl is assessed on her individual needs and circumstances and her support is tailored accordingly. Whilst some girls may just need some dietetic support, others will need more intense and diverse support.



AUTISM EMPOWERMENT PROGRAMME

GENEROUSLY SUPPORTED BY COMPASS WELLBEING AND THE NATIONAL LOTTERY

We support girls with ASC to navigate a neurotypical world from an empowered position. We help girls access assessments and diagnoses, understand the ramifications of their diagnosis and their unique strengths, exploring how they perceive the world and vice versa, social skills (making explicit the implicit ways of communication) and support them to build fulfilling relationships.

Our programme includes:

- Keyworking
- Therapy
- Speech and language therapy groups
- Safe spaces for girls to socialise and practice newfound skills

The programme also focuses on training those working with adolescent girls, ie in-house clinical staff, school staff, youth leaders, on the specific challenges girls with ASC face, deconstruct common myths about ASC, particularly in females. We have also produced resources for schools to help them consider how they can better support those with neurodiversity.

“

hearing a modernised view of autism was refreshing”

SCHOOL STAFF MEMBER

EMOTIONAL REGULATION PROGRAMME

GENEROUSLY SUPPORTED BY BBC CHILDREN IN NEED

When adolescents struggle to manage their emotions, then may turn to unhealthy coping mechanisms to manage them. We have been awarded a new grant from BBC Children in Need to develop and deliver emotional regulation courses both within the Noa Service and to others who would benefit from a DBT-based early intervention. We have already provided DBT-based training to staff across Noa and created the resources for the courses. We are excited to roll this programme out over the coming year supporting further emotional resilience and pathways to recovery to more girls.



EMOTIONALLY BASED SCHOOL AVOIDANCE (EBSA)

GENEROUSLY SUPPORTED BY THE JOHN LYON'S CHARITY

In the last few years, specifically since Covid, there has been a huge increase in persistent absence, emotional based school avoidance or school refusal. It is a growing and serious issue. It can have profound negative impact on the child as well as repercussions such as loss of ability to work for a parent. In response we created a specific programme in order to support girls at risk of dropping out of the education system to (re)engage in school and receive a full education.

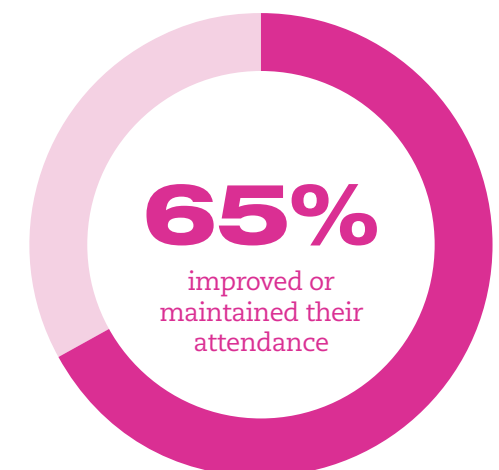
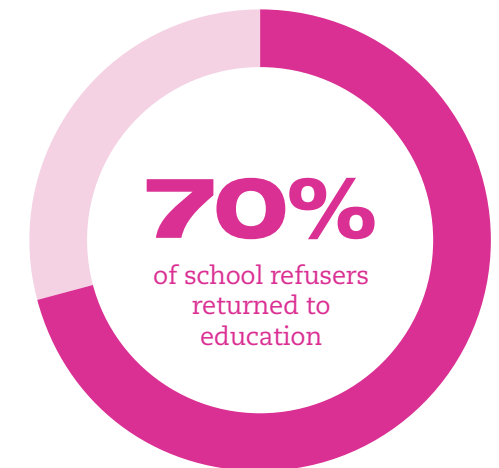
Our programme includes:

- targeted support to identify and overcome school-related barriers (anxiety, bullying, emotional abuse, social skills).
- helping those struggling to attain educational referrals, tuition and educational consultations.
- work with schools and parents to help them recognise and understand the connection with other struggles and how to create the most conducive learning environment.
- specific training to enable staff in schools to view girls' challenges around school attendance through a new lens which identifies specific issues as the deeper reason for their absences or disengagement from school. This leads to better advocacy on behalf of girls. At the same time, schools, so often overwhelmed can help girls from a position of ownership, responsibility and effective support rather than blame and judgment of parents.

“

Noa has provided me with a space in which I am safe to not be ok”

We piloted a 6 week course for six sets of parents of girls identified by a high school as either not in school or with severely poor attendance. The feedback was very positive. 100% of parents said that, “the course improved our understanding of EBSA and how to support our child”. All parents agreed that they would recommend this course to parents facing similar challenges.





“

You saved my life. You taught me to live and that I deserve care and for things to be better. I now have purpose and confidence. These things seemed impossible before I came to Noa. I have a life I enjoy and am happy to wake up to every day. And for that I am truly grateful.”

MENTAL HEALTH EDUCATION PROGRAMME

Our mental health education programme continues to grow, delivering tailored mental health education to staff, parents and girls in 16 high schools in North West London and Hackney communities. The education curriculum covers such topics as 'Friendship, Peer Influence and Emotional Safety', 'Building Emotional Awareness', 'Understanding Stress and Staying Regulated', 'Healthy Relationships and Self-Worth'. We have also run training sessions and community education evenings for youth leaders, Rabbinic and community leaders.

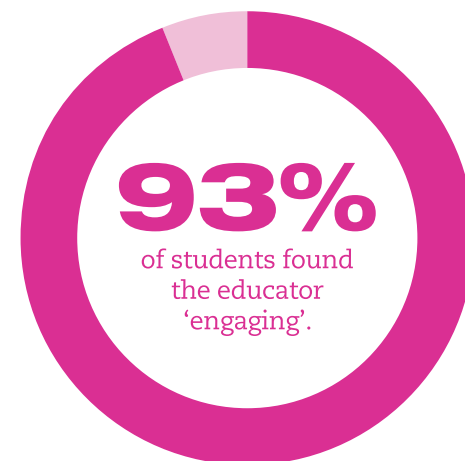
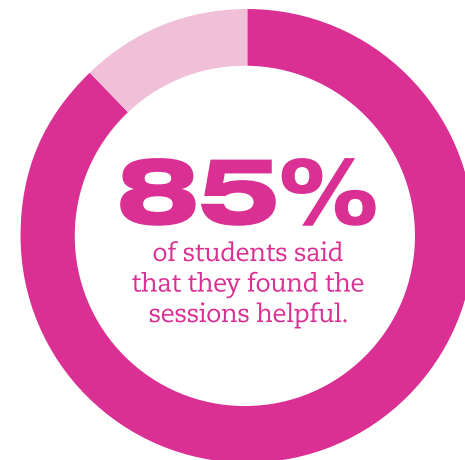
This increase in awareness and early intervention is transforming how schools and the community respond to mental health and challenges our girls face, providing a more sensitive, responsive and supportive environment for girls and their families. As a community, we are becoming better at identifying and guiding girls to access effective support. Girls themselves are developing a safer language for mental health, giving them the ability to effectively communicate distress and struggle.

We have started expanding into providing education to years 5 and 6 on eating disorders and food struggles as our experience and data is pointing to issues and disordered eating starting at this early age.

“

Noa has changed the face of our school! From a school that really wanted to address mental health but didn't know how, we are now able to say that, thanks to Noa, our school have clarity, vision and guidance in terms of mental health. This is no longer just another DFE requirement we need to fulfil; rather it's at the focus of what we do.”

A HEAD TEACHER



HIGHLIGHTS FROM THIS YEAR:

As part of our grant from Compass Wellbeing we carried out some research on girls diagnosed with ASD. We gathered powerful data and stories on autism from girls and this has guided our work with neurodiversity and ensuring all our education and services are accessible.

We invited SENCOs from schools to a session on how to better support girls with autism. 10 schools and seminaries attended, including schools from Hackney and North-West London who do not otherwise engage with Noa or currently have mental health education within their schools. This extended reach provided more accessibility and sensitivity to a wider and more insular areas of the community..

PaJeS asked our education team to present to schools and organisations in this space on Emotionally Based School Avoidance (EBSA). Feedback included, “I found that incredibly emotional. I was actually in tears throughout. I am going to process this all and see how we can work together to spread this.”

16
Schools

1168
Parents

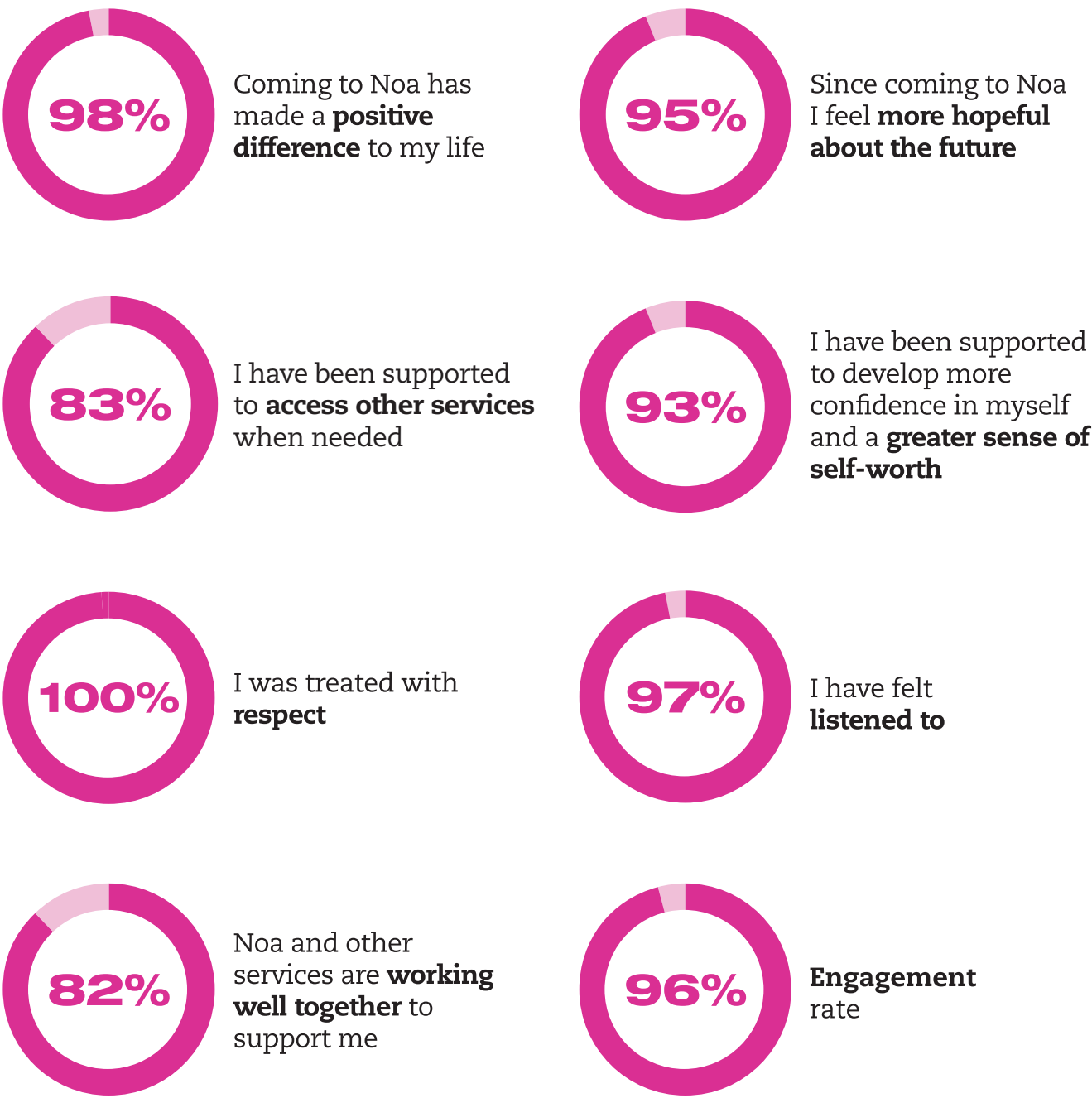
418
Staff

4
Youth Groups

3615
Students

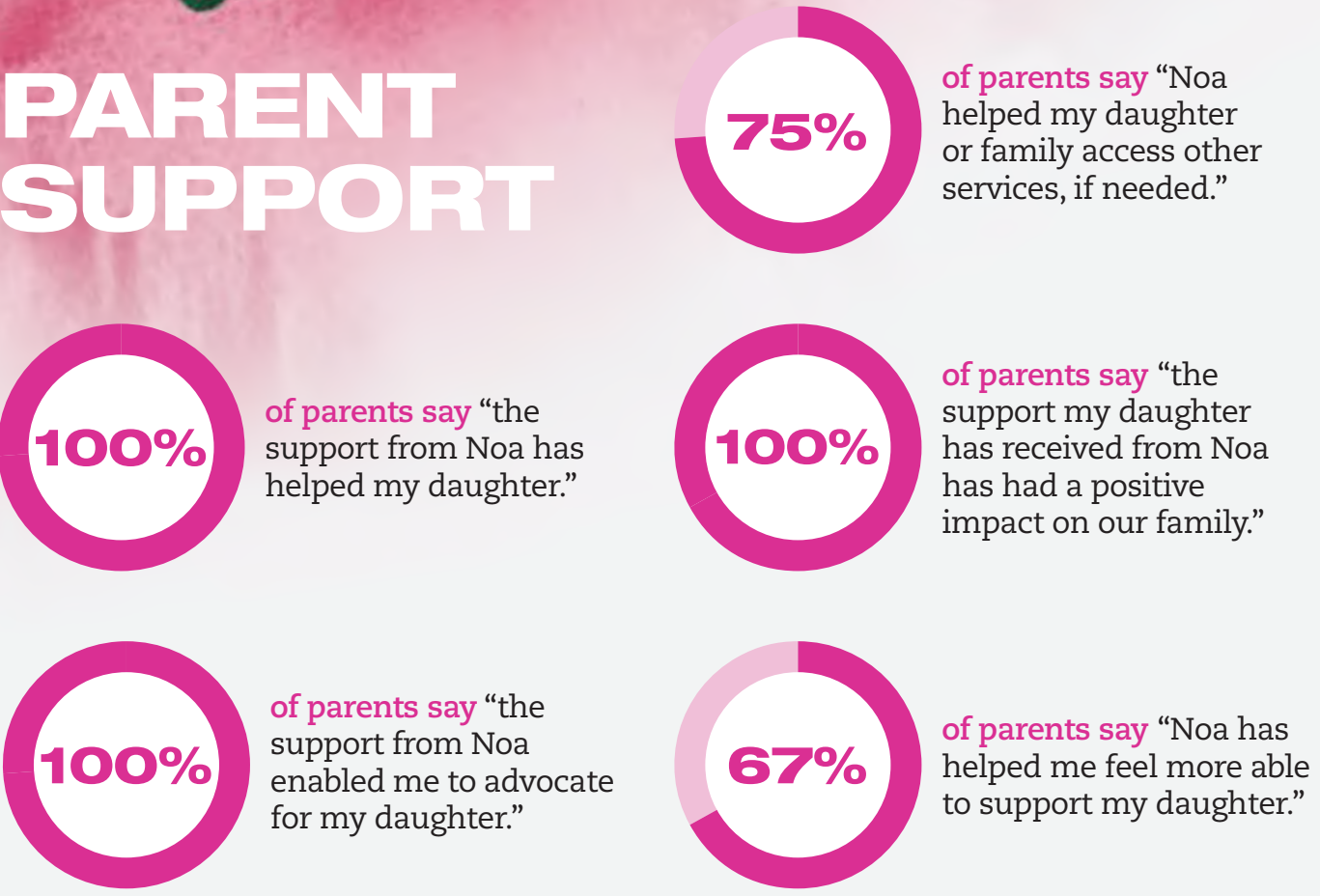
ACHIEVEMENTS AND PERFORMANCE

Girls’ positive engagement has paved the way for girls to make real breakthroughs in their journey to recovery. *Girls have relayed that our support has been transformative (based on 130 girls).*



YOU ARE ALLOWED TO BE BOTH A MASTERPIECE & A WORK IN PROGRESS SIMULTANEOUSLY.

PARENT SUPPORT



GIRLS ARE BRAVELY AND RESILIENTLY MAKING POSITIVE, HEALTHIER CHOICES

Girls who have been with Noa for **under a year**
Girls who have been with Noa for **over a year**

REDUCED OR RECOVERED FROM ANXIETY



REDUCED OR RECOVERED FROM DEPRESSION



REDUCED OR RECOVERED FROM SELF-HARM



REDUCED OR RECOVERED FROM SUBSTANCE ABUSE



REDUCED OR RECOVERED FROM SUICIDE IDEATION



NO REPEAT SUICIDE ATTEMPTS IN THE LAST 6 MONTHS



ENDED AN UNHEALTHY RELATIONSHIP



LEFT A HARMFUL LIVING SITUATION



RETURNED TO EDUCATION



Data is based on 139 girls and relate to relevant milestones.
The significance of each of these milestones cannot be overstated. Girls often come to us at a point when they are overwhelmed and devoid of hope. Whether they are at early stages in their journey, where simply showing up week after week is way of winning the battle, or whether they are further down the line and have not relapsed to self-harming and risky behaviours for months, each girl’s victory is recognised and celebrated.

COMMUNITY IMPACT

Barnet invited Noa to join a working group creating EBSA guidance for schools across the borough. The invitation was in recognition that Jewish pupils may need additional or culturally specific support. We worked within the working group to ensure that the guidance distributed included tailored information relevant to Jewish pupils.

We followed up our pamphlets on Pesach and Eating Disorders with another two booklets highlighting the specific challenges around Eating Disorders and Yom Kippur. As before, the leaflets, one targeted external services and one produced for both communal leaders and parents, were met with huge enthusiasm and positive feedback.

We distributed the leaflets to professional organisations, community leaders and Rabbis and it was posted on the NCL GP websites (64 clicks). Comments we received included:

“
A FANTASTIC
RESOURCE
”

“
SUCH AN EXCELLENT
RESOURCE, THANK
YOU FOR SHARING! I
WILL SHARE IT WITH
MY SHUL AND RABBI!
”

“
THIS IS SUCH A GOOD
BOOKLET, I'VE NEVER
SEEN SO MANY OF MY
THOUGHTS ABOUT
JEWISH STUFF AND
ANOREXIA BEING
UNDERSTOOD
”

WE HAVE ALSO HAD THE PESACH AND YOM KIPPUR BOOKLETS TRANSLATED INTO YIDDISH TO MEET THE NEEDS OF CERTAIN GIRLS AND COMMUNITIES IN HACKNEY.

IT WAS DISTRIBUTED TO OVER 70 RABBIS IN HACKNEY AND THE FEEDBACK WAS INCREDIBLY POSITIVE, CREATING BETTER UNDERSTANDING IN THE COMMUNITY.



“
Without Noa I am not sure what would happen to patients. The NHS wouldn't cope. GP services wouldn't cope and there aren't any real alternatives out there in the community.”

DR FRAZER ROSENBERG, GP

HANNAH'S STORY

‘HANNAH’ has spent a number of years struggling with anxiety, binge eating and then anorexia.

What started off as some anxiety around school work, began impacting her confidence and socially; Hannah became very isolated both from friends and from her three brothers. Hannah's parents, whilst loving and supportive of her, felt overwhelmed and in her mother's words 'drowning'. Hannah's intense relationship with food was taking over all mealtimes and affecting everyone negatively. As pressure in school built for A-levels, Hannah's anxiety around food turned into a full case of anorexia. Hannah would cycle through different therapies, would be admitted as an in-patient, gain weight but then as soon as she left, would lose that weight again. During this period, Hannah was absent from school for long periods of time, creating increased academic pressure and stress as she struggled to maintain her grades at exam time, which further negatively affected her relationship with food. Hannah was referred to Noa as a last chance of recovery after being discharged from an in-patient facility, but quickly spiralling down again when she returned home.

“

I do see a really happy future, I really do.”

We provided Hannah with both dietetics and therapy. Hannah displayed high motivation and made small changes to her eating every week. She started slowly gaining weight and has managed to create a positive attitude to this gain in contrast to previous attempts. We also provided family therapy to her mother and siblings to help them understand and relate to Hannah's challenges and how they can create a sustainable support system and beneficial home environment. This has been beneficial for all of Hannah's siblings, one of whom has been diagnosed with disordered eating.

Whilst Hannah is not fully recovered, she has made great progress and her medical team, whom we are in constant contact with, are very happy with her trajectory. In Hannah's case the success is not just the increased weight, but the way she now relates to her body and the sustained motivation to maintain recovery. Hannah was able to attain the high grades she was predicted and is now in her second year of university. She maintains a tight knit group of friends who healthily support her and has regained a close relationship with her family.

“

HANNAH'S MOTHER RECENTLY SHARED SOME OF HER PERSPECTIVE ON HER DAUGHTER'S JOURNEY:

Anorexia had stolen her from me and it was impacting, every area of her life, I was angry. I was heartbroken. I felt like I'd let her down as a mum. She was so ill and I had been blinded because she wore big baggy clothes and she hid it pretty well.

Everything revolved around anorexia and it became our entire home. It was a miserable place. I was absolutely drowning. We took 10 steps forwards, 30 steps back. We weren't really making enough progress. And then one of her friends called her up one day and said, have you ever heard of Noa.

I made the call and I've never in my life been heard and listened to in the way I was by the person who picked up at the other end.

She went to her first Noa meeting and she came out of there and said they are incredible, 'I think I'm turning the corner'. On day one she goes, 'everything they said made sense'. The smile for me spoke volumes, 'they got me mum they absolutely understood' me she had a glow on her.

It was the way they dealt with my daughter, accepting what she was prepared to eat, as opposed to all the other programs that she'd been on. At the day centre she had been at, she was given plates of food. She's a people pleaser. She wanted to do it. She proved she could to them, but she couldn't maintain it at home. Whereas the dieticians that work through Noa, worked with what she does eat and what she likes to eat, slowly increasing it.

I was so worried about how she was going to react when she gained weight, but she had such a smile on her face

when she comes back. Because she's doing it for her, to please herself.

There were points where I didn't know what would be with her. Everything was dark. I couldn't see a way out of it because it is genuinely one of the ugliest diseases. Anorexia is wicked. It breaks up families, breaks up marriages. It steals your kid's personality, their future. It eats into so many avenues of life that you can't even begin to imagine unless you've touched on it.

Her last appointment at the NHS, they said they were discharging her because she had done so well and because they knew she was at Noa. They said to her, we want to know their secret. What they did for her in less than a year.

I think it's the way that the staff at Noa have almost climbed into the brains of these girls and understand, not just the medical side but exactly how they tick, what they need.

Out of the five girls that went through one system with my daughter, they all failed unfortunately. She's on Instagram with some of them, three of them are back in hospital unfortunately. I think where Noa is unique is that they are tailor-making a support network for each individual girl.

My daughter now is the happiest version of herself that I have seen. She's doing so well and enjoying her university course. Our relationship is back on track, I'm so close with her. We understand each other. She's confident. She's happy. She's smiling. She's got energy. Wow is she a different human being.”

“

My daughter now is the happiest version of herself.”

ACHIEVEMENTS AND PERFORMANCE CONTINUED

The charity received donations and grants and other income totalling £1,930,377 over the past 12 months and has continued to support girls at risk during the reporting period. The charity works with the girls one-to-one and creates a care plan for each of them which includes a keyworker, mentor and, in many cases, therapy.

The financial results of the charity for the year ended 31 March 2025 are fully reflected in the attached financial statements together with the notes thereon.

ACHIEVEMENTS AGAINST SET OBJECTIVES

This year we have met a number of objectives that we set at the beginning of the year. We again set ourselves an ambitious budget to enable us to take on additional girls and, at the same time to expand and improve the service we provide the girls. Our total expenditure for the year stood at £1,906,156. As part of our strategy to reach as many girls as possible, we continue to widen our funding base, both through new grants and additional sustainable funders. We continue to receive funding from local authorities in both Barnet and Hackney for individual girls as well as local authority funding through CY-IAPT training funding and NHS grants.

HOW PERFORMANCE AND SUCCESS ARE MEASURED

In the last few years, we have invested heavily (thanks to a part of the grant from the National Lottery Community Fund) in our monitoring and evaluation systems to enable us to measure, analyse and report our successes and progress. A number of different evaluation forms are filled in regularly and inform our ongoing services and innovation of new programmes. We are working with GORC to further strengthen our monitoring systems to provide evaluation systems that work on national scales to place our work against other services including NHS services.

FUNDING CAMPAIGN

We held our fourth matched funding campaign in November 2024, which enabled us to meet our budget, and widened our funding base within the community. We also used this campaign as an opportunity to spread awareness about mental health and to destigmatise the challenges our girls experience.

INDIVIDUAL
DONATIONS
4779

TEAM
LEADERS
240

STRUCTURE, GOVERNANCE AND MANAGEMENT.

The charity is constituted as a company limited by guarantee and as such, its governing documents are its Memorandum and Articles of Association.

Its registered charity number is 1130834 and its company registration number is 6880752.

New trustees are appointed based on personal competence, specialist skills, availability and knowledge of and contact with institutions attending to the needs of adolescent girls at risk in the Jewish Community. New trustees are inducted into the workings of the charity by the existing trustees and the Senior Management team. All trustees, like staff are DBS checked and undergo safeguarding training.

The trustees administer the day-to-day affairs of the charity. None of the trustees have any beneficial interest in the charity and no expenses were paid in the year.

OUR TEAM

Our charity is run for and by women.

Our team is made up of 42 members of staff (25 FTE). Our clinical staff includes clinical psychologists, counselling psychologists, child and adolescent psychotherapists and family therapists, giving our girls coverage for a broad number of issues similar to the composition of a local authority team.

We maintain a high level of professional supervision for all clinical staff, including weekly case supervision and monthly external clinical supervision with child and adolescent psychotherapists or clinical psychologists. In addition, we provide regular professional training for all staff to ensure the high level of skill and competence that we expect from all those working for Noa.

We have a team of 68 dedicated volunteers from across the community, many of whom serve as mentors to our girls.

FINANCIAL REVIEW

RESERVES POLICY

The trustees aim to maintain reserves in order that they can continue to fulfil the objects of the charity.

As at 31 March 2025 the charity had total funds of £805,679, of which £312,009 are restricted funds and £493,670 are unrestricted funds. Unrestricted funds are readily available for use. The trustees consider the level of funds to be adequate having regard to the planned level of charitable activities to be undertaken by the charity.

RISK MANAGEMENT

The trustees have identified and reviewed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to manage those risks.

PLANS FOR FUTURE PERIODS

The trustees plan to continue to help adolescent girls at risk in the Jewish Community by both continuing their current care plans and projects, whilst seeking to increase funding to develop new projects, in accordance with the charity’s objectives.

In order to achieve these objectives, the trustees successfully raised significant and much needed funds at a fundraising event during the year. The grants and donations received as a result of this event are manifest in the cash reserves at the year end and which will be applied in the next accounting period in the course of the charity’s operations and programmes.

A **huge thank you** to all our generous funders, who have partnered with us and enabled us to change so many girls’ lives and build lasting mental strength in the community.

As well as the huge generosity and support from the community and private individuals, we are fortunate to be supported by our patrons and to be the recipients of grants and support from the following national institutions, statutory bodies and private trusts:

Alan & Caroline Howard	Leathersellers’ Company	The Charles Wolfson
Amelie & Daniel Turgel	Masonic Charitable Trust	Charitable Trust
Arbib Lucas	Matanel	The Childwick Trust
Barnet Local Authority	Mercers Charitable Foundation	The Gerald and Gail Ronson
BBC Children in Need	NCEL (CAHMS)	Family Foundation
BMR Foundation	NHS England	The Keren Mitzvah Trust
Bob and Michelle	Pears Foundation	The Lawson Beckman
Shemtob Charitable Trust	Philip Hillman	Charitable Trust
City Bridge Trust	Charitable Foundation	The Maurice Wohl
Compass Wellbeing	Prudence Trust	Charitable Foundation
Davis Foundation	Rachel Charitable Trust	The Max Barney Foundation
Emmes Foundation	Rayne Trust	The National Lottery
Henry Smith Foundation	Rebecca & Edward Barnett	The Rosenblatt Family
Jackie & Jeremy Benjamin	Shoreish Charitable Trust	Charitable Trust
JE Joseph Charitable Trust	The Arnold Lee	The Stanley and Zea Lewis
John Lyon’s Charity	Charitable Trust	Family Foundation
Karen & Alex Midgen	The Benson and Lionel Black	The Vernon May and Joyce
Karen & Andrew Harris	Charitable Trust	Cohen Charitable Trust
Kirsch Foundation	The Bluston	Yad Mordechai
	Charitable Settlement	Charitable Trust

“
I feel so privileged
to have had this
opportunity and for
your backing and
support. I feel like a
different person now,
so much stronger
and more confident.”



REFERENCE AND ADMINISTRATIVE DETAILS

Registered charity name

Noa Girls

Charity registration number

1130834

Company registration number

6880752

Principal office and registered office

20 Russell Gardens, London, NW11 9NL

The Trustees

Mrs S L Green

Mrs E J Weider

Dr N E Katz Sacks (Retired 24 June 2025)

Mrs J E Benjamin

Mrs K F Harris

Dr T A Ezra

Mrs F Hager

Mrs N Rosenberg

Mrs J I Kanzen (Appointed 14 August 2024 and retired 24 July 2025)

Mrs K E Midgen (Appointed 17 December 2024)

Company Secretary

Mrs N Lerer

Auditor

Cohen Arnold

Chartered Accountants & Statutory Auditor

New Burlington House

1075 Finchley Road

London,

NW11 0PU

TRUSTEES' RESPONSIBILITIES STATEMENT

The trustees, who are also directors for the purposes of company law, are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments 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 charity will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITOR

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

The trustees' annual report was approved on 22 December 2025 and signed on behalf of the board of trustees by:



KAREN HARRIS
CHAIR OF TRUSTEES

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS
YEAR ENDED 31 MARCH 2025

OPINION

We have audited the financial statements of Noa Girls (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and the provisions available for small entities, in the circumstances set out in note 25 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS
(continued)
YEAR ENDED 31 MARCH 2025

OTHER INFORMATION

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS
(continued)
YEAR ENDED 31 MARCH 2025

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS
(continued)
YEAR ENDED 31 MARCH 2025

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charity through discussion with the trustees and senior management. We identified financial reporting legislation (including related companies legislation and charities legislation), taxation legislation, employment legislation, anti-bribery legislation and other matters relating to the operations of the charity as being most significant to these financial statements.
- We communicated these identified frameworks amongst our audit team and remained alert to any indications of non-compliance throughout the audit. We ensured that the engagement team had sufficient competence and capability to identify or recognise non-compliance with laws and regulations.
- We discussed with the trustees and senior management the policies and procedures regarding compliance with these legal and regulatory frameworks.
- We assessed the susceptibility of the charity's financial statements to material misstatement due to non-compliance with legal and regulatory frameworks, including how fraud might occur, by enquiry with the trustees and senior management during the planning and finalisation stages of our audit and by using proprietary disclosure checklists. The susceptibility to such material misstatement was determined to be low.
- Based on this understanding, we designed our audit procedures to identify non-compliance with the identified legal and regulatory frameworks, which were part of our procedures on the related financial statement items.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS
(continued)
YEAR ENDED 31 MARCH 2025

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF NOA GIRLS
(continued)
YEAR ENDED 31 MARCH 2025

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

USE OF OUR REPORT

This report is made solely to the charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mr B Leigh, FCA (Senior Statutory Auditor)

For and on behalf of
Cohen Arnold
Chartered Accountants & Statutory Auditor
New Burlington House
1075 Finchley Road
LONDON
NW11 0PU

22 December 2025

NOA GIRLS					
COMPANY LIMITED BY GUARANTEE					
STATEMENT OF FINANCIAL ACTIVITIES					
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)					
YEAR ENDED 31 MARCH 2025					
		2025		2024	
	Unrestricted	Restricted	Total funds	Total funds	
Note	funds	funds	£	£	
	£	£			
Income and endowments					
Donations and legacies	5	472,602	757,144	1,229,746	1,373,428
Charitable activities	6	3,948	–	3,948	12,030
Fundraising events	7	687,891	–	687,891	560,531
Investment income	8	8,792	–	8,792	7,977
Total income		<u>1,173,233</u>	<u>757,144</u>	<u>1,930,377</u>	<u>1,953,966</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	9	(187,407)	–	(187,407)	(183,236)
Expenditure on charitable activities	10,11	(925,911)	(792,838)	(1,718,749)	(1,789,767)
Total expenditure		<u>(1,113,318)</u>	<u>(792,838)</u>	<u>(1,906,156)</u>	<u>(1,973,003)</u>
Net income/(expenditure) and net movement in funds		<u>59,915</u>	<u>(35,694)</u>	<u>24,221</u>	<u>(19,037)</u>
Reconciliation of funds					
Total funds brought forward		433,755	347,703	781,458	800,495
Total funds carried forward		<u>493,670</u>	<u>312,009</u>	<u>805,679</u>	<u>781,458</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

NOA GIRLS					
COMPANY LIMITED BY GUARANTEE					
STATEMENT OF FINANCIAL POSITION					
31 MARCH 2025					
	Note	2025	2024		
		£	£		£
FIXED ASSETS					
Tangible fixed assets	17		205,949		153,193
CURRENT ASSETS					
Debtors	18	132,895		40,484	
Cash at bank and in hand		570,902		675,958	
		<u>703,797</u>		<u>716,442</u>	
CREDITORS: amounts falling due within one year					
	19	(104,067)		(88,177)	
NET CURRENT ASSETS			<u>599,730</u>		<u>628,265</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>805,679</u>		<u>781,458</u>
NET ASSETS			<u>805,679</u>		<u>781,458</u>
FUNDS OF THE CHARITY					
Restricted funds			312,009		347,703
Unrestricted funds			493,670		433,755
Total charity funds	21		<u>805,679</u>		<u>781,458</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the board of trustees and authorised for issue on 22 December 2025, and are signed on behalf of the board by:



Mrs K F Harris
Trustee

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
CASH FLOWS FROM OPERATING ACTIVITIES		
Net income/(expenditure)	24,221	(19,037)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	38,058	35,015
Other interest receivable and similar income	(8,792)	(7,977)
<i>Changes in:</i>		
Trade and other debtors	(92,411)	28,302
Trade and other creditors	15,890	(60,162)
Cash generated from operations	(23,034)	(23,859)
Interest received	8,792	7,977
Net cash used in operating activities	(14,242)	(15,882)
CASH FLOWS FROM INVESTING ACTIVITIES		
Purchase of tangible assets	(90,814)	(22,205)
Net cash used in investing activities	(90,814)	(22,205)
NET DECREASE IN CASH AND CASH EQUIVALENTS	(105,056)	(38,087)
CASH AND CASH EQUIVALENTS AT BEGINNING OF YEAR	675,958	714,045
CASH AND CASH EQUIVALENTS AT END OF YEAR	570,902	675,958

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 MARCH 2025

1. GENERAL INFORMATION
- The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is 20 Russell Gardens, London, NW11 9NL.
2. STATEMENT OF COMPLIANCE
- These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.
3. ACCOUNTING POLICIES
- Basis of preparation
- The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.
- The financial statements are prepared in sterling (rounded to the nearest pound), which is the functional currency of the entity.
- The charity meets the definition of a public benefit entity under FRS 102.
- Going concern
- There are no material uncertainties about the charity's ability to continue.
- Judgements and key sources of estimation uncertainty
- The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no significant judgements or estimates made in the preparation of these financial statements.
- Fund accounting
- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.
- Restricted funds comprise of funds received via grants for specific purposes and donation campaigns run for specific projects. Restricted funds are available for use by the trustees limited by the conditions attached to those funds.
- Designated funds
- This applies where the charity has designated a portion of its funds to cover estimated future renovations to its premises.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

3. ACCOUNTING POLICIES *(continued)*

Incoming resources

All income is included in the statement of financial activities when entitlement has passed to the charity, it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations are recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- income from grants are recognised when receipt is probable and entitlement is established having regard to conditions attached to the grants and any time frame imposed on the grant.
- income from donated goods and services provided to the charity are recognised at fair value in the period in which they are received, when they can be quantified. A corresponding amount is included within the relevant category of expenditure.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

- | | | |
|-----------------------|---|-------------------|
| Land and buildings | - | 10% straight line |
| Fixtures and fittings | - | 20% straight line |
| Equipment | - | 20% straight line |
| Building improvements | - | 2% straight line |

Depreciation of an asset begins when it is in the location and condition necessary for it to be capable of operating in the manner intended by the charity.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

3. ACCOUNTING POLICIES *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

Financial instruments

A financial asset or a financial liability is recognised only when the entity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs, unless the arrangement constitutes a financing transaction, where it is recognised at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

4. LIMITED BY GUARANTEE

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £10.

5. DONATIONS AND LEGACIES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
DONATIONS			
Donations received	472,602	215,000	687,602
GRANTS			
Grants receivable	–	349,278	349,278
Local authority grants receivable	–	192,866	192,866
	<u>472,602</u>	<u>757,144</u>	<u>1,229,746</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
DONATIONS			
Donations received	551,136	–	551,136
GRANTS			
Grants receivable	66,500	585,846	652,346
Local authority grants receivable	–	169,946	169,946
	<u>617,636</u>	<u>755,792</u>	<u>1,373,428</u>

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

5. DONATIONS AND LEGACIES *(continued)*

Included within donations received is an amount of £81,600 relating to the provision of rent-free premises to the charity.

6. CHARITABLE ACTIVITIES

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Sale of goods/services as part of direct charitable activities	962	962	640	640
Sale of goods/services made or provided by the beneficiaries of the charity	2,986	2,986	11,390	11,390
	<u>3,948</u>	<u>3,948</u>	<u>12,030</u>	<u>12,030</u>

7. FUNDRAISING EVENTS

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Fundraising events	<u>687,891</u>	<u>687,891</u>	<u>560,531</u>	<u>560,531</u>

8. INVESTMENT INCOME

	Unrestricted Funds	Total Funds 2025	Unrestricted Funds	Total Funds 2024
	£	£	£	£
Bank interest receivable	<u>8,792</u>	<u>8,792</u>	<u>7,977</u>	<u>7,977</u>

9. COSTS OF RAISING DONATIONS AND LEGACIES

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Costs of generating income - Fundraising	<u>187,407</u>	<u>—</u>	<u>187,407</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Costs of generating income - Fundraising	<u>182,427</u>	<u>809</u>	<u>183,236</u>

The costs of generating income includes wages and salaries and associated costs for staff involved in raising funds and donations and grants for the charity, the administrative costs of raising funds and the cost of fundraising events.

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

10. EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Direct charitable activities	737,817	755,446	1,493,263
Support costs	188,094	37,392	225,486
	<u>925,911</u>	<u>792,838</u>	<u>1,718,749</u>
	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Direct charitable activities	894,626	626,838	1,521,464
Support costs	263,920	4,383	268,303
	<u>1,158,546</u>	<u>631,221</u>	<u>1,789,767</u>

11. EXPENDITURE ON CHARITABLE ACTIVITIES BY ACTIVITY TYPE

	Activities undertaken directly	Support costs	Total funds 2025	Total fund 2024
	£	£	£	£
Direct charitable activities	1,493,263	203,220	1,696,483	1,770,254
Governance costs	—	22,266	22,266	19,513
	<u>1,493,263</u>	<u>225,486</u>	<u>1,718,749</u>	<u>1,789,767</u>

12. ANALYSIS OF SUPPORT COSTS

	Activities undertaken directly	Total 2025	Total 2024
	£	£	£
Staff costs	203,220	203,220	248,790
Governance costs	22,266	22,266	19,513
	<u>225,486</u>	<u>225,486</u>	<u>268,303</u>

13. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):	2025	2024
	£	£
Depreciation of tangible fixed assets	<u>38,058</u>	<u>35,015</u>

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

14. AUDITORS REMUNERATION

	2025	2024
	£	£
Fees payable for the audit of the financial statements	<u>19,600</u>	<u>19,280</u>
Fees payable to the charity's auditor and its associates for other services: Other non-audit services	<u>8,647</u>	<u>7,066</u>

15. STAFF COSTS

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025	2024
	£	£
Wages and salaries	1,031,929	1,065,766
Social security costs	90,951	91,239
Employer contributions to pension plans	15,238	20,872
	<u>1,138,118</u>	<u>1,177,877</u>

During the year the charity had 68 (2024: 53) volunteers assisting with direct charitable activities.

The average head count of employees during the year was 42 (2024: 45). The average number of full-time equivalent employees during the year is analysed as follows:

	2025	2024
	No.	No.
Key management personnel	3	3
Charitable activities	20	20
Support staff	2	1
	<u>25</u>	<u>24</u>

The average number of full-time equivalent employees during the year was 25 (2024: 24).

The number of employees whose remuneration for the year fell within the following bands, were:

	2025	2024
	No.	No.
£60,000 to £69,999	2	–
£90,000 to £99,999	–	1
£100,000 to £109,999	1	–
	<u>3</u>	<u>1</u>

Key Management Personnel

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £296,749 (2024: £262,027).

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

16. TRUSTEE REMUNERATION AND EXPENSES

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

No trustees expenses have been incurred.

17. TANGIBLE FIXED ASSETS

	Land and buildings £	Fixtures and fittings £	Equipment £	Building improvement s £	Total £
Cost					
At 1 April 2024	31,032	29,865	107,241	81,419	249,557
Additions	33,293	–	7,921	49,600	90,814
Disposals	–	(19,425)	(14,313)	–	(33,738)
At 31 March 2025	<u>64,325</u>	<u>10,440</u>	<u>100,849</u>	<u>131,019</u>	<u>306,633</u>
Depreciation					
At 1 April 2024	15,516	21,804	55,542	3,502	96,364
Charge for the year	6,433	5,973	23,032	2,620	38,058
Disposals	–	(19,425)	(14,313)	–	(33,738)
At 31 March 2025	<u>21,949</u>	<u>8,352</u>	<u>64,261</u>	<u>6,122</u>	<u>100,684</u>
Carrying amount					
At 31 March 2025	<u>42,376</u>	<u>2,088</u>	<u>36,588</u>	<u>124,897</u>	<u>205,949</u>
At 31 March 2024	<u>15,516</u>	<u>8,061</u>	<u>51,699</u>	<u>77,917</u>	<u>153,193</u>

18. DEBTORS

	2025	2024
	£	£
Trade debtors	103,144	21,097
Prepayments and accrued income	29,751	15,922
Other debtors	–	3,465
	<u>132,895</u>	<u>40,484</u>

19. CREDITORS: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	47,164	33,939
Accruals and deferred income	26,400	29,318
Social security and other taxes	25,784	20,273
Other creditors	4,719	4,647
	<u>104,067</u>	<u>88,177</u>

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

20. PENSIONS AND OTHER POST RETIREMENT BENEFITS

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £15,238 (2024: £20,872).

21. ANALYSIS OF CHARITABLE FUNDS

Unrestricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
General funds	433,755	1,173,233	(1,113,318)	–	493,670
Designated funds	–	–	–	–	–
	<u>433,755</u>	<u>1,173,233</u>	<u>(1,113,318)</u>	<u>–</u>	<u>493,670</u>
	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
General funds	476,554	1,198,174	(1,340,973)	100,000	433,755
Designated funds	100,000	–	–	(100,000)	–
	<u>576,554</u>	<u>1,198,174</u>	<u>(1,340,973)</u>	<u>–</u>	<u>433,755</u>

Restricted funds

	At 1 April 2024	Income	Expenditure	Transfers	At 31 March 2025
	£	£	£	£	£
Various restricted funds	347,703	757,144	(792,838)	–	312,009
	<u>347,703</u>	<u>757,144</u>	<u>(792,838)</u>	<u>–</u>	<u>312,009</u>
	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£	£	£
Various restricted funds	223,941	755,792	(632,030)	–	347,703
	<u>223,941</u>	<u>755,792</u>	<u>(632,030)</u>	<u>–</u>	<u>347,703</u>

NOA GIRLS
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS *(continued)*
YEAR ENDED 31 MARCH 2025

22. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	205,949	–	205,949
Current assets	391,788	312,009	703,797
Creditors less than 1 year	(104,067)	–	(104,067)
Net assets	<u>493,670</u>	<u>312,009</u>	<u>805,679</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	153,193	–	153,193
Current assets	368,739	347,703	716,442
Creditors less than 1 year	(88,177)	–	(88,177)
Net assets	<u>433,755</u>	<u>347,703</u>	<u>781,458</u>

23. ANALYSIS OF CHANGES IN NET DEBT

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	675,958	(105,056)	570,902

24. RELATED PARTIES

During the year, the charity received donations aggregating £68,118 (2024: £54,783) from the trustees and key management personnel, and their close family members.

25. ETHICAL STANDARDS

In common with many businesses of the charity's size and nature the charity uses its auditors to prepare and submit returns to the tax authorities, assist with the preparation of the financial statements and provide tax advice.



The Charles
Wolfson
Charitable
Trust



kirschfoundation

PRUDENCE
'TRUST'



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