

Charity registration number 1136395 (England and Wales)

Company registration number 05794990

**BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Julia Green Lee Edward Corless Alexandra Seddon Ramsey Taylor Petra Alexandra Kennedy Alistair Kerr David Stenning Matthew Britt Joanne Spurgeon Shona Claydon Neryssa Charman Maurice George Roshni Shrosbree	(appointed 17 September 2024) (appointed 3 December 2024)
Charity number (England and Wales)	1136395	
Company number	05794990	
Principal address	Aldershot Enterprise Centre Room 15 14-40 Victoria Road ALDERSHOT GU11 1TQ	
Registered office	Aldershot Enterprise Centre Room 15 14-40 Victoria Road ALDERSHOT GU11 1TQ	
Independent examiner	Craufurd Hale Audit Services Limited C/O Craufurd Hale Group Ground Floor, Arena Court Crown Lane MAIDENHEAD SL6 8QZ	

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

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BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Objectives and activities

The charity's objectives are in the following areas:

- Education/training
- Disability
- The prevention or relief of poverty

Our charitable objectives are:

a) to advance the education and training of people with disabilities and or other economic disadvantages so as to develop their vocational life skills and in particular the development of skills relevant to participation in employment;

b) the relief of unemployment for the benefit of the public in such ways as may be thought fit, including assistance to find employment.

The aims of the charity are to encourage the training and employment of people with disabilities as an effective route out of poverty.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

Significant activities and achievements against objectives

During the financial year, BASE has worked diligently to further raise the profile of its mission: that good careers must be for all. The charity has actively influenced national policy and program implementation to advance education, training, and employment opportunities for disabled, neurodivergent, and disadvantaged people.

Strategic Influence and Government Engagement

BASE has maintained a strong presence across government expert reference groups and collaboration committees. Notably, the CEO and Trustees represent the charity on the Department for Work and Pensions (DWP) Expert Reference Group for the Connect to Work program. This engagement has directly supported the government's investment in a funded Supported Employment Program across England and Wales, aligning with BASE's mission. The charity continues to advise and support the successful implementation of Connect to Work throughout 2025/2026.

BASE also strengthened its relationship with the Department for Education through the Internships Work program, promoting employment pathways for young people with Education, Health and Care Plans (EHCPs) during transition.

The charity submitted evidence to DWP Select Committees focused on employment for disabled and neurodivergent people, with the CEO invited to speak at evidence sessions to expand on the charity's recommendations.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Membership Growth and Sector Support

BASE continues to inform, support, and advise its members on a wide range of issues, with a membership of members at the end of March 2025. Engagement through the membership platform remains strong, with monthly Lunch & Learn sessions and drop-in events supporting sector development. Membership has grown steadily, reaching 344 as of March 2025, including a small but growing number of employers committed to BASE's mission. BASE continues to have a growing presence on social media with 1276 followers on Facebook, 4109 followers on LinkedIn and 105 followers on the new Instagram account. We decided to remove the charities X account as it no longer aligned with our values. Data is stored and managed in line with GDPR requirements

BASE delivered Lunch & Learn sessions and drop-in sessions during the year, which were well attended by members, in addition to the regional meetings run by the representatives. The BASE members newsletter was sent to 1019 individuals from within our 344 member organisations in March 2025.

Events and Public Engagement

BASE held its Annual Conference in Manchester, which was sold out. For the first time, the charity hosted a Disability Confident in Action Business Summit alongside the main conference. The 2024 theme, Careers For All: Making It a Reality!, brought together over 500 delegates from business, education, social care, health, and policy sectors. Both events were CPD accredited, enabling delegates to evidence their learning.

BASE was also the chosen charity for Purple Socks Day in partnership with Parallel, leading up to the International Day for Persons with Disabilities on 3rd December. Through corporate support, a proportion of funds raised were allocated to a small grant fund for disabled and neurodivergent entrepreneurs, nominated by BASE members and partners. The charity aims to distribute all grants by the end of September 2025.

Research and Knowledge Building

BASE invested £11,000 into research through the Dr Mark Kilsby Program, strengthening the evidence base for Supported Employment and providing free resources for members. An indicative £89,000 is available for future research investment, with annual allocations agreed by Trustees based on available funds and in line with the charities reserves policy. A maximum of £20,000 per year would be made available subject to Trustee approval.

Training and Workforce Development

In partnership with Inclusive Trading CIC, BASE has continued to promote effective workforce training and development solutions. These initiatives support the sector in advancing employment opportunities for disabled, neurodivergent, and disadvantaged people. Inclusive Trading has developed tailored workforce solutions based on member needs and expanded its offer to employers, fostering direct employment opportunities and partnerships.

BASE also issued Supported Employment Quality Framework (SEQF) Kitemarks to providers meeting quality thresholds, reinforcing standards across the sector.

National and International Partnerships

BASE remains a trusted partner across sectors, with increasing requests to collaborate. The CEO sits on the Disability Confident Leaders and Practitioners Groups, chairs the Youth Employment Group's Disability Subgroup, and represents BASE on the Access to Work Collaboration Group. Trustees have also contributed to employer-focused events and transition committees, supporting members as Connect to Work rolls out.

Internationally, BASE is recognised as a world leader in Supported Employment. The charity continues to contribute to the global evidence base and remains an active member of the Association for Supported Employment Europe, with a dedicated trustee serving on both boards.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Financial review

BASE has developed a membership growth strategy aligned with its charitable aims, supported by financial modelling to identify the membership levels required to reduce reliance on donations from Inclusive Trading CIC. While membership continues to grow steadily, current levels remain below the target needed for financial sustainability.

In addition, increased costs and overheads associated with growth mean that the membership target required for financial sustainability continues to rise.

- Spending is aligned with BASE's mission:
- Delivery of supported employment training
- Policy engagement and sector development
- Member Support and community building

Total income was down to £231,126 with a slight increase in expenditure from the previous years and a significantly lower net surplus of £11,615 (2024: £112,907). While this year's results did not meet the previous year's performance this is largely due to the reduction in income from donations, for example a large grant donation from Microsoft in the previous year. Income from donations fell from £233,794 to £112,366.

- Charitable activity income increased from £96,417 to £118,760 in line with the charities strategic plan to increase membership.
- Expenditure remained stable suggesting effective cost control despite reduced income.
- The surplus indicates continued financial viability, but the trustees will continue to closely monitor in the year to come.
- The donation from Inclusive Trading CIC was down from £229,062 in 2023-24 to £80,098 largely due to the growth of the team, overheads and expenditure within Inclusive Trading CIC.
- Restricted funds were introduced this year, due to grant donations allocated to specific projects such as Purple Socks.

Going concern

The trustees have assessed the charity's ability to continue as a going concern and are satisfied that the charity has adequate resources to continue in operational existence for the foreseeable future. This assessment has considered the charity's current financial position, cash flow forecasts, income sources, and expenditure commitments.

While membership continues to grow steadily, current levels remain below the target needed for financial sustainability. However, the trustees are confident that ongoing support from Inclusive Trading CIC, combined with efforts to diversify income and expand membership, will enable the charity to meet its obligations as they fall due.

Accordingly, the financial statements have been prepared on a going concern basis. The trustees will continue to monitor financial performance closely and adapt plans as necessary to ensure long-term viability.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Reserves Policy

BASE holds unrestricted reserves to ensure financial stability, support strategic development, and manage risk. Reserves are defined as funds freely available for general use, excluding restricted income, designated funds, and fixed assets.

The Board of Trustees has set a target to maintain reserves equivalent to 6 months of core operating costs which is anticipated to be £90,000. This level reflects the charity's current reliance on donations from Inclusive Trading CIC and the need to invest in membership growth and sector development.

Reserves may be used to:

- Cover short-term income shortfalls
- Fund time-limited strategic initiatives
- Respond to unexpected costs or emergencies

The reserves position is reviewed quarterly by the Finance Subcommittee and annually by the Board as part of the budgeting process. Any use of reserves is subject to trustee approval and is reported in the charity's financial statements.

The charity committed £11,000 to research initiatives aligned with its mission, resulting in valuable resources to support members. Additional funding was also provided to the Supported Business Group, exceeding income, in recognition of a pivotal period of engagement with Government to secure longer-term sector funding.

Risks

The charity remains reliant on donations from Inclusive Trading CIC, a financial risk that trustees continue to monitor closely, alongside efforts to grow membership and diversify income.

The National executive committee of trustees meets five times a year online and with at least one face to face meeting and review risks related to future income and priorities for 2025/2026

Risks Related to Future Income identified are:

- Heavy reliance on Inclusive Trading CIC for donations and subcontracted services.
- Deferred income increased to £84,696, indicating income invoiced in advance of being earned.
- Drop in legacy/donation income.
- Debt recovery with a focus on aged debtors.

Structure, governance and management

The charity is a company limited by guarantee. On winding up of the charity, every member of the association undertakes to contribute such an amount (not exceeding £1) to the assets while they are a member or within one year from after they cease to be a member.

Winding up can only commence by a resolution passed by 75% of the members present at a Extraordinary General Meeting.

Any property or funds that remain after all debts and liabilities have been settled shall not be distributed amount the members but shall be given or transferred to another entity with similar objectives.

BASE was established as a charitable company, incorporated on 25 April 2006 (amended by special resolutions on 28 April 2010 and 12 September 2012) and registered as a charity on 16 June 2010. The association is governed by a National Executive Committee comprising individuals elected on a regional basis by our membership. The NEC elected the national officers, a decision approved at our annual general meeting on 25 November 2020. The NEC for 2024/25 are detailed below.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Julia Green	
Lee Edward Corless	
Alexandra Seddon	
Ramsey Taylor	
Petra Alexandra Kennedy	
Alistair Kerr	
David Stenning	
Matthew Britt	
Joanne Spurgeon	
Shona Claydon	
Neryssa Charman	
Maurice George	(Appointed 17 September 2024)
Roshni Shrosbree	(Appointed 3 December 2024)
Dean Atkinson	(Resigned 3 December 2024)
Robert Elston	(Resigned 10 December 2024)
Rachel Jones	(Resigned 5 April 2024)

Recruitment and appointment of trustees

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Trustee appointments are made through BASE's regional networks, where members nominate and vote for their regional representatives. The Chair, Vice Chair, and Treasurer are nominated by the National Executive Committee and elected by members at the Annual General Meeting (AGM), in line with the charity's Memorandum and Articles.

The 2025 AGM was held online on 10th September, and current office holders were approved by members. However, feedback from trustees and members has highlighted that the annual election cycle can conflict with the need for leadership stability. Trustees therefore propose amending the Memorandum and Articles to introduce a three-year election cycle, with this change to be presented at the 2025 AGM.

The CEO is responsible for the day-to-day operations of the charity, with delegated authority for spending up to £10,000. The Chair and Vice Chair maintain regular contact outside formal meetings to ensure the charity remains well-led, effectively managed, and financially sustainable.

The National executive committee of trustees meets five times a year online and with at least one face to face meeting and review risks related to future income and priorities for 2025/2026.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

TRUSTEES REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

At the end of 2024-25, the association employed six members of staff; the Chief Executive, Laura Davis, Operation Manager Nerise Oldfield-Thompson, Membership, marketing and comms Manager – Gillian Parker admin assistant David Palmer, Liz Mellor Training Manager and Internships works project manager Lily Beyer.

The activities of the British Association for Supported Employment (BASE) are appropriate to the meeting of our charitable objectives. The focus of our work is to ensure that high quality supported employment services are available to support people with significant needs to access and retain paid employment. We do this primarily through:

- Acting as an umbrella body for service provision within this sector
- Providing advice, guidance and support to service providers, employer, disabled people and their families
- Supporting the development of new services and supporting existing providers to improve the quality of their services
- Engaging with policy makers and commissioners to ensure that provision is adequately designed and resourced
- Providing training courses and organising events to ensure that practitioners have the opportunity to develop their skills
- Working in partnership with other stakeholders to further the education, training and employment of disabled people

BASE is a registered company governed by Memorandum and Articles which are available to members on our website at https://www.base-uk.org/sites/default/files/pdfs/base_ma_sept2012.pdf.

Statement of Trustees responsibilities

The trustees, who are also the directors of British Association for Supported Employment for the purpose 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that 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.

The trustees report was approved by the Board of Trustees.



.....
Julia Green



.....
Alexandra Seddon

Date: 13th November 2025

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

I report to the trustees on my examination of the financial statements of British Association for Supported Employment (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

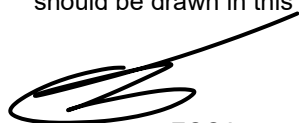
Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Paul Fagan FCCA

Craufurd Hale Audit Services Limited

C/O Craufurd Hale Group

Ground Floor, Arena Court

Crown Lane

MAIDENHEAD

SL6 8QZ

Date: 13/11/2025

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BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds	Restricted funds	Total	Unrestricted funds
		2025	2025	2025	2024
	Notes	£	£	£	as restated £
Income from:					
Donations and legacies	3	93,908	18,458	112,366	233,794
Charitable activities	4	115,764	2,996	118,760	96,417
Total income		<u>209,672</u>	<u>21,454</u>	<u>231,126</u>	<u>330,211</u>
Expenditure on:					
Charitable activities	5	206,240	13,271	219,511	215,966
Other expenditure	10	-	-	-	1,338
Total expenditure		<u>206,240</u>	<u>13,271</u>	<u>219,511</u>	<u>217,304</u>
Net income and movement in funds		3,432	8,183	11,615	112,907
Reconciliation of funds:					
Fund balances at 1 April 2024		<u>328,203</u>	-	<u>328,203</u>	<u>215,296</u>
Fund balances at 31 March 2025		<u>331,635</u>	<u>8,183</u>	<u>339,818</u>	<u>328,203</u>

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

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

BALANCE SHEET

AS AT 31 MARCH 2025

		2025		2024 as restated	
	Notes	£	£	£	£
Fixed assets					
Intangible assets	12		1,245		4,978
Tangible assets	13		321		799
			<u>1,566</u>		<u>5,777</u>
Current assets					
Debtors	14	69,452		41,341	
Cash at bank and in hand		551,643		425,762	
		<u>621,095</u>		<u>467,103</u>	
Creditors: amounts falling due within one year	15	(282,843)		(144,677)	
Net current assets			<u>338,252</u>		<u>322,426</u>
Total assets less current liabilities			<u>339,818</u>		<u>328,203</u>
The funds of the charity					
Restricted income funds	17		8,183		-
Unrestricted funds	18		331,635		328,203
			<u>339,818</u>		<u>328,203</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The financial statements were approved by the trustees on13th November 2025

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Julia Green
Trustee

.....


Alexandra Seddon
Trustee

Company registration number 05794990 (England and Wales)

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

British Association for Supported Employment is a private company limited by guarantee incorporated in England and Wales. The registered office is Aldershot Enterprise Centre, Room 15, 14-40 Victoria Road, ALDERSHOT, GU11 1TQ.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Prior period error

The comparative figures for donations and legacies, charitable activities / support costs, and creditors: amounts falling due within one year have been restated as detailed in note 2 to include accrued costs not previously recognised and the deferred income recognised against this cost. The effect of the restatement is detailed in note 2.

1.3 Going concern

The trustees have assessed the charity's ability to continue as a going concern and are satisfied that the charity has adequate resources to continue in operational existence for the foreseeable future. This assessment has considered the charity's current financial position, cash flow forecasts, income sources, and expenditure commitments.

While membership continues to grow steadily, current levels remain below the target needed for financial sustainability. However, the trustees are confident that ongoing support from Inclusive Trading CIC, combined with efforts to diversify income and expand membership, will enable the charity to meet its obligations as they fall due.

Accordingly, the financial statements have been prepared on a going concern basis. The trustees will continue to monitor financial performance closely and adapt plans as necessary to ensure long-term viability.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Income from memberships is recognised on a straight-line basis over the term of the membership. Memberships received in advance are deferred and are included within creditors.

1.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.7 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation.

Amortisation is recognised so as to write off the cost of assets over their useful lives on the following bases:

Brand	33% straight line method
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1.8 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation.

Depreciation is recognised so as to write off the cost of assets over their useful lives on the following bases:

Plant and equipment	33% straight line method
Computers	25% reducing balance method

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.9 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents represents cash in hand and deposits held at call with banks.

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs. Financial assets are classified as receivable within one year are not amortised on the basis that these are receivable within one year or less.

Basic financial liabilities

Basic financial liabilities, including creditors are recognised at transaction price. Financial liabilities are classified as payable within one year are not amortised on the basis that payment is due within one year or less.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities on the basis that payment is due within one year or less.

Derecognition of financial liabilities

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

2 Restatement analysis

	As reported	Adjustments	As restated
Donations and legacies	229,062	4,732	233,794
Charitable activities expenditure	(151,931)	(64,035)	(215,966)
Creditors: amounts falling due within one year	(85,374)	(59,303)	(144,677)

As disclosed in note 1.2, the comparative figures have been restated as detailed above.

3 Income from donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024 as restated	Restricted funds 2024	Total 2024 as restated
	£	£	£	£	£	£
Donations and gifts	93,908	8,183	102,091	233,794	-	233,794
Grants	-	10,275	10,275	-	-	-
	<u>93,908</u>	<u>18,458</u>	<u>112,366</u>	<u>233,794</u>	<u>-</u>	<u>233,794</u>

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

4 Income from charitable activities

	Project income 2025 £	Event costs recharged 2025 £	Total 2025 £	Project income 2024 £	Event costs recharged 2024 £	Total 2024 £
SBSG project income	20,122	-	20,122	3,635	532	4,167
Services provided under contract	-	1,391	1,391	-	-	-
Other income	97,247	-	97,247	92,250	-	92,250
	<u>117,369</u>	<u>1,391</u>	<u>118,760</u>	<u>95,885</u>	<u>532</u>	<u>96,417</u>
Analysis by fund						
Unrestricted funds	114,373	1,391	115,764	95,885	532	96,417
Restricted funds	2,996	-	2,996	-	-	-
	<u>117,369</u>	<u>1,391</u>	<u>118,760</u>	<u>95,885</u>	<u>532</u>	<u>96,417</u>

5 Expenditure on charitable activities

	Unrestricted 2025 £	Restricted 2025 £	Total 2025 £	Unrestricted 2024 as restated £
Direct costs				
SBSG project costs	15,343	-	15,343	-
Share of support and governance costs (see note 6)				
Support	189,097	13,271	202,368	214,166
Governance	1,800	-	1,800	1,800
	<u>206,240</u>	<u>13,271</u>	<u>219,511</u>	<u>215,966</u>
Analysis by fund				
Unrestricted funds	206,240	-	206,240	215,966
Restricted funds	-	13,271	13,271	-
	<u>206,240</u>	<u>13,271</u>	<u>219,511</u>	<u>215,966</u>

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6 Support costs allocated to activities

	Support costs	Governance costs	Total	Total
	2025	2025	2025	2024
	£	£	£	as restated £
Subcontractor costs - Inclusive Trading CIC	129,063	-	129,063	157,967
Depreciation	4,211	-	4,211	4,226
Operating lease charges	6,394	-	6,394	5,439
Bank fees	1,448	-	1,448	349
Travelling	8,746	-	8,746	7,631
Computer running costs	9,353	-	9,353	6,299
Insurance	1,836	-	1,836	-
Telecommunications	32	-	32	309
Postage and stationery	509	-	509	289
Advertising	2,028	-	2,028	2,840
Subscriptions	5,078	-	5,078	5,782
Sundries	4,962	-	4,962	4,486
Legal and professional fees	28,708	-	28,708	18,549
Independent examiners fees	-	1,800	1,800	1,800
	<u>202,368</u>	<u>1,800</u>	<u>204,168</u>	<u>215,966</u>
Analysed between:				
Charitable activities (note 4)	<u>202,368</u>	<u>1,800</u>	<u>204,168</u>	<u>215,966</u>

	2025	2024
	£	£
Governance costs comprise:		
Independent examiners fees	<u>1,800</u>	<u>1,800</u>
	<u>1,800</u>	<u>1,800</u>

7 Net movement in funds	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,800	1,800
Depreciation of owned tangible fixed assets	478	493
Amortisation of intangible assets	3,733	3,733
Operating lease charges	<u>6,394</u>	<u>5,439</u>

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Expenses of £5,011 (2023: £3,136) were paid to the trustees.

9 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Total	-	-

There were no employees whose annual remuneration was more than £60,000.

10 Other expenditure

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other expenditure	-	1,338

11 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12 Intangible fixed assets

	Brand £
Cost	
At 1 April 2024 and 31 March 2025	11,200
Amortisation and impairment	
At 1 April 2024	6,222
Amortisation charged for the year	3,733
At 31 March 2025	9,955
Carrying amount	
At 31 March 2025	1,245
At 31 March 2024	4,978

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Tangible fixed assets

	Plant and equipment £	Computers £	Total £
Cost			
At 1 April 2024	3,885	9,900	13,785
At 31 March 2025	3,885	9,900	13,785
Depreciation and impairment			
At 1 April 2024	3,262	9,724	12,986
Depreciation charged in the year	434	44	478
At 31 March 2025	3,696	9,768	13,464
Carrying amount			
At 31 March 2025	189	132	321
At 31 March 2024	623	176	799

14 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	64,808	34,382
Other debtors	474	517
Prepayments and accrued income	4,170	6,442
	69,452	41,341

15 Creditors: amounts falling due within one year

	Notes	2025 £	2024 as restated £
Other taxation and social security		6,113	2,965
Deferred income	16	84,696	61,094
Trade creditors		3,723	12,167
Other creditors		109,951	2,616
Accruals		78,360	65,835
		282,843	144,677

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

16 Deferred income

	2025	2024 as restated
	£	£
Other deferred income	84,696	61,094

Deferred income is included in the financial statements as follows:

	2025	2024 as restated
	£	£
Deferred income is included within:		
Current liabilities	84,696	61,094
Movements in the year:		
Deferred income at 1 April 2024	61,094	16,447
Released from previous periods	(65,826)	(16,447)
Resources deferred in the year	89,428	61,094
Deferred income at 31 March 2025	84,696	61,094

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	At 31 March 2025
	£	£	£	£
Parallel Lifestyles	-	8,183	-	8,183
Youth Futures	-	1,103	(1,103)	-
Microsoft corporation tech accelerator grant	-	9,172	(9,172)	-
BEO/EUSE project	-	2,996	(2,996)	-
	-	21,454	(13,271)	8,183

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 April 2024 as restated £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	328,203	209,672	(206,240)	331,635
Previous year:	At 1 April 2023 £	Incoming resources as restated £	Resources expended as restated £	At 31 March 2024 as restated £
General funds	215,296	330,211	(217,304)	328,203

19 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Intangible fixed assets	1,245	-	1,245
Tangible assets	321	-	321
Current assets/(liabilities)	330,069	8,183	338,252
	331,635	8,183	339,818
	Unrestricted funds 2024 as restated £	Restricted funds 2024 £	Total 2024 as restated £
At 31 March 2024:			
Intangible fixed assets	4,978	-	4,978
Tangible assets	799	-	799
Current assets/(liabilities)	322,426	-	322,426
	328,203	-	328,203

BRITISH ASSOCIATION FOR SUPPORTED EMPLOYMENT

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

20 Related party transactions

Mr R Elston and Mr M Britt, trustees of the charity, are also directors of Inclusive Trading CIC. During the period the charity received donations from Inclusive Trading CIC totalling £84,098 (2024: £229,062). The charity also incurred costs totalling £118,788 (2024: £93,932) invoiced by Inclusive Trading CIC.

Included within other creditors is an amount due to Inclusive Trading CIC of £109,951 (2024: £2,616).