

THE BUTLER TRUST
(A charitable company limited by guarantee)

**DIRECTORS' AND TRUSTEES' REPORT
AND UNAUDITED ACCOUNTS**

FOR THE YEAR ENDED 31 MARCH 2025

Company No: 07844810
Charity No: 1145182

**THE BUTLER TRUST
REPORT AND ACCOUNTS**

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THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their annual Directors' report together with the financial statements of the charity for the year ended 31st March 2025, which are also prepared to meet the requirements for a directors' report and Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statements 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) (effective 1 January 2019) – (Charity SORP (FRS 102) Revised).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Butler Trust is registered as a company limited by guarantee and not having share capital. Its operations are governed by its memorandum and articles of association (M&AA).

The Butler Trust was originally formed and registered as a charity (no. 291762) in 1985. It was incorporated as a company on 11 November 2011 and registered as a charity with the Charity Commission on 21 December 2011. It commenced activities on 01 April 2012, replacing the previous charitable trust of the same name, from which all staff and assets were transferred on that date. The company information set out on page 7 forms part of this report.

Organisational Structure

The Trust is a charitable company, organised so that Trustees and Officers meet regularly to manage its affairs. The Board comprises members from a variety of backgrounds, and also includes representatives of the Butler family.

To facilitate activities, the Board has delegated authority to the Director for operational matters including financial, employment and other related activities. Decisions relating to strategy and policy are made by the Board.

Recruitment and appointment of Trustees

The Chair of the Board is nominated by the Trustees. Trustees are appointed by resolution of the Board, taking account of a range of criteria, including the need to maintain a diverse and complementary range of skills and experience on the Board.

Corporate Governance

The Director is appointed by, and accountable to, the Board of Trustees, and reports to them at their regular meetings. Governance matters are reviewed and overseen by Trustees at their regular meetings. The Trust's annual budgets and business plans, triennial strategic plans, operating policies, and the Director's remuneration are all subject to Board approval.

Risk management

The Director maintains a risk register covering strategic, operational, financial, governance, compliance and external risks. The register identifies potentially significant risks and their likelihood and possible impact in each of these areas, together with existing control measures, any additional actions required to mitigate retained risks, and the people responsible for ensuring they are monitored and addressed.

The risk register is reviewed by the Board at its quarterly meetings.

The Trustees have given consideration to the major risks to which the charity is exposed and have satisfied themselves that systems and procedures are in place in order to mitigate and manage these and other risks.

THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

Diversity

The Butler Trust is committed to promoting equality, diversity, and inclusion, as well as dignity and respect, in all its dealings, and opposes all forms of unlawful and unfair discrimination, victimisation, harassment, bullying, and insulting or abusive behaviour.

The Trust aims to ensure that:

- no one is unlawfully or unfairly discriminated against in any of its dealings, on the grounds of a protected characteristic (as defined by the Equality Act 2010), or any other irrelevant factor;
- it creates an environment in its work and dealings, in which individual differences and the contributions of all are recognised and valued, and diversity is encouraged;
- the working environment within the Trust, and the way we carry out our work, promotes dignity, respect and fairness to all.

The Trust has a comprehensive Equality, Diversity & Inclusion and Dignity & Respect Policy. The Policy, and the Trust's compliance with it, are reviewed annually.

Strategic review and Business Planning

A new, three-year strategy review, including targets for the period 2024-27, was approved by Trustees in March 2024. Taking account of the more challenging funding environment generally, and the loss of a number of private sector probation funders following the renationalisation of probation in England & Wales, targets for the next three years include:

- introducing further efficiency savings to reduce our core operating costs, with the aim of balancing future income and core expenditure;
- maintaining our core charitable activities (the Awards, Alumni Programme, HiddenHeroes programme, the Knowledge Exchange, and notable practice trophies);
- completing work on the *Good Book of Prisons 2* – to identify and share good practice across the custodial estate;
- in consultation with key stakeholders, and subject to capacity and funding, looking at other "added value" projects in line with our charitable objects, drawing on reserves if required.

Each year over the period, an annual Business Plan is agreed detailing a plan of actions intended to further each of these strategic aims. Targets in the 2024-25 Business Plan included:

- further simplifying and streamlining the systems and processes underpinning the Awards and wider administration, to improve our operational resilience and efficiency;
- bringing in a consultant (Russell Webster) to assist in the administration and promotion of the Knowledge Exchange platform;
- completing work on the second *Good Book of Prisons*, based on a national tour of the estate, focusing on examples of notable practice in each establishment in England & Wales.

THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

Our volunteers

We had 20 volunteers in 2024-25 providing a total of approximately 400 hours support (2023-24: 16 volunteers and 350 hours). Volunteers assist at our Awards Ceremony and on our Awarding Panel and notable practice trophy panels.

CHARITABLE ACTIVITIES

Public Benefit

The Trustees confirm that, when reviewing the charitable company's activities and devising its future programme, they have referred to the Charity Commission's general guidance on public benefit and complied with their duties under Section 17 of the Charities Act 2011.

The Trust's principal charitable purposes for the public benefit are to further and promote practice among those working in the penal system in the United Kingdom which contributes to:

- the promotion of the rehabilitation of offenders and the prevention of crime;
- the promotion of the social inclusion of offenders by facilitating their integration and constructive engagement in society; and
- the advancement of the health, safety and psychological well-being of offenders and those who work with them.

Our purpose and activities

The Trust's principal objectives are to recognise, develop and disseminate good practice on the part of those working in correctional settings across the United Kingdom which promotes or otherwise contributes to: the rehabilitation of offenders; the social integration of offenders; the effective management and care of offenders; the health and well-being of staff; crime prevention; and wider benefits to the public at large.

The main elements of charitable activity are:

- an Annual Award Scheme, which aims to identify, celebrate and promote practice which contributes to the public benefits outlined above;
- an Alumni Development Programme, which aims to help Award Winners and Commendees to learn from and build upon their achievements;
- a Hidden Heroes Programme, which aims to promote morale, and celebrate and promote the role of staff and volunteers across the sector;
- a Good Practice Programme, which aims to spread good practice, including that of Award Winners and Commendees, across UK correctional settings.

Achievements and Performance

2024-25 proved challenging on three fronts:

- our attempts to further improve the IT system underpinning the Awards caused the system to fail, so we had to revert to a time-consuming manual system instead, and dedicate much time over the following 12 months to building a new (web-based) system;
- our Operations Manager, Andrew Skilton, left at the end of May, after 17 years with the Trust, and the loss of his knowledge, skills and experience was keenly felt;
- we replaced Andrew with a part-time administrator on the assumption that that would provide sufficient capacity to cover the Trust's administrative workload, however that proved not to be the case.

THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

Annual Awards

In 2024-25:

- we received 435 nominations, just below the record of 445 in 2023-24 – and more prisons took part than ever before;
- we saw an uptick in engagement and nominations from England & Wales Probation, and Scottish prisons, following our efforts to encourage greater participation from them, though Scottish community justice remained a challenge;
- we had a good spread of winners among this year's Award Winners and Commendees across the sector, and in terms of gender and ethnicity, and uniformed staff were well represented too.

This year's 40th Anniversary Ceremony was a great success – topped off by the attendance of HM The King! And the Ceremony was covered in many of the national newspapers, as well as other publications including HELLO! magazine.

Alumni Development Programme

22 of last year's winners took part in the Alumni Programme – in line with previous years. Feedback from participants was again excellent.

#HiddenHeroes

The 5th Annual HiddenHeroes Day took place on September 25, with strong support from HMPPS, SPS, and the Northern Ireland services, and Ministers in Scotland and Northern Ireland added their public support too.

Good Practice

Because of the IT and staffing challenges we faced during the year, further work on the second *Good Book of Prisons* was put on hold in 2024-25.

We continued to administer the online library of practice related resources on theKnowledgeExchange.uk – and engaged Russell Webster on a consultancy basis to manage the site, and help promote it through his own network.

We also ran the Kathy Biggar Trophy for notable practice in non-custodial settings again, with the Trophy being awarded on this occasion to South West Probation for their Dorset Lunch Clubs initiative. Following our efforts to encourage greater engagement with the Trophy we received a total of 22 submissions in 2024 compared to only 10 the previous year.

Trustees agreed that the Ruth Mann Trophy for notable practice in custodial settings should remain on hold until work on the *Good Book of Prisons* is completed.

Royal Patron

In addition to again presiding over the Annual Award Ceremony, HRH The Princess Royal, as our Patron, visited North Tyneside YJS, HMP Littlehey, and Heathrow IRC.

THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

FINANCIAL REVIEW

Overview

The net operating deficit for the year is £8,139 (2024 – £26,484). The charity generated a deficit of £21,753 (2024 – £31,706) prior to gain on investment arising on the charity's investment portfolio totalling £13,614 (2024 – £5,222).

The total funds carried forward as at 31st March 2025 are £292,022 (2024 – £300,161).

Investment and reserves policy

It is the intention of the Trust to budget and operate on a broadly balanced basis for core annual expenditure. However, reserves can be used to cover any shortfall in revenues and operating expenses and also to support strategic initiatives. The Trust follows a set of guidelines to ensure its fund can meet all deficit and expenditure obligations in relation to its annually approved budget. The guidelines include liquidity measures to ensure:

- minimum asset/liquidity thresholds in reserve to ensure the Trust can operate as a going concern;
- minimum reserve levels before the Trust considers any significant strategic change;
- minimum cash equivalent reserves before the Trust considers acquiring investment assets, and specifically having an exposure to equities;
- the Trust manages with a minimum level of working capital for current and forecast operating purposes.

Principal funding sources

The principal funding sources for the Trust are His Majesty's Prison and Probation Service (HMPPS), private contractors working in the prison and probation sectors, charitable trusts and foundations, and, to a limited extent, individual donors.

FUTURE PLANS AND DEVELOPMENTS

Our plans in 2025-26 include:

- completing the overhaul of the systems and processes underpinning the Award scheme, following the difficulties experienced last year;
- returning to a core team of two full time staff members – in order to increase the Trust's administrative capacity and enhance its operational resilience;
- further enhancing the Trust's future financial and operational resilience;
- implementing changes to the Alumni Development programme agreed in the previous financial year – including introducing a range of CPD options for participants;
- restarting work on the second *Good Book of Prisons*.

THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

REFERENCE AND ADMINISTRATIVE DETAILS

Charity number: 1145182

Company number: 07844810

Registered office: 167-169 Great Portland street, 5th Floor, London, W1W 5PF

Directors and Trustees:

The Directors of the charitable company (the charity) are its Trustees for the purpose of charity law. The Trustees and officers serving during the year and since the year end were as follows:

Trustees

Michael Spurr CB	Chair
Robin Wilkinson OBE	Treasurer
Brig. Edward Butler CBE DSO	(Appointed on 30 January 2025)
Malcolm Butler	
Geoffrey Dobson OBE	(Resigned on 19 October 2024)
Dr Louise Falshaw	
Elizabeth Green OBE MStJ DL	
Peter McParlin	
Pia Sinha	
Stacey Tasker OBE	
Beverley Thompson-Brown OBE	

Senior Management Team: Simon Shepherd OBE - Executive Director

Independent Examiner: Samir Shah FCA,
Ramon Lee Ltd, Chartered Accountants, 93 Tabernacle Street, London, EC2A 4BA

Bankers: CAF Bank Limited
Triodos Bank

THE BUTLER TRUST
DIRECTORS' AND TRUSTEES' REPORT (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

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

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

APPROVAL

This report was approved by the Trustees and Directors on 14 October 2025 and signed on their behalf.



Michael Spurr (Oct 22, 2025 08:37:18 GMT+1)

Michael Spurr
Chair of the Board of Trustees and Directors

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE BUTLER TRUST

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 March 2025 which are set out on pages 10 to 19.

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my Independent Examination, for this report, or for the opinions I have formed.

Respective responsibilities and basis of report

As the charity's trustees of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

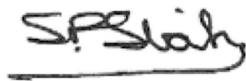
Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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 accounts to be reached.



**SAMIR SHAH FCA
RAMON LEE LTD
CHARTERED ACCOUNTANT**

**93 TABERNACLE STREET
LONDON EC2A 4BA**

OCTOBER 2025

THE BUTLER TRUST
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds £	Designated Funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
Income						
Donations	2	3,133	-	-	3,133	2,835
Income from charitable activities:	3	218,000	-	10,000	228,000	223,000
Investment income	4	1,457	-	-	1,457	1,500
Total income		<u>222,590</u>	<u>-</u>	<u>10,000</u>	<u>232,590</u>	<u>227,335</u>
Expenditure						
Expenditure on charitable activities	5	244,343	-	10,000	254,343	259,041
Total expenditure		<u>244,343</u>	<u>-</u>	<u>10,000</u>	<u>254,343</u>	<u>259,041</u>
Net gain/(loss) on investments	11	<u>13,614</u>	<u>-</u>	<u>-</u>	<u>13,614</u>	<u>5,222</u>
Net income/(expenditure)		<u>(8,139)</u>	<u>-</u>	<u>-</u>	<u>(8,139)</u>	<u>(26,484)</u>
Transfers between funds		<u>50,161</u>	<u>(50,161)</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>42,022</u>	<u>(50,161)</u>	<u>-</u>	<u>(8,139)</u>	<u>(26,484)</u>
Reconciliation of funds						
Total funds, brought forward		250,000	50,161	-	300,161	326,645
Total funds carried forward		<u>292,022</u>	<u>-</u>	<u>-</u>	<u>292,022</u>	<u>300,161</u>

The Statement of Financial Activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CONTINUING OPERATIONS

None of the company's activities were acquired or discontinued during the above two financial periods.

TOTAL RECOGNISED GAINS AND LOSSES

The company has no recognised gains or losses other than the above movement in funds for the above two financial years.

The notes on pages 12 to 19 form part of these accounts

THE BUTLER TRUST
BALANCE SHEET AS AT 31 MARCH 2025

			2025	2024
	Notes	£	£	£
Fixed assets				
Tangible assets	10		649	-
Investments	11		140,292	126,678
			<u>140,941</u>	<u>126,678</u>
Current assets				
Debtors	12	73,538		38,352
Cash at bank & in hand		105,368		155,136
		<u>178,906</u>		<u>193,488</u>
Liabilities				
Creditors falling due within one year	13	(27,825)		(20,005)
Net current assets			151,081	173,483
Net assets			<u>292,022</u>	<u>300,161</u>
The funds of the charity				
Unrestricted funds	15			
-General Funds			292,022	250,000
-Designated Funds			-	50,161
Restricted funds	15		-	-
Total charity funds			<u>292,022</u>	<u>300,161</u>

For the financial year ended 31 March 2025 the company was entitled to exemption from audit under section 477 Companies Act 2006. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these financial statements under the requirements of the Companies Act 2006.

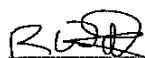
The Directors acknowledged their responsibilities for ensuring that the company keeps accounting records which comply with Section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial period and of its profit or loss for the financial period in accordance with the requirements of Section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as is applicable to the company.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

These accounts were approved by the Board of Trustees on 14 October 2025 and were signed on its behalf by:



Michael Spurr (Oct 22, 2025 08:37:18 GMT+1) **Michael Spurr (CHAIR)**



Robin Wilkinson (Oct 22, 2025 06:59:52 GMT+1) **Robin Wilkinson OBE (TREASURER)**

Company Registration No: 07844810

The notes on pages 12 to 19 form part of these accounts

THE BUTLER TRUST
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – Charity SORP (FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Butler Trust meets the definition of a public benefit entity under FRS 102.

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The financial statements are prepared in sterling, which is the functional currency of the charity.

1.2 Preparation of accounts on a going concern basis

The Charity's Financial Statements show net deficit of £8,139 for the year and free reserves of £292,022. The Trustees are of the view that these results have secured the immediate future of the Charity for the next 12 months and on this basis the Charity is a going concern.

1.3 Income recognition

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and amount can be measured reliably.

(a) Income received by way of grants, donations and legacies are included in full in the Statement of Financial Activities when received, unless they relate to a specified future period, in which case they are deferred.

(b) Income from charitable activities received by way of revenue grants and donations are credited to restricted incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred.

(c) Grants and donations of general nature which are not conditional on delivering certain levels of service are included as part of Grants and Donations as shown under note 2. Performance related grants and donations which have conditions for a specific outcome are include as Income from Charitable Activities as shown in Note 3.

(d) Investment income is included when receivable.

1.4 Volunteers and donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Charity is not recognised in the main body of the financial accounts but detail is contained in the Trustees' Report.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt. No such services were received during the year.

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

1.5 Expenditure recognition and irrecoverable VAT

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

Expenditure is classified under the following activity headings:

(a) Expenditure on charitable comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

(b) Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, management, finance and administration personnel, payroll and governance costs which support the Trust's programmes and activities. These costs have been allocated to expenditure on charitable activities.

1.7 Funds structure

The general fund comprises those monies, which may be used toward meeting the charitable objectives of the company at the discretion of the Trustees.

The designated funds are monies set aside out of general funds and designated for specific purposes by the Management Board.

The restricted funds are monies raised for, and their use restricted to, a specific purpose or donations subject to donor imposed conditions.

1.8 Cash flow statement

The charitable company qualifies as a small company and advantage has been taken of the exemption provided by SORP (FRS 102) as amended by Bulletin 1, not to prepare a cash flow statement.

1.9 Tangible Fixed Assets And Depreciation

Tangible fixed assets are stated at cost less depreciation. Individual fixed assets costing £500 or more are capitalised at cost.

Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases.

Office equipment	-	20% straight line on cost
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1.10 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.11 Cash at bank and in hand

Cash at bank and in hand includes cash and short term cash deposits.

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

1.12 Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.13 Financial instruments

The Trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.14 Judgement and key sources of estimation uncertainty

In the application of the company's accounting policies, the charity is required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

1.15 Operating leases

All leases are operating leases, and rentals are charged to the Statement of Financial Activities on a straight-line basis over the lease duration. No assets are held under hire purchase agreements.

2. DONATIONS

	Unrestricted Funds	Restricted Funds	2025	2024
	£	£	£	£
General private donations	3,133	-	3,133	2,835
	<u>3,133</u>	<u>-</u>	<u>3,133</u>	<u>2,835</u>

The donations in 2024, totalling £2,835 were attributed to unrestricted funds.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	2025	2024
	£	£	£	£
Charitable foundations	12,000	10,000	22,000	22,000
Corporate, statutory and other donors	206,000	-	206,000	201,000
	<u>218,000</u>	<u>10,000</u>	<u>228,000</u>	<u>223,000</u>

Income in 2024 totalling £223,000 was attributed to £213,000 to unrestricted funds and £10,000 to restricted funds.

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

4. INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	2025	2024
	£	£	£	£
Bank interest	1,457	-	1,457	1500
	<u>1,457</u>	<u>-</u>	<u>1,457</u>	<u>1,500</u>

All the investment income totalling £1,500 in 2024 were attributed to unrestricted funds.

5. CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff salaries and costs	138,354	140,751
Annual awards and Alumni programme	51,831	50,838
IT infrastructure	24,790	14,582
Good Practice Programme	2,500	7,219
HiddenHeroes Programme	1,188	6,147
Support costs		
Premises	10,907	23,635
Book-keeping, accountancy and payroll	9,568	6,960
Insurance	1,330	1,346
Other office costs	11,193	4,258
Depreciation	162	324
Governance (see Note 6)	2,520	2,981
	<u>254,343</u>	<u>259,041</u>

Of the £254,343 expenditure in 2025 (2024 - £259,041), £244,343 was charged to unrestricted funds - (2024 - £249,041) and £10,000 to restricted funds (2024 - £10,000).

6. GOVERNANCE

	2025	2024
	£	£
Trustees' meeting costs	-	461
Independent examination	2,520	2,520
	<u>2,520</u>	<u>2,981</u>

7. NET INCOME / (EXPENDITURE) FOR THE YEAR

This is stated after charging:

	2025	2024
	£	£
Depreciation of tangible fixed assets	162	324
Operating leases - rent	10,907	23,635
Independent examination	<u>2,520</u>	<u>2,520</u>

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

8. ANALYSIS OF STAFF COSTS AND TRUSTEES REMUNERATION AND EXPENSES

	2025	2024
	£	£
Wages and salaries	120,803	122,269
Social security costs	8,207	8,700
Pension contributions	9,344	9,782
	<u>138,354</u>	<u>140,751</u>

One employee received remuneration in excess of £80,000 during the year (one employee in excess of £70,000 in 2023/24). Pension costs are wholly charged to unrestricted funds.

The charity Trustees were not paid or received any other benefits from employment with the Trust in the year (2024 - £nil). No charity Trustees received payment for professional or other services supplied to the charity (2024 - £nil).

The average monthly number of full-time staff employed by the charity including part time and temporary staff employed during the period was:

	2025	2024
Direct charitable work	2	2

The key management personnel of the charity comprise of the Executive Director. The total employee benefits of the key management personnel of the charity were £97,592 (2024 - £92,854).

9. TAXATION

The Butler Trust is a registered charity and therefore is not liable to Income Tax or Corporation Tax on income derived from its charitable activities as it falls within schedule 3 of the Charities Act 2011.

10. TANGIBLE FIXED ASSETS

	Office Equipment
Cost or valuation	
At 1st April 2024	4,873
Additions	811
Disposals	(2,839)
At 31st March 2025	<u>2,845</u>
Depreciation	
At 1st April 2024	4,873
Charge for year	162
Disposals	(2,839)
At 31st March 2025	<u>2,196</u>
Net Book Value	
At 31st March 2025	<u>649</u>
At 31st March 2024	<u>-</u>

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

11. INVESTMENTS

	2025	2024
	£	£
Market value		
Balance, brought forward	126,678	121,456
Gain/(loss) on valuation at year end	13,614	5,222
	<u>140,292</u>	<u>126,678</u>
 Historic cost (original investments value)	 <u>75,000</u>	 <u>75,000</u>
412.202 units - M & G Equities Investment Fund for Charities	<u>140,292</u>	<u>126,678</u>

12. DEBTORS

	2025	2024
	£	£
Grants and sponsorship receivable	72,750	33,750
Other debtors	788	4,382
Prepayments	-	220
	<u>73,538</u>	<u>38,352</u>

13. CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Creditors	22,060	11,655
Tax and social security	3,245	3,814
Other accruals	2,520	4,536
	<u>27,825</u>	<u>20,005</u>

14. SHARE CAPITAL

The company is limited by guarantee and does not have a share capital divided by shares.

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont'd)
FOR THE YEAR ENDED 31 MARCH 2025

15. ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

	Balance at 01.04.24	Income	Expenditure	Gains/(losses)	Transfers	Balance at 31.03.25
	£	£	£	£	£	£
General funds	250,000	222,590	(244,343)	13,614	50,161	292,022
Designated funds	50,161	-	-	-	(50,161)	-
Total funds	<u>300,161</u>	<u>222,590</u>	<u>(244,343)</u>	<u>13,614</u>	<u>-</u>	<u>292,022</u>

Analysis of movements in restricted funds

	Balance at 01.04.24	Income	Expenditure	Gains/(losses)	Transfers	Balance at 31.03.25
	£	£	£	£	£	£
Bromley Trust	-	10,000	(10,000)	-	-	-
Total funds	<u>-</u>	<u>10,000</u>	<u>(10,000)</u>	<u>-</u>	<u>-</u>	<u>-</u>

Analysis of movements in unrestricted funds - previous year

	Balance at 01.04.23	Income	Expenditure	Gains/(losses)	Transfers	Balance at 31.03.24
	£	£	£	£	£	£
General funds	250,000	217,335	(249,041)	5,222	26,484	250,000
Designated funds	76,645	-	-	-	(26,484)	50,161
Total funds	<u>326,645</u>	<u>217,335</u>	<u>(249,041)</u>	<u>5,222</u>	<u>-</u>	<u>300,161</u>

Analysis of movements in restricted funds - previous year

	Balance at 01.04.23	Income	Expenditure	Gains/(losses)	Transfers	Balance at 31.03.24
	£	£	£	£	£	£
Bromley Trust	-	10,000	(10,000)	-	-	-
Total funds	<u>-</u>	<u>10,000</u>	<u>(10,000)</u>	<u>-</u>	<u>-</u>	<u>-</u>

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

A restricted grant towards sponsorship of the Keith Bromley Award for Education and Skills Training and promoting good practice in education and skills training.

General funds are the 'free reserves' after allowing for all designated funds.

Designated funds

In prior years, the Trustees designated funds above the agreed free reserves threshold of £250,000 to a Development Fund. This Fund was intended to support activities furthering the Trust's charitable objectives which were not expected to be financed from in-year income.

During the year 2025, the Trustees reviewed the reserves policy and concluded that no designated funds are required going forward. Accordingly, the balance of the Development Fund has been transferred back to unrestricted general funds.

THE BUTLER TRUST
NOTES TO THE ACCOUNTS (Cont/d)
FOR THE YEAR ENDED 31 MARCH 2025

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Designated Funds	Restricted Funds	2025 Total	2024 Total
	£	£	£	£	£
Tangible fixed assets	649	-	-	649	-
Investments	140,292	-	-	140,292	126,678
Net current assets	151,081	-	-	151,081	173,483
	<u>292,022</u>	<u>-</u>	<u>-</u>	<u>292,022</u>	<u>300,161</u>

Analysis of net assets between funds - previous year

	Unrestricted Funds	Designated Funds	Restricted Funds	2024 Total	2023 Total
	£	£	£	£	£
Tangible fixed assets	-	-	-	-	324
Investments	126,678	-	-	126,678	121,456
Net current assets	123,322	50,161	-	173,483	128,220
	<u>250,000</u>	<u>50,161</u>	<u>-</u>	<u>300,161</u>	<u>250,000</u>

17. CONTROL

For the whole of the year, the charity was under the control of the Directors and Trustees as shown on page 7. The Trustees consider that there is no one overall controlling party.

18. RELATED PARTY TRANSACTIONS

During the year, the Charity paid no travel and subsistence expense to any Trustee (2024 - Nil).

No remuneration was paid to any Trustee during the year (2024 – Nil).

One of our Trustees, Beverley Thompson-Brown, is employed by one of the organisations (Serco) who give us a grant (£15,000) each year.

19. OPERATING LEASE COMMITMENTS

The charity has operating lease commitments relating to its office premises over the forthcoming 12 months below, analysed according to the expiry date of the lease.

	2025	2024
	£	£
Total annual lease commitments		
Up to one year	800	10,848
Between two and five years	-	800
	<u>800</u>	<u>11,648</u>