

Charity registration number 1145291 (England and Wales)

Company registration number 07667918

CIRCLE COMMUNITY LTD
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

CIRCLE COMMUNITY LTD

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	J Montague	
	R Coe	
	R Butler	
	M Gerrard	
	D Denisov	
	R Tyson	(Appointed 29 April 2025)
Charity number (England and Wales)	1145291	
Company number	07667918	
Registered office	136 Kingsland High Street London E8 2NS	
Independent examiner	Frances Wilde FCCA DChA Warner Wilde Chartered Certified Accountants 4 Marigold Drive Bisley Surrey GU24 9SF	
Bankers	The Charity Bank Limited Fosse House 182 High Street Tonbridge TN9 1BE	
	Nat West Bank PLC 120 High Street Barnet EN5 5XQ	

CIRCLE COMMUNITY LTD

CONTENTS

	Page
Trustees' report	1 - 9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	14 - 26

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are pleased to present their report including the financial statements of Circle Community Ltd (the "Charity") for the year ended 31 March 2025.

OBJECTIVES AND ACTIVITIES

The charity's objects (the "Objects") are specifically restricted to positively impacting the lives of those in need by reason of youth, age, disability, financial hardship or other disadvantage in any or all of the following ways:

- 1) The relief and support of those in need by reason of youth, age, disability, financial hardship or other disadvantage and their families and carers by;
 - a) Developing the skills, capabilities, confidence, mindset and self-discipline needed to secure life-changing, permanent employment
 - b) Providing professional and social development workshops, training programmes and general advice and support
- 2) To promote awareness of the issues affecting those in need by reason of youth, age, disability, financial hardship or other disadvantage, both generally and in relation to their social and workplace exclusion;
- 3) To promote social and workplace inclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 4) Advancing education and training for the public benefit, both generally and in relation to the social and workplace exclusion of those in need by reason of youth, age, disability, financial hardship or other disadvantage;
- 5) The relief of unemployment and other hardship for the public benefit;
- 6) Such other charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the Trustees may from time to time determine.

Our charitable activities are based on meeting the above objects. The charity delivers public benefit through the provision of our 'Back Your Future', training programme which supports disadvantaged young people aged 16-30 to acquire and develop workplace skills, capabilities and the desire to secure and sustain permanent employment, education or training.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

This is delivered through the following activities:

- Immediate, structured work experience (8 hours weekly) supported by our Retail Managers at one of the three streetwear clothing shops run by our sister social enterprise, Circle Collective. Through this young people develop vital transferrable skills including team working, and customer relations and gain content examples for their CVs and future interviews.
- Workshops (minimum two per month) and one-to-one coaching on topics such as presentation skills, resilience building, and interacting with employers.
- Behind-the-scenes tours of real work environments, talking to employees in all areas of the business about their career journeys, and the opportunity for work placements via our committed corporate partners.
- Practical recruitment support (e.g. job searches, mock interviews) and one-to-one mentoring from our Job Coaches to help grow their confidence.
- Peer support opportunities, and the opportunity to learn from our Ambassadors, young people who have successfully gone through the programme and act as role models and mentors to the current cohort.

For those young people we support into jobs, once in work, we continue to help them through creating support plans with their employers and offering vital encouragement through weekly contact.

PUBLIC BENEFIT STATEMENT

When considering activities which contribute towards the charity's work, Trustees have regarded section 17(5) of the Charities Act 2011 in relation to its guidance on public benefit. Guidance has been considered at trustee meetings when planning programmes and activities for Circle Community over the course of the year.

STRUCTURE GOVERNANCE AND MANAGEMENT

The governing document is the Memorandum and Articles of association of the company incorporated on 16th June 2011 as amended by special resolution registered at Companies House on 28th December 2011.

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

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

John Montague – Chair	
Robert Coe – Treasurer	
Rebecca Butler	
Danny Unger	(Resigned 28 April 2025)
Michael Gerrard	
Denis Denisov	
Natalie Adubofour	(Resigned 24 September 2024)
Ann Gibson	(Appointed 24 September 2024 and resigned 29 July 2025)
Rebecca Tyson	(Appointed 29 April 2025)

New Trustees are appointed by the existing Trustees.

The Trustees delegate the day to day running of the charity to Ms Turly Humphreys and her remuneration is agreed by the Trustees.

WHY OUR WORK IS NEEDED

“Personally, before Circle, I was shy so was unable to approach customers on my first few days. However, the Store Training Manager was patient with me and helped me think up of conversation openers. These proved really useful, and I’ve used these in interviews and even in social situations since.

Another thing Circle provides is workshops. These can be cover-letter writing, interview techniques and confidence building. I found the ones I attended to be useful. They changed how I approached applications and interviews, and I found that more companies were getting back to me when I used the tips and tricks provided to me by Circle.

The last but most useful and my favourite part of Circle was their amazing Work Coaches. During the one-to-one sessions with my Work Coach his helping me apply to jobs, write cover letters and interview prep were really useful. He referred me to Circle’s Operations Director to prep for an interview I had with the Metropolitan Police. He helped me see the parts of the interview that I couldn’t see before. I owe my role as a Police Constable Apprentice to them both.

Thank you to all at Circle Collective for all your different forms of support. From the CV building to developing me as a person. I would recommend anyone who is job seeking to join Circle as they provide so much support.”

N, aged 19, Police Constable Apprentice with the Metropolitan Police

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Most of the young people we support are those who are considered furthest away from the labour market. They often have complex lives and face multiple barriers to employment, for example, many come from black and minority ethnic groups who have low labour market participation, have low or no qualifications, no work experience and they are experiencing mental ill health. They often need help in developing the appropriate attitudes, resilience and behaviours to cope with typical work patterns. These cohorts of young people often fall through the gaps of other youth employment programmes.

According to the Office for National Statistics (ONS), 4.6% of people were unemployed in the period between February-April 2025, the highest rate since September 2021. Unemployment rates continue to remain disproportionately higher for young people with 14.3% of 18-24-year-olds unemployed in January to March 2025 vs 11.2% a year earlier. Young people are still struggling to secure meaningful employment and are set to bear the associated long-term consequences, including lower wages, inferior prospects, and poorer mental health.

"We believe that every young person who wants a job should be able to get one...and Circle is on a mission to make this happen." Turly Humphreys, Circle Founder and CEO

We have demonstrated that the right support can reduce these barriers to work for even for the most marginalised youth, supporting over 1,300 young people into work since 2015. We address the root causes of problems that are barriers to employment and start with basic needs; paying particular attention to mental well-being and making sure no one falls through the net. We guide young people through their journey into/towards employment, education or training. We provide them with advisors, advocates, role models, mentors, connectors, peer support and above all, a safe space.

ACHIEVEMENTS AND PERFORMANCE

For the year 2024/25 we have seen our best year to date, with increased outcomes as a direct result of having a third delivery site in Canary Wharf within the borough of Tower Hamlets.

359 (334 in 2023/24) young people engaged with our Back Your Future employability programme

309 (243 in 2023/24) completed the programme

260 (193 in 2023/24) of those young people gained an outcome with 209 (170 in 2023/24) going into sustained employment and 51 (23 in 2023/24) into higher education or training.

New aspects to the programme such as additional wellbeing sessions and navigating the gig economy sessions have improved our service, alongside monthly feedback sessions that capture young people's opinions which feeds into our delivery model.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

A high percentage of the young people we supported were still experiencing high levels of isolation and anxiety, directly linked to their experience in the pandemic, and we provided young people with a safe space and a sense of purpose and routine.

Our delivery model included the following:

- One-to-one mentoring – in person where it is easier to build a relationship and trust which is an essential element to the Job Coach role.
- Wellbeing sessions – the duration, frequency and content of these sessions continually evolves based on young people's evaluations. In this period we doubled the amount of wellbeing sessions on offer to our young people and utilised group meditation sessions wearing eye masks and our Wellbeing coach being there to support.
- Corporate partner led events – Our corporates have seen the shift from exclusively working from home move closer to a split hybrid model which has enabled us to return to our in person corporate events with Sage in the Shard, Canary Wharf Group in Canada Square and Landsec in Cardinal Place.
- Work placements – this supports young people with confidence and anxiety issues, those who are isolated and do not communicate outside of their peer groups and those that have not had any previous paid or voluntary work experience.

Elevate 100 Project in Downham

We have been delivering a pilot project in partnership with Lewisham Council and Phoenix Community Housing to address the youth unemployment issues in the area.

After 2 years of research, youth led interventions and partnership work, we are trialling a new project that will look to change the way that young people engage with local services.



TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

This project is funded by the Youth Futures Foundation and we are currently putting in an application for Phase 2 funding which will take the project from February 2026 to July 2028.

"Before joining the Circle programme, I had been out of work for about eight months. Most of the work I had done previously was agency-based, which made it difficult to find stability. As a creative individual and a care leaver, I found it particularly hard to navigate traditional employment systems. I felt like I had never really been given the right tools or support to help myself build something long-term, and dealing with the Job Centre and government funding only added to the stress and confusion.

I was referred to Circle and joined the programme for three weeks. From the beginning, my Work Coach was incredibly supportive. She really took the time to understand my situation and helped me feel heard. She supported me with updating my CV, writing cover letters, filling out job applications, and preparing for interviews all things I had previously struggled with.

What stood out the most was how personal the support felt. My Work Coach and the team weren't just ticking boxes, they genuinely cared. A, in particular, played a big role in helping me build my confidence again. I'd lost the ability to comfortably speak with people, and she helped me rebuild that skill bit by bit.

I was offered a job as a Support Worker, and I couldn't be happier. It feels amazing to be in a role where I'm helping others something I've always wanted to do. I'm now on a path that feels meaningful and aligned with who I am. Circle helped me reconnect with my confidence and reminded me that I do have something valuable to offer. "

MD, 21, Support Worker @ Topline Support

Future plans

We are keen to further expand our geographical footprint and reach more young people across London by working with young people from our surrounding boroughs who have easy access to our three existing sites, whilst looking at the best position for a fourth site. We have taken on a new contract for supporting young people from Westminster borough and have co-written a contract with Lambeth council to help support their Care Leavers provision. We have diversified our work by partnering with the NHS trusts in North and East London to receive referrals from young people who have suffered a mental health issue as well as been through the justice department.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

We are in discussion with our long-term corporate partners, Landsec regarding new venues and are exploring the opportunities they present in Southwark and City of London. We are also looking at a follow-on contract in Southwark with British Land who we ran a pilot for during the year.

Over the next 12 months we plan to increase our staff capacity, as we physically expand, and to cope with demand and adapt to young people's evolving needs. This would include a new Work Coach to help us increase our outcomes and cover new geographical contract areas.

We want to ensure that we can provide the best possible opportunities to those young people joining our programme.

We will be increasingly focused on expanding our employer partnerships and strengthening our relationships with businesses close to our locations. This will help us establish a consistent pipeline of job vacancies and opportunities that are exclusively available to the young people we support. We're pleased to confirm a new partnership with Canary Wharf Group, which ensures we are introduced to new employers and corporates based at the Wharf. This enables us to assist with their recruitment needs and equality, diversity and inclusion (EDI) goals. Thanks to this collaboration, we've already seen successful engagement with several companies, including Tribe, Roe, Marceline, Northern Trust, At Home Pizza, Holland & Barrett, Moleskine, Yumzy, Läderach, and Capital Karts, with young people accessing entry level jobs across a range of sectors.

FUNDRAISING STATEMENT

We fundraise so that we can provide the services that deliver our charitable objectives and to deliver our mission that all young people that want a job are able to get one.

We have regard to the guidance provided by the Fundraising Regulator, and we actively support the Code of Fundraising Practice. We promise to be open, honest, clear, respectful, fair, reasonable and accountable.

Our warmest thanks go to everyone who has supported Circle Community this year. We are so grateful for the support of our wonderful corporate volunteers and companies who have provided us with hundreds of hours of pro bono support including mentoring, workshops and sharing career experiences and other in-kind donations.

We would like to highlight the support of our corporate partners, in particular Landsec and Canary Wharf Group, who are also our landlords in Lewisham shopping centre and the Jubilee Mall in Canary Wharf respectively, and who continue to support us and also our partnership in East London with UBS and also the support from Northern Trust.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

We would also like to thank grant giving organisations who supported us in 2024-25 including:

British Land, East End Community Foundation, Forrester Family Trust, Garfield Weston Foundation, Henry Smith Charity, Jack Petchey Foundation, Landaid, The London Freemasons' Charity, Merchant Taylors' Company, Quintessentially Foundation, Tabhair Trust, The National Lottery Community Fund, The Vinters Company, Tower Hamlets Mayor's Community Grants, UK Youth/Pears Foundation.

FINANCIAL REVIEW AND RESERVES POLICY

Circle Community's principal sources of funds are grant giving organisations, statutory contracts and corporate donations, with a small amount of income received through individual donations.

Income for the year was £573,020 (2024: £407,340) and expenditure was £542,030 (2024: £494,255) giving us a surplus for the year of £30,990 (2024: deficit of £86,915).

The Trustees have reviewed the charity's needs for reserves in line with the guidance issued by the Charities Commission and produced a reserves policy which requires reserves to be developed to a reasonable level to ensure the charity can run efficiently and ensure the continuation of core activities during a period of unforeseen difficulty.

At 31 March 2025 unrestricted reserves were £33,559 and restricted reserves were £33,065.

The target band of cash on hand is to be between three and six months of Operating costs. This will be maintained in a realisable form – a bank account without access restrictions. For 2024/25 this band was calculated as £135.5k - £271.0k. At 31 March 2025, our total cash on hand was £220.7k.

TRUSTEES' RESPONSIBILITIES IN RELATION TO FINANCIAL STATEMENTS

The Trustees (who are also directors of Circle Community Ltd for the purposes of company law) are responsible for preparing the Directors' and Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of the Charity's finances.

In preparing the financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;

**CIRCLE COMMUNITY LTD
(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

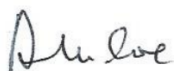
- observe the methods and principles in the Charities Statements of Recommended of Recommended Practise;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in 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 business.

The Trustees are responsible for keeping proper 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.

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

APPROVED BY THE BOARD OF DIRECTORS AND SIGNED ON ITS BEHALF BY

Robert Coe



Treasurer

Date

20/8/25

CIRCLE COMMUNITY LTD

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF CIRCLE COMMUNITY LTD

I report to the trustees on my examination of the financial statements of Circle Community Ltd (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

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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.



Frances Wilde FCCA DChA

Warner Wilde

Chartered Certified Accountants

4 Marigold Drive

Bisley

Surrey

GU24 9SF

Date:

2 September 2025

CIRCLE COMMUNITY LTD

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income from:							
Donations and legacies	3	448,353	-	448,353	214,192	-	214,192
Charitable activities	4	20,315	103,947	124,262	13,816	179,018	192,834
Investments	5	405	-	405	314	-	314
Total income		469,073	103,947	573,020	228,322	179,018	407,340
Expenditure on:							
Raising funds	6	34,095	-	34,095	24,283	-	24,283
Charitable activities	7	424,633	83,302	507,935	281,505	188,467	469,972
Total expenditure		458,728	83,302	542,030	305,788	188,467	494,255
Net income/(expenditure) and movement in funds		10,345	20,645	30,990	(77,466)	(9,449)	(86,915)
Reconciliation of funds:							
Fund balances at 1 April 2024		23,214	12,420	35,634	100,680	21,869	122,549
Fund balances at 31 March 2025		33,559	33,065	66,624	23,214	12,420	35,634

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

CIRCLE COMMUNITY LTD

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	14		3,336		5,257
Current assets					
Debtors	15	115,818		29,938	
Cash at bank and in hand		220,709		145,832	
		336,527		175,770	
Creditors: amounts falling due within one year	16	(244,906)		(145,393)	
Net current assets			91,621		30,377
Total assets less current liabilities			94,957		35,634
Creditors: amounts falling due after more than one year	17		(28,333)		-
Net assets			66,624		35,634
The funds of the charity					
Restricted income funds	20		33,065		12,420
Unrestricted funds	21		33,559		23,214
			66,624		35,634

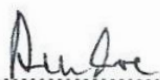
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

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 on 20/8/25



R Coe
Trustee

Company registration number 07667918 (England and Wales)

CIRCLE COMMUNITY LTD

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	25		74,472		(55,040)
Investing activities					
Purchase of tangible fixed assets		-		(5,345)	
Investment income received		405		314	
Net cash generated from/(used in) investing activities			405		(5,031)
Net cash generated from financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			74,877		(60,071)
Cash and cash equivalents at beginning of year			145,832		205,903
Cash and cash equivalents at end of year			220,709		145,832

CIRCLE COMMUNITY LTD

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Circle Community Ltd is a private company limited by guarantee incorporated in England and Wales. The registered office is 136 Kingsland High Street, London, E8 2NS.

1.1 Accounting convention

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" ("FRS 102") 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)" (effective 1 January 2019). 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 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 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.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 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.

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. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

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.

CIRCLE COMMUNITY LTD

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

1 Accounting policies

(Continued)

1.5 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.

Costs of raising funds comprise of trading costs and the costs incurred by the charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.

irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

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

Fixtures and fittings	straight line basis over 5 years
-----------------------	----------------------------------

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.

Items of equipment are capitalised where the purchase price exceeds £1,000.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible 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).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

CIRCLE COMMUNITY LTD

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

1 Accounting policies

(Continued)

1.9 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 initially measured at transaction price including transaction costs and are subsequently measured at their settlement value.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans 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.

Derecognition of financial liabilities

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

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, 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.

CIRCLE COMMUNITY LTD

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

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	1,652	2,291
Grants	446,701	211,901
	<u>448,353</u>	<u>214,192</u>
Grants		
Henry Smith Charity	13,333	40,000
UBS	77,797	-
London Borough of Lewisham	60,000	32,200
British Land Company	5,000	7,500
Garfield Weston	33,750	22,500
Jack Petchley	23,100	17,800
UK Youth Fund	20,000	20,000
Hackney	73,000	-
Tower Hamlets Council	37,500	25,133
Landsec Futures	12,500	12,500
Other	90,721	34,268
	<u>446,701</u>	<u>211,901</u>

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Charitable activities						
Training and other income	20,315	-	20,315	13,816	-	13,816
Performance related grants	-	103,947	103,947	-	177,311	177,311
Other income	-	-	-	-	1,707	1,707
	<u>20,315</u>	<u>103,947</u>	<u>124,262</u>	<u>13,816</u>	<u>179,018</u>	<u>192,834</u>

CIRCLE COMMUNITY LTD

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

4 Income from charitable activities

(Continued)

Performance related grants analysis

	Charitable activities 2025 £	Charitable activities 2024 £
National Lottery Community Fund	1,667	-
East End Community Fund	31,650	30,750
Connected Futures	61,880	49,200
Forrester Family Trust - Back your future	8,750	-
YLF Hackney - Gig Economy	-	9,253
UBS	-	68,858
Tower Hamlets Council	-	8,000
Other	-	11,250
	<u>103,947</u>	<u>177,311</u>

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	<u>405</u>	<u>314</u>

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	<u>34,095</u>	<u>24,283</u>

CIRCLE COMMUNITY LTD

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

7 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	311,133	285,472
Depreciation and impairment	1,921	297
Other staff and volunteer costs	1,877	3,466
Training costs	241	1,595
Evaluation	3,480	1,800
Rent, rates, utilities and other premises costs	23,744	24,452
Advertising	335	689
Event costs	6,692	2,732
Expensed equipment	525	3,339
Office supplies	2,232	3,601
Coaching fees	4,400	7,360
Other legal and professional fees	-	7,307
Trustee expenses	-	414
	<u>356,580</u>	<u>342,524</u>
Grant funding of activities (see note 8)	119,788	92,206
Share of support and governance costs (see note 9)		
Support	29,263	32,908
Governance	2,304	2,334
	<u>507,935</u>	<u>469,972</u>
Analysis by fund		
Unrestricted funds	424,633	281,505
Restricted funds	83,302	188,467
	<u>507,935</u>	<u>469,972</u>

8 Grants payable

	Charitable activities 2025 £	Charitable activities 2025 £
Grants to institutions:		
Other	<u>119,788</u>	<u>92,206</u>

CIRCLE COMMUNITY LTD

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

9 Support costs allocated to activities

	2025 £	2024 £
Depreciation	-	154
Communications and IT	8,934	12,796
Insurance	871	652
Memberships and subscriptions	416	719
Bookkeeping and accountancy	19,042	18,587
Governance costs	2,304	2,334
	<u>31,567</u>	<u>35,242</u>
Analysed between:		
Charitable activities	<u>31,567</u>	<u>35,242</u>

10 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	1,770	1,800
Depreciation of owned tangible fixed assets	<u>1,921</u>	<u>451</u>

11 Trustees

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

12 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>9</u>	<u>22</u>
Employment costs		
	2025 £	2024 £
Wages and salaries	272,956	251,263
Social security costs	22,969	19,909
Other pension costs	15,208	14,300
	<u>311,133</u>	<u>285,472</u>

The full time equivalent staff number is 7 (2024: 7).

CIRCLE COMMUNITY LTD

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

12 Employees

(Continued)

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£70,001 to £80,000	1	1

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	183,956	183,956

13 Taxation

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

14 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2024	11,764
At 31 March 2025	11,764
Depreciation and impairment	
At 1 April 2024	6,507
Depreciation charged in the year	1,921
At 31 March 2025	8,428
Carrying amount	
At 31 March 2025	3,336
At 31 March 2024	5,257

CIRCLE COMMUNITY LTD

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

15 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	94,998	9,647
Other debtors	19,759	19,759
Prepayments and accrued income	1,061	532
	<u>115,818</u>	<u>29,938</u>

16 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Deferred income	18	224,738	125,630
Trade creditors		13,832	14,238
Other creditors		1,926	1,925
Accruals		4,410	3,600
		<u>244,906</u>	<u>145,393</u>

17 Creditors: amounts falling due after more than one year

	Notes	2025 £	2024 £
Deferred income	18	<u>28,333</u>	<u>-</u>

18 Deferred income

	2025 £	2024 £
Other deferred income	<u>253,071</u>	<u>125,630</u>

Deferred income is included in the financial statements as follows:

	2025 £	2024 £
Deferred income is included within:		
Current liabilities	224,738	125,630
Non-current liabilities	<u>28,333</u>	<u>-</u>
	<u>253,071</u>	<u>125,630</u>

Movements in the year:

CIRCLE COMMUNITY LTD

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

18	Deferred income		(Continued)
	Deferred income at 1 April 2024	125,630	112,946
	Released from previous periods	(125,630)	(112,946)
	Resources deferred in the year	253,071	125,630
		<u>253,071</u>	<u>125,630</u>
	Deferred income at 31 March 2025	<u>253,071</u>	<u>125,630</u>

19	Retirement benefit schemes	2025	2024
		£	£
	Defined contribution schemes		
	Charge to profit or loss in respect of defined contribution schemes	15,208	14,300
		<u>15,208</u>	<u>14,300</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

20 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 £
Back Your Future	7,372	103,947	(81,520)	29,799
Fixed Assets	5,048	-	(1,782)	3,266
	<u>12,420</u>	<u>103,947</u>	<u>(83,302)</u>	<u>33,065</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	-	-	-	-
Back Your Future	19,511	164,420	(176,559)	7,372
Navigating the Gig Economy	2,358	9,253	(11,611)	-
Fixed Assets	-	5,345	(297)	5,048
	<u>21,869</u>	<u>179,018</u>	<u>(188,467)</u>	<u>12,420</u>

Back Your Future: is our main area of work and is funded by various funders including the Young Londoners Fund and Reaching Communities from The National Lottery Community Fund

Navigating the Gig Economy: is a programme funded by the Young Londoners Fund

CIRCLE COMMUNITY LTD

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

21 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	23,214	469,073	(458,728)	33,559
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	100,680	228,322	(305,788)	23,214

22 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	70	3,266	3,336
Current assets/(liabilities)	61,822	29,799	91,621
Long term liabilities	(28,333)	-	(28,333)
	33,559	33,065	66,624
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	209	5,048	5,257
Current assets/(liabilities)	23,005	7,372	30,377
	23,214	12,420	35,634

CIRCLE COMMUNITY LTD

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

23 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	8,196	8,196
Between two and five years	10,245	18,441
	<u>18,441</u>	<u>26,637</u>

24 Related party transactions

Transactions with related parties

During the year the charity entered into the following transactions with related parties:

Circle Sports C.I.C. is the trading element of the charity which is a commercial shop used to generate funds and also train our beneficiaries. Mr D Unger, a trustee of the charity, and Mrs T Humphreys, part of the key management personnel of the charity, are directors of Circle Sports C.I.C.

The following amounts were outstanding at the reporting end date:

	Amounts owed by related parties 2025		Amounts owed by related parties 2024	
	Balance £	Net £	Balance £	Net £
Circle Sports C.I.C.	19,758	19,758	19,758	19,758
	<u>19,758</u>	<u>19,758</u>	<u>19,758</u>	<u>19,758</u>

CIRCLE COMMUNITY LTD

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

25	Cash generated from/(absorbed by) operations	2025 £	2024 £
	Surplus/(deficit) for the year	30,990	(86,915)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(405)	(314)
	Depreciation and impairment of tangible fixed assets	1,921	451
	Movements in working capital:		
	(Increase)/decrease in debtors	(85,880)	19,738
	Increase/(decrease) in creditors	405	(684)
	Increase in deferred income	127,441	12,684
		<hr/>	<hr/>
	Cash generated from/(absorbed by) operations	74,472	(55,040)
		<hr/>	<hr/>