

One Eighty Limited

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 AUGUST 2024

One Eighty Limited

**LEGAL AND ADMINISTRATIVE INFORMATION
FOR THE YEAR ENDED 31 AUGUST 2024**

Trustees

Mrs A C Pierazzini	
Mr J Fisher	
Dr H Johnson	
Mrs T Elder	
Mrs L-M Jones	Resigned 31 October 2023
Mr N Aitchison	Resigned 30 June 2024
Mrs D James	Resigned 30 June 2024
Dr T D Gardiner	Resigned 30 June 2024
Mr A Souter	
Mr A Davison	

Senior Management Team

Mrs S Besant (Chief Executive Officer)
Mrs R Sammut (Director of Development & Fundraising)
Mrs N Cranfield (Director of Operations)
Miss C Lewis-Pryde (Service Manager)

Charity Registration Number 1147546

Company Registration Number 07745178

Registered Office Unit 20 King's Meadow Ferry Hinksey Road Oxford OX2 0DP

Independent Examiner Rachel Eden FCMA
Holy Brook Associates Ltd, 1st Floor, Pinnacle Building, 20 Tudor Rd, Reading RG1 1NH

Bankers Lloyds Bank, 1 Pound Way, Cowley, OX4 3XS

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Trustees Annual Report One Eighty Year ending August 2024
2023/2024 End of Year

OBJECTS AND AIMS

As set out in the governing documents, the charity's objects are as follows:

The promotion of the social inclusion for the public benefit amongst young people who are socially excluded as they do not engage with educational services, by providing them with support and assistance to relieve their needs, and to assist them to integrate back into mainstream education by:

- Offering curriculum-based group activities
- One-to-one mentoring and support
- Building links with families, schools and local authorities
- Enabling families, schools and community groups to support each other and develop strategic measures towards reintegration into community life.

The aims of our charity are to connect vulnerable young people (aged 4-18) with a positive learning experience by working, with our unique and proven model, on patterns of thinking, behaviours, and emotions, to enhance learning, ultimately turning lives around. Our aims fully reflect the purposes that the charity was set up to further, to reach more young people and their family's year-upon-year. Our vision is for every child to enjoy a positive and flourishing relationship with education.

Delivering our aims

Our aims, objectives, and activities are reviewed each year to reflect on the past 12 months' achievements and outcomes, and plan appropriately for the year ahead. The review looks at the success of each key activity and the benefits these have brought to the individuals and groups we exist to support. The review also allows us to ensure that we remain in keeping with our charity's aims and objectives. The Trustees consider how the planned activities will benefit the individuals they are aimed for, that there are the appropriate safeguards in place, resourcing available to deliver services, and that the financial stability of the charity is also considered.

The focus of our work

The positive reputation One-Eighty has built, over the 13 years, has been achieved by working with existing providers and external agencies such as: schools/academies, virtual schools for children we care for (CWCF), social care teams, the police, and other like-minded charitable organisations. Through a variety of training courses, external supervision sessions, conferences, projects, boards, and network forums, the charity also continues to seek further opportunities for development and growth for more schools and professional services, across health and education sectors in particular, to access our services.

One-Eighty has continued to focus on growth and opportunities to meet the demand for children and young people's mental health and education needs, recognising that resourcing the charity efficiently and appropriately ahead of referrals would enable the quick mobilisation of case teams to achieve this with the greatest level of sustainable impact. Increasing the number of children and young people supported through our services, and across the Oxfordshire and Buckinghamshire locations has been a priority this year despite having two key senior members of the SLT (Senior Leadership Team) on maternity leave requiring us to refocus our operation with interim operational roles.

The 2023/2024 year began with setting out the strategic growth plans, with an emphasis on the upcoming financial year being a year of consolidation and stability. We started by addressing the charity's internal processes and committed to investing in more sophisticated and tailored platforms to capture data and information, to enable future growth and development of services. We did this in parallel with updating the strategic approach to securing fundraised income in an environment that was becoming increasingly challenging, recognising that communicating our impact through telling young people's stories in partnership with sharing robust evidence-based data was proving successful.

The Senior Leadership Team operated in a different format whilst the Service Manager and Director of Operations were on maternity leave, with the Interim Service Manager & Team Leader, and the Director of Fundraising & Development meeting with the CEO and Chair of Trustees to support frequent reporting processes and decision making. The internal interim opportunities and shifted responsibilities across the organisation enabled future opportunities for growth across the charity and drove a thirst from staff to seek further career development. Safeguarding the charity and the young people, in parallel with delivering high-quality services, and operating at a financially viable level remained paramount during the financial year. With this robust approach in place we were able to grow and reach more young people than ever.

The aims of the charity are to enable children and young people, who struggle with their mental health and educational needs, to reengage with a positive learning experience. This is achieved through the charity's robust and high-quality model, delivered by highly trained, and experienced staff supporting young people through a range of services: intensive one-to-one interventions, preventative mental health projects (Make Me Smile, Kick Start, Transitional/Summer Projects, Schools Partnership Programme), and training and supervision for external professionals (Cognitive Behavioural Therapy, Emotional Based School Avoidance (EBSA), and External Supervision). The models of support are underpinned by unique, evidence-based, psychological approaches (such as CBT, DBT, and trauma-informed therapy).

Public benefit

The Trustees confirm that they have complied with the requirement in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit in exercising their powers and duties. They have referred to this guidance when reviewing the charity's objects and aims and in planning its future activities and are satisfied that the charity's activities comply with this guidance and are of public benefit.

ACHIEVEMENTS AND PERFORMANCE

Impact

Over the academic year 2023/2024, One-Elghty has grown significantly to meet the growing demand across the areas it serves. The work that the charity has done to tackle issues of social injustice across Oxfordshire and Buckinghamshire has been recognised through the achievement of the Centre for Social Justice (CSJ) 2024 Award. We were a finalist in 2023. Our impact on communities in addition to prioritising staff wellbeing and progression has also been recognised through being shortlisted as a finalist for the Oxfordshire Business Awards 2023 for the 'Employer of the Year' award. Finally, the CEO presented at The Clare Foundation's inaugural 'Angels Den' event and received the winning financial award in addition to recognition amongst other charities, businesses, and the local network for the charity's impact on turning young lives around. This has enabled significant growth and development opportunities in Buckinghamshire, a strategic area of focus within the charity's strategy.

During this year, One-Eighty has supported 112 children and young people with complex mental health and special educational needs and disabilities (SEND) and neurodiversity, through our intensive one-to-one interventions. There have been 2902 therapeutic sessions delivered to young people and their families (our unique model includes working with parents/carers to embed strategies and supportive frameworks) which is an increase of 70% from the previous year. The average age that we have supported this year within these interventions has been age 12. We have recognised that this is 2 years younger than our previous average age data, demonstrating that challenges are presenting themselves earlier and/or One-Eighty is being referred to for support with a more preventative approach than a crisis response. 934 children and young people have received support from our preventative mental health projects – 679 through Make Me Smile (Primary), 160 through Make Me Smile (Secondary), 34 through Kick Start – a group work project that supports young people who have been referred as a result of their struggles with transitions, and 61 through Summer Projects – a project which enables us to meet young people in their primary school setting then work with them therapeutically through the summer holidays and with the transition into secondary school. Finally, we supported 31 professionals, including teaching staff and external agencies, with External Supervision, and training in CBT and EBSA, an impacted 6 schools with our whole-school approach Schools Partnership Programme. This suite of services has been delivered across our geographical areas of priority: Oxfordshire and Buckinghamshire, concentrating on areas which have the highest levels of deprivation and where young people struggle to receive the appropriate support they need.

Furthermore, we are proud of the outcomes of our social impact which recognises that for every £1 of investment we deliver a Social Return on Investment (SROI) of £11.48. This has been calculated by the world's largest university-based consultancy for non-profits and socially conscious organisations, and has been reviewed by a professional economist to highlight its validity. We have continued to deliver our 3 priority objectives, whilst remaining focused on stabilising and consolidating our operations:

1. Expand One-Eighty's services across Oxfordshire, reaching more vulnerable young people each year.
 2. Expand services across Buckinghamshire – setting up a satellite office to deliver from.
 3. Be the employer of choice – invest in CDP and training opportunities for staff growth and expertise
- To ensure that these objectives remained a priority for One-Eighty, and with a decreased senior operations team, the CEO concentrated on cementing the high-performance team culture throughout the organisation, ensuring that it was embedded from the outset when onboarding and inducting new staff. A new platform was introduced so that leadership could analyse, with robust evidence, what staff were spending their time delivering, where efficiencies could be made with the aim to impact more young people, and to indicate what support or training was necessary to support future growth. The Interim Service Manager & Team Leader lead this project, reporting frequently to the CEO, and drove the utilisation and data focus for the charity.

Contributions from team members during the Oxfordshire Business Awards for the 'Employer of the Year' award highlighted that the team thrived on having the direction and culture around high-performance and reflected that they felt supported and developed across their roles. Feedback from the interview panel indicated that it was evident we have an engaged workforce who have this culture embedded and understand how all of their activities contribute to achieving the overall aims of the charity.

We have continued to strive to become leaders in our sector and demonstrate our expertise to ensure we are recognised and utilised to impact more children and young people who otherwise would slip through the net for support. The services we offer for children and young people (aged 4-18) and their families, as well as professionals working with children and young people is essential. Our services, including intensive 1:1 interventions as well as preventative mental health projects prove that we continue to be of vital importance and are aligned with the Integrated Care System's (ICS) strategic objectives, in addition to meeting the needs the local authority's commissioning needs. The recognition of this through the Centre for Social Justice 2024 Award (a think-tank organisation that puts social justice at the heart of British politics by connecting grassroots charities with Government) is another example of how our charity and impact is influential and how we can deliver more vital support for disadvantaged young people with more awareness of our existence.

We continue to deliver a model which prides itself on its professionalism, strategic direction and innovative ideas, that uses evidence-based approaches to ensure maximum impact in all our work. We re-engage children and young people with a positive learning experience and help to improve their mental and emotional wellbeing.

The need for our services continues to grow at a rapid and concerning speed, and at a time where schools and statutory services continue to struggle to manage budgets, have high turnovers, and lack the diverse skill set required to support the growing mental health and SEND needs. This means that more and more vulnerable young people are not getting the help that they need with negative impacts not only for them and their life chances but for the communities that surround them. We know that across the UK there are over 160,000 children and young people who are slipping through the net for support and approximately 20,000-40,000 children and young people across the areas we serve.

We continue to support young people who are known as 'Children We Care For' in the care of the local authority, those with SEND needs and neurodiversity, with EHCPs and those without, young people in the Youth Justice System, and those on Child In Need (CIN) or Child Protection Plans (CP), and those within the Adoption Support system. Working across two different authorities, One-Eighty are skilled in managing and supporting young people with different types of support plans and different infrastructures that surround them. Growing our team in Buckinghamshire, with local recruits who are familiar with the different systems and policies, has been essential to enable One-Eighty to support local need and ensure we work collaboratively with local organisations and the vital network surrounding each young person.

Fundraising

This year, One-Eighty recognised the need to approach fundraising with a different strategy. With an increasing number of charities applying for the same funding opportunities, and research indicating that individual and corporate giving is on the decline, it was important for One-Eighty to assess the most lucrative and untapped opportunities so we could continue to deliver services to young people who otherwise would not get the necessary support. Furthermore, with a shift in focus within the SLT structure, and the Director of Fundraising & Development having interim responsibilities to support service operations, the charity sought a fundraising consultant to deliver a revised application strategy to Trusts and Foundations and develop a philanthropic giving strategy. Meanwhile, the Fundraising Team focused on marketing and communicating, raising awareness of One-Eighty and our impact by implementing community fundraising events (such as the Blenheim 7k Fun Run) and working with our Business Networks. One-Eighty has been selected as the BNI Charity of the Year and Opendoorz Henley Group Charity of the Year.

Our broader recognition and investment in building relationships within Buckinghamshire in addition to Oxfordshire, has proven beneficial. We have been awarded multi-year funding across a variety of applications made to Buckinghamshire-based Trusts & Foundation and local authority funding pots. This has a two-fold benefit of: broadening the awareness of One-Eighty and the impact we have locally, and most importantly supporting the needs within young people who otherwise would have gone unsupported with potentially devastating future consequences.

Staffing

A focus in the previous financial year to ensure that we: offered the Oxford Living Wage, committed to offering competitive salaries within our sector, and continued to prioritise our 'grow our own' professional pyramid scheme whereby we promoted from within where possible and focused on internal CPD opportunities and upskilling, has enabled One-Eighty to have a high retention rate. We have continued to offer training and opportunities to equip staff with advanced tools that both: meet the strategic aims of the organisation, but most importantly enable them to offer even more tailored and vital research and evidence-based techniques and support to vulnerable young people. Our team and our culture continue to be our most valued asset and resource. We work to ensure all staff are working at the charity's gold standard of practice, always delivering with our values and distinctive approach. We believe that this is paramount to improving the lives of the most vulnerable young people across the two counties we serve. It is our clear intention to continue growing the team to meet demand and continue One-Eighty's trajectory. This year has been no exception. We have continued to develop, upskill, and promote from within to ensure that we are offering the consistency to young people, and are being as efficient and financially wise as possible to meet demand in a challenging financial climate. With over 25% of our staff being part of the charity, and developing within it, as we continue to grow, we are proud of our achievements to meet our goal of being an employer of choice and the best environment to work in.

Growth and opportunities

Maintaining our existing relationships in addition to developing and nurturing new ones is of vital importance to One-Eighty. With little marketing and communications to date, we rely on our reputation and impact to demonstrate the need to refer to our essential services to meet the growing demand. This year we have concentrated on:

- Maintaining and stewarding existing relationship with commissioner to continue to receive referrals, and feedback to improve services, with the desire to secure multi-year contract;

- Develop new relationships with commissioners and referrers so that we continue to diversify income streams;

- Expand our funding opportunities across education, health, and social care ensuring that One-Eighty is marketed appropriately and that we are receiving the right referrals to begin work effectively;

- Continuing to contribute to county-wide strategic boards and forums such as the Oxfordshire Safeguarding Children Board (VCS representative) and the Children & Young People's (CYP) Forum, the ICS BOB VCSE Alliance Mental Health Sub-Group, and Children & Young People's Mental Health Network Partnership, in addition to the national focus groups as part of the Centre for Social Justice (CSJ) Alliance Charities;

- Working in collaboration and partnership with organisations across the sector, and mental health and education networks;
- Develop the Schools Partnership Model which supports a whole-school approach to improving outcomes for children's mental health and education needs, by working in partnership with local communities and philanthropists;
- Growing relationships with Business Networks to enable community-wide impact.

One-Eighty CSI award will enable the charity to operate as a thought leader, feeding in to reports that are presented to the Government to challenge policy and make lasting change for the young people we serve. As a growing charity that is maturing both internally and externally, this is an opportunity for One-Eighty to be recognised and put in the spotlight for the impact we have been delivering for the past 13 years and the vision we have to turn lives around during our next strategic phase. The current challenges young people are facing today are an issue of social injustice and something that we believe we can do something about.

We continue to strive to put the voices and needs of young people first, delivering effective and high-quality support services to meet need, in addition to ensuring that we are contributing to Buckinghamshire's strategic desire to 'make Buckinghamshire the happiest place.'

As a result of securing funding for a proposed Volunteering Strategy, this year we have been able to increase professional input through the onboarding of volunteers and deliver two projects which have delivered our Social Return on Investment (SROI) reports, in addition to delivering more preventative mental health project sessions by working with volunteers. Furthermore, we have gained the support of an economist who is supporting a project plan to improve our data to enable further growth and evidence of our impact and outcomes.

Infrastructure

During 2023/2024, two of the Senior Leadership Team were on maternity leave. This was significant for One-Eighty due to the nature and scope of their roles. The Board made the decision to deliver the operations and responsibilities within the role of the CEO, by reprioritising for the year, in addition to making changes to responsibilities across roles within the team to avoid disruption of service delivery. This included developing roles into interim positions: Interim Director of Services & Development (maternity cover), and Interim Service Manager & Team Leader, where both roles bridged the oversight and responsibilities across middle management and strategic senior decision making. The CEO is responsible for the overall for the overall leadership of the organisation – driving the vision and strategy. This remained the focus for the CEO whilst taking on more internal operational responsibilities in the absence of the two SLT members to keep the team accountable to meeting targets and safeguarding the organisation and young people we support to a high standard.

The Interim Director of Services & Development remained responsible for the fundraising income and opportunities for growth through communications and stewardship, whilst focusing on a new strategic approach, in addition to supporting the line management and operational delivery of senior managers.

FINANCIAL REVIEW

Income for the financial year was £918k which was a 53% increase from the prior year.

The majority of the charity's income for the year is derived from intervention revenue, for which the Charity is funded directly for each intervention it carries out. The areas of increase are for interventions carried out in Buckinghamshire and the increased number of schools partnerships the Charity has entered into with individual schools to provide interventions and preventative mental health projects. Intervention revenue also includes income derived from a project to support children over the summer, especially with the transition to secondary school (Transitional Summer Project). Again, each child's place is funded by a school or local authority.

The balance of revenue was obtained via fundraising. This included grants from trusts, winning awards, philanthropists, and other funding bodies and by community fundraising.

Expenditure for the year was £830k of which was 34% higher than the previous year and reflects the increase in headcount required to work with significantly more children and young people. Salary costs account for 84% of the cost base, with other costs being closely monitored.

The balance sheet included a cash balance of £140k at the year end. Included in creditors is deferred revenue of £61k which represents interventions which were funded by the year end but for which the work was completed in the following financial year.

Reserves Policy

The Trustees review the reserve levels of the charity annually. This review encompasses the nature of the income and expenditure streams, the need to match income with commitments and the nature of reserves. The Trustees also take into consideration the future plans of the charity, the uncertainty over future income streams and other key risks identified during the risk review which are deemed to be low-risk and few.

One-Eighty has taken a strategic view of managing our reserves, which is bespoke and tailored to the charity. One-Eighty has received training on reserves management and various methods of good financial management. In addition, One-Eighty has drawn on research and advice from the Institute for Voluntary Action Research, the National Council for Voluntary Organisations and the Charity Commission.

Our Reserves Policy states that One-Eighty seeks to hold reserves that will enable us to manage any unexpected and sudden costs, as well as a small amount to cover any sudden loss of income. This means that One-Eighty aims to hold reserves of £96k for unexpected costs. To respond to the increased volume of referrals, we regularly front-load our recruitment at the start of the academic year and need higher reserves to do this.

At the 31st August 2024, One-Eighty holds total Reserves of £159k, all of which was unrestricted.

The Board have made the strategic decision to designate some of its reserves towards specific purposes with the aim of furthering the quality and impact of One-Eighty's services to meet the rise, and complexity, in demand. The designated funding will be restricted for:

- (i) £30k towards an Investment Fund with the objectives of developing the expertise and skills of existing staff members so that they can support young people with higher-levels of need and safeguarding, and continue to increase staff retention,
- (ii) £46k to support young people with complex needs who would otherwise not have access to any support and ultimately deteriorate and
- (iii) £20k for resourcing the delivery of services through sufficient technology, marketing, and communications equipment.

The role of Interim Service Manager & Team Leader was of vital importance to ensure that the delivery of One-Elghty's services remained a priority and to a high-standard, coordinating the leadership of partnerships and contracts with local authority leads as well as the internal operations of the intervention team. This role led a new project from the outset by focusing on internal efficiencies and utilisation of intervention teams which enables the Senior Leadership Team and CEO to analyse data and inform future decisions with regards to resourcing, finances, and strategy.

The plan to focus on operations as a priority ahead of strategy by the CEO, Senior Leadership Team, and the Board of Trustees through the structure created worked well, and as a result the charity has grown both in size and income during the year. The Board worked with the CEO to develop crucial tools in the form of dashboards and key indicators to assess the validity of the operations and to monitor progress in meeting budget and exceeding objectives, which worked well.

Ahead of the new financial year, recognising the significant growth of the charity in parallel with the external need for our services, the Board have made some key strategic decisions to ensure that the infrastructure is appropriately resourced to future proof the organisation and continue a trajectory of growth to meet demand. The Board have made the following changes to ensure the sustainability of the charity and to enable the CEO to focus on opportunities that meet the objectives of receiving awards such as the CSJ 2024 award. These decisions have been made following meetings between the Finance Sub-Committee and the newly formed Remuneration Committee, having the Board's agreement:

Senior Leadership Team:

- Internal development and promotion into Chief Operating Officer from Director of Operations (the role will support the strategic growth of the charity, by working closely with the CEO, in addition to being accountable for resourcing and financial controls);
- Internal development and promotion into Director of Services from Service Manager (the role will be responsible for quality control and delivery of all services, in addition to taking the lead safeguarding role across the charity, with a focus to grow the impact of the services each year);
- Internal development and shift in strategic focus of the Director of Fundraising & Communications, stepping away from the interim maternity cover responsibilities (the role remains crucial for driving the strategy and delivery of fundraising income and stewardship, in addition to being responsible for the marketing and communications of the charity, concentrating on growth and expanding opportunities for funding)

Whilst the Service Manager and Director of Operations are simultaneously on maternity leave, the responsibilities under the duties of their roles will be undertaken by the increase in the CEO's capacity, an interim restructure of the Director of Development & Fundraising's role, and the restructure of one of the organisation's Team Leaders who will act up for part of their role to take on some of the Service Manager's responsibilities on an interim basis. The focus of the Senior Leadership Team during this period will primarily focus on operations rather than strategic decisions. The strategy will be monitored and adapted by the CEO and Board of Trustees through more regular monitoring alongside the quarterly Board meetings.

Key Performance Indicators (KPIs)

The key financial performance indicator used by Trustees to evaluate the charity's financial performance is the overall surplus or deficit for the year and the level of reserves held at the end of the year. This is also assessed alongside the potential upcoming opportunities for the organisation which is risk assessed on an annual basis. These are further monitored throughout the year by the operations of the Finance Sub-Committee noted above and re-forecast budgets presented at the mid-way point during the financial year. Furthermore, the number of young people supported, in parallel with the financial information is another key indicator to ensure that the charity is meeting its objectives. The details of the charity's financial performance for the year and level of reserves at the end of the year are detailed further below in the Financial Review and the services delivered at the beginning of the performance review.

Investment Policy

The charity does not hold any investments other than holding short-term cash deposits in a Lloyds Bank Savings Account, available for immediate drawdown.

Principal Risks and Uncertainties

The Trustees have a risk management strategy which comprises:

- An annual review of the principal risks and uncertainties that the charity face;
- The establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and
- The implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise.

The results of this process are documented in the Risk Register, which is constantly reviewed in light of any new information and formally reviewed annually. The principal risks and uncertainties facing the charity are as follows:

- Risk of long-term Local Authority contracts not continuing, which form a significant amount of income for the organisation.
- Risk to cash flow if invoices from Local Authority and other commissioners are not paid in time.
- Income streams through fundraising do not continue.

Going Concern

After making appropriate enquiries, the Board of Trustees has a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the Statement of Accounting Policies within the financial statements.

PLANS FOR FUTURE PERIODS

The charity plans to continue with the activities outlined above in the next year, with a particular emphasis on meeting the following strategic objectives:

1. Expand services across Oxfordshire (reaching more young people each year)
2. Grow Buckinghamshire-based team and secure permanent office
3. Be the employer of choice (working on a high-performance team culture)

The investment in the charity's infrastructure updates enable One-Eighty to deliver high-quality work whilst seeking new multi-year income opportunities through a revised strategic plan, against the backdrop of a challenging funding landscape which One-Eighty has been able to grow within. The key areas of focus for the upcoming year are to:

- Raise awareness of the charity and the impact of its services through communications and marketing initiatives (such as the website);
- Leverage new income streams and nurture existing relationships through focusing on developing our stewardship plan;
- Professionalise our data capturing platforms to inform decision making and strategic plans;
- Develop and grow our preventative mental health projects to impact more young people sooner;
- Invest in CPD and growth of our existing staff team to enable their skills to support more young people with a growing complexity of needs.

STRUCTURE, GOVERNANCE, AND MANAGEMENT

Constitution

One-Eighty Limited is a charitable company limited by guarantee and registered with the Charity Commission of England and Wales. The charity is governed by its Memorandum and Articles of Association, executed on 23 May 2012.

The Trustees are also the Directors of the charitable company for the purposes of company law. The details of the Trustees who served throughout the year and to the date of this report are included in the Reference and Administrative Details.

Members' Liability

Each member of the charitable company undertakes to contribute to the assets of the charitable company in the event of it being wound up while they are a member, or within one year after they cease to be a member, such amount as may be required, not exceeding £10, for the debts and liabilities contracted before they ceased to be a member.

Trustees Indemnities

In accordance with normal commercial practice, the charity has purchased insurance to protect Trustees and officers from claims arising from negligent acts, errors or omissions occurring whilst on charity business. The insurance provides cover up to £1 million.

Method of Recruitment and Appointment or Election of Trustees

Trustees are recruited by assessing the needs of the charity and which roles are required to support the vision and mission strategies. This is discussed at Board Meetings and shared with the CEO of the charity. After placing advertisements online and head hunting via recommendations, interested persons are met with to discuss the nature of each individual role and expectations by the board of trustees. The CEO and Chair of Trustees research and explore the applicant's history and credentials to determine suitability. New potential Trustees are invited to meet with the board to determine their suitability and become familiar with other skill sets. At the following Board meeting, the recruit is discussed and elected by the Board of Trustees.

All interested Trustees submit a CV and are required to provide two references to determine their suitability, in addition to completing a DBS.

Policies and Procedures adopted for the induction and training of Trustees

All Trustees received a general introduction to the charity, its organisation, structures and employees. They are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Trustees.

Agenda items, financial documents, and operational dashboards are sent to Trustees prior to Board meetings to give them the opportunity to assess the status of the charity and note any questions or queries they wish to discuss. The agenda is set by the Chair of Trustees and CEO.

Training is offered to inform Trustees of the legal requirements and their necessary responsibilities, in addition to ensuring they have read the necessary documents that support the operation of One-Eighty and which govern some decisions in line with the LA's safeguarding procedures for example. Trustees are also invited to attend general staff training days, strategy days and are part of the recruitment interview panels.

Organisational Structure

The Board of Trustees are responsible for the overall governance of the charity. They set the general strategy and business plans for the charity, approve an annual budget, monitor performance against the plans and budgets, and make major decisions about strategy, charity development and senior staff appointments (Senior Leadership Team).

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The CEO is responsible for driving the vision and strategy of the charity on a daily basis, ensuring that opportunities for partnerships and developments are met in accordance to the charity's mission, and in-line with the annual budget. They are also responsible for communicating any key decisions and actions to the Trustees via the Chair.

The COO supports the role of the CEO by delivering the strategic growth plans of the organisation. They are accountable for resourcing the charity effectively and efficiently, and overseeing the financial sustainability of the charity and controlling costs. They lead on the charity's EDI Committee and ensure that the operations are delivering inclusive and high-performance service and outcomes set.

The Director of Services is accountable for the quality control of services delivered and oversees the staff team, ensuring that their conduct and delivery meets the charity's high standards and charitable objectives. They have overall responsibility for the safeguarding, including leading the Designated Safeguarding Lead staff and operations, in addition to reporting to the CEO and Board of Trustees with regards to safeguarding. They are responsible for ensuring that contract and commissioning income targets are met and delivered within set timeframes and in-line with budget targets.

The Director of Fundraising & Communications is crucial for driving the strategy and delivery of fundraising income and stewardship, in addition to being responsible for the marketing and communications of the charity, concentrating on growth and expanding opportunities for funding across the two-counties.

Senior members of staff include the Service Manager, who is responsible for the utilisation of staff and driving data to support strategic planning, and the Lead Practitioners who are the doorway into the charity and lead on the triaging of the referrals of young people to the services. They work alongside the Team Leaders, and Mental Health Project Leader, who have management responsibility of the intervention staff team in parallel with delivering services to young people, families, and professionals.

Intervention staff and back-office staff are divided into separate roles based on experience and expertise and have various responsibilities within those job titles, however generally carry out tasks with a focus on supporting young people and families on a daily basis. Therefore, each staff member works and makes decisions independently on cases, and discuss bigger concerns with managers during weekly meetings or during supervisions with their line managers. Monthly finances, management concerns, staff recruitment and the direction of the charity are assessed by the CEO following discussions with the SLT in relation to the team's resourcing and capacity needs, and communicated where necessary to the Trustees, who make the final decisions in governance and strategic sense.

Arrangement for Setting Pay and Remuneration of Key Management Personnel

The Trustees consider the Board of Trustees and the Senior Leadership Team to comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustee received any remuneration in the current or prior year.

The pay of the Senior Leadership Team is reviewed by the recently formed Remuneration Committee (made up of some Trustees) on an annual basis in line with the charity's pay and remuneration policy and is agreed at a Budget meeting each year.

Related parties and other connected charities and organisations

There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the charity.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The charity and its Trustees do not act as Custodian Trustees of any other charity.

The Trustees' Report was approved by order of the Board of Trustees, as company Directors, 19/06/2025 and signed on its behalf by:



Mrs Tina Elder
Chair of Trustees

STATEMENT OF TRUSTEES RESPONSIBILITIES

Approved by order of the Board of Trustees on 19/06/2025 and signed on its behalf by:



Mrs Tina Elder
Chair of Trustees

All Trustees received a general introduction to the charity, its organisation, structures and employees. They are provided with copies of policies, procedures, minutes, accounts, budgets, plans and other documents they will need to undertake their role as Trustees.

Agenda items and financial documents are sent to Trustees prior to Board meetings to give them the opportunity to assess the status of the charity and note any questions or queries they wish to discuss. The agenda is set by the Chair of Trustees and CEO.

Training is offered to inform Trustees of the legal requirements and their necessary responsibilities, in addition to having a DBS check in line with the needs of the charity. They are also invited to attend general staff training days, strategy days and are part of the recruitment interview panels, all to keep up to date with the internal changes.

Organisational Structure

The Board of Trustees are responsible for the overall governance of the charity. They set the general strategy and business plans for the charity, approve an annual budget, monitor performance against the plans and budgets, and make major decisions about strategy, charity development and senior staff appointments.

The CEO is responsible for driving the vision and strategy of the charity on a daily basis, ensuring that opportunities for partnerships and developments are met in accordance to the charity's mission, and in-line with the annual budget. They are also responsible for communicating any key decisions and actions to the Trustees via the Chair. The Service Manager oversees the operations of the staff teams, ensuring that the delivery of the work is to a high-standard and safeguarding is prioritised. This includes the supervision and line management of the Lead Practitioners and Team Leaders, who then supervise the intervention staff. The Director of Development & Fundraising oversees the development of the charity's communications and marketing strategy, in addition to seeking funding from trusts and foundations, and the Director of Operations is responsible for monitoring and driving the strategy in line with the financial management and operational growth.

Staff are divided into separate roles based on experience and expertise and have various responsibilities within those job titles, however generally carry out tasks with a focus on supporting young people and families on a daily basis. Therefore, each staff member works and makes decisions independently on cases, and discuss bigger concerns with managers during weekly meetings or during supervisions with their line managers. Monthly finances, management concerns, staff recruitment and the direction of the charity are assessed by the CEO following discussions with the SLT in relation to the team's resourcing and capacity needs, and communicated where necessary to the Trustees, who make the final decisions in a strategic sense.

Arrangements for Setting Pay and Remuneration of Key Management Personnel

The Trustees consider the Board of Trustees and the Senior Leadership Team to comprise the key management personnel of the charity in charge of directing and controlling, running and operating the Trust on a day-to-day basis. All Trustees give of their time freely and no Trustee received any remuneration in the current or prior year.

The pay of the Senior Leadership Team is reviewed by the Trustees annually in line with the charity's pay and remuneration policy and is agreed at a Trustees meeting each year.

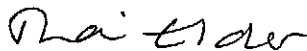
Related Parties and Other Connected Charities and Organisations

There are no related parties or connected organisations which either control or significantly influence the decisions and operations of the charity.

FUNDS HELD AS CUSTODIAN TRUSTEE ON BEHALF OF OTHERS

The charity and its Trustees do not act as Custodian Trustees of any other charity.

The Trustees' Report was approved by order of the Board of Trustees, as company Directors, 19/06/2025 and signed on its behalf by:



Mrs T Elder
Chair of Trustees

Responsibilities of Directors under company law

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


Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (FRS102) 2015;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS102) 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 charitable company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Approved by order of the Board of Trustees on 19/06/2025 and signed on its behalf by:



Mrs T Elder

Chair of Trustees

One Eighty Limited

**STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 AUGUST 2024**

	Unrestricted	Restricted	Total	Total
	Funds	Funds	Funds	Funds
	2024	2023		
Note	£	£	£	£
INCOME FROM:				
Donations and legacies	87,643	-	87,643	82,985
Charitable activities	827,749	-	827,749	501,235
Other activities	2,755	-	2,755	16,427
Investments	930	-	930	173
Other income	-	-	-	2,110
Total Income	919,077	-	919,077	602,931
EXPENDITURE ON:				
Raising funds	15,817	-	15,817	3,250
Charitable activities	814,449	-	814,449	615,014
Total Expenditure	830,266	-	830,266	618,264
Net gains/losses on investments	-	-	-	-
Net income / (expenditure)	88,811	-	88,811	- 15,333
Transfers between funds				
	88,811	-	88,811	- 15,333
Net movement in funds	88,811	-	88,811	- 15,333
Reconciliation of funds:				
Total funds brought forward	70,389	-	70,389	85,722
Total funds carried forward	159,199	-	159,199	70,389

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The statement of financial activities also complies with the requirements of an income and expenditure account required by the Companies Act 2006.

The notes on the follownig pages form part of these accounts.

Note that the 2023 figures have been adjusted to reflect that some funds that were shown as grants are more accurately reflected as income from charitable activities

One Eighty Limited

**BALANCE SHEET
AS AT 31 AUGUST 2024**

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	10	-	-	-	-
		-	-	-	-
CURRENT ASSETS					
Debtors	11	113,160	-	113,160	55,357
Cash at bank and in hand	12	140,346	-	140,346	110,844
		253,506	-	253,506	166,201
CREDITORS:					
Amounts falling due within one year	13	- 94,307	-	- 94,307	- 95,813
Net current assets / (liabilities)		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>
Total assets less current liabilities		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>
CREDITORS:					
Amounts falling due after more than one year		-	-	-	-
TOTAL NET ASSETS		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>
FUND BALANCES					
Unrestricted funds	16	159,199	-	159,199	70,389
Restricted funds		-	-	-	-
		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>

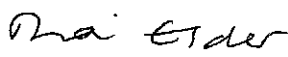
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which

The members have not required the company to obtain an audit of its financial statements for the year in question

These financial statements have been prepared in accordance with the provisions applicable to companies

The financial statements were approved by Trustees on 19/06/2025


Mrs T Elder
Chair of Trustees

Company number: 07745178
Charity number: 1147546

The notes on the following pages form part of these accounts.

Cash flow

		2024	2023
	Notes	£	£
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	28,572	-21,322
Cash flows from investing activities:			
Interest received		930	173
Net cash used in investing activities		930	173
Change in cash and cash equivalents in the year		29,502	-21,150
Cash and cash equivalents at 1 September 2023	B	110,844	131,994
Cash and cash equivalents at 31 August 2024	B	140,346	110,844

Notes to the statement of cash flows for the year to 31 August 2024

A Reconciliation of net movement in funds to net cash (used in) provided by operating activities

	2024	2023
	£	£
Net movement in funds (as per the statement of financial activities)	88,811	-15,333
Adjustments for:		
Depreciation charge	0	0
Losses on the revaluation and disposal of listed investments	0	0
Investment income and dividends receivable	-930	-173
(Increase) decrease in debtors	-57,803	37,371
Increase (decrease) in creditors	-1,506	-43,187
Net cash (used in) provided by operating activities	28,571	-21,322

B

Analysis of cash and cash equivalents

	2024	2023
	£	£
Cash at bank and in hand	140,346	110,844
Total cash and cash equivalents	140,346	110,844

One Eighty Limited

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024**

1. Accounting policies

Charity information

One Eighty Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Unit 20, King's Meadow, Ferry Hinksey Road, Oxford, OX2 0DP.

Accounting convention

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value, and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) ('FRS102'), Statement of Recommended Practice: Accounting and Reporting by Charities (Revised 2019) applicable to charities preparing their accounts in accordance with FRS102 ('Charities SORP (FRS102)'), the Charities Act 2011, and the Companies Act 2006.

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.

The charity has taken advantage of the exemption in Financial Reporting Standards from the requirement to prepare a cash flow statement on the grounds that it is a small charity.

1.1 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.

1.2 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes

Restricted funds are subject to specific conditions by donors as to how they may be used.

1.3 Incoming resources

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 and grants 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.

Income from interventions is deferred and recognised when the service is provided.

1.4 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fees linked to the strategic management of the charity.

1.5 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, fittings and equipment 33% straight line

1.6 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.

1.7 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 carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

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 if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.8 Retirement benefits

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

1.9 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

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.

3. Donations and legacies

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Donations and gifts	6,827	-	6,827	9,219
Grants	80,816	-	80,816	73,766
	<u>87,643</u>	<u>-</u>	<u>87,643</u>	<u>82,985</u>

Note that the 2023 comparator figures have been adjusted to reflect that some funds that were shown as grants are more accurately reflected as income from charitable activities

4. Charitable activities

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Interventions and student placements	827,749	-	827,749	501,235

Conferences and training

-	-	-	
<u>827,749</u>	<u>-</u>	<u>827,749</u>	<u>501,235</u>

5. Other activities

Unrestricted	Restricted	2024	2023
£	£	£	£
Fundraising events			
<u>2,755</u>	<u>-</u>	<u>2,755</u>	<u>16,427</u>
<u>2,755</u>	<u>-</u>	<u>2,755</u>	<u>16,427</u>

6. Other income

Unrestricted	Restricted	2024	2023
£	£	£	£
Interest			
<u>930</u>	<u>-</u>	<u>930</u>	<u>-</u>
<u>930</u>	<u>-</u>	<u>930</u>	<u>-</u>

7. Cost of raising funds

Unrestricted	Restricted	2024	2023
£	£	£	£
Fundraising and publicity			
<u>15,817</u>	<u>-</u>	<u>15,817</u>	<u>3,250</u>
<u>15,817</u>	<u>-</u>	<u>15,817</u>	<u>3,250</u>

8. Cost of charitable activities

Unrestricted	Restricted	2024	2023
£	£	£	£

8a) Costs incurred directly on specific activities

Staff costs	698,540	-	698,540	526,880
Staff training and welfare	16,837	-	16,837	12,010
Premises costs	35,694	-	35,694	31,708
Motor and travel	24,305	-	24,305	18,982
Office costs	32,035	-	32,035	21,096
Marketing	1,539	-	1,539	435
	<u>808,950</u>	<u>-</u>	<u>808,950</u>	<u>611,111</u>

8b) Costs incurred on support and administration

Governance costs				
Independent Examiner's fee	696	-	696	696
Other payments to the examiner's firm (accounts preparation)	534	-	534	534
Insurance	3,570	-	3,570	2,236
Legal and professional fees	699	-	699	436
	<u>5,499</u>	<u>-</u>	<u>5,499</u>	<u>3,902</u>

Total expenditure

<u>830,266</u>	<u>-</u>	<u>830,266</u>	<u>618,263</u>
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9. Staff costs

	2024	2023
	£	£
Gross wages and salaries	643,919	493,151
Social security	41,123	24,218
Pension contribution	13,367	9,511
	<u>698,409</u>	<u>526,880</u>

The average number of people employed during the year was 27 (2023:22)

There was one employee whose annual remuneration was £60,000 or more (2023: none). This is disclosed below

The highest paid member of staff as was paid:

£63,800

Remuneration of key management personnel

The key management personnel of the charity comprise the Trustees and the senior management team. The Trustees receive no remuneration for their services. The senior management team usually consists of the Chief Executive Officer, Director of Operations, Director of Development and Fundraising and the Service Manager. However two members of the team were on maternity leave and therefore did not take a key management role during this period

	2024	2023
	£	£
Aggregate compensation	<u>109,217</u>	<u>129,324</u>
	<u>109,217</u>	<u>129,324</u>

10. Tangible fixed assets	Fixtures, Fittings and Equipment Funds	Total 2024
	£	£
Cost		
At 1 September	-	1,709
Additions	-	-
Disposals	-	-
At 31 August	<u>-</u>	<u>1,709</u>
	<u>-</u>	<u>-</u>
Accumulated depreciation		
At 1 September	-	1,709
Disposals	-	-
Charge for the year	-	-
At 31 August	<u>-</u>	<u>1,709</u>
	<u>-</u>	<u>-</u>
Net book value	-	-
At 1st September	-	-
At 31 August	<u>-</u>	<u>-</u>

11. Debtors	2024	2023
	£	£
Falling due within one year:		
Prepayments and accrued income	27,692	4,722
Trade debtors	80,743	45,910
Other debtors	4,725	4,725
	<u>113,160</u>	<u>55,357</u>

12. Cash at bank and in hand		
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	2024	2023
	£	£
Cash at bank and in hand	140,346	110,844
	<u>140,346</u>	<u>110,844</u>

13. Creditors: liabilities falling due within one year

	2024	2023
	£	£
Trade creditors	-	-
Accruals	10,090	7,045
Deferred income	61,369	79,901
Taxation and social security	14,134	8,866
Other creditors	8,713	-
	<u>94,307</u>	<u>95,813</u>

14. Deferred income

	2024	2023
	£	£
Balance at the beginning of the reporting period	79,901	115,887
Amount released to income	- 79,901	- 115,887
Amount deferred in year	61,369	79,901
Balance at the end of the reporting period	<u>61,369</u>	<u>79,901</u>

Deferred income relates to Local Authority funded intervention projects which will be undertaken during the following financial year.

15. Pension commitments

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.

The charge to expenditure in respect of defined contribution schemes was £13,367.36 (2023: £9,511).

16. Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2024 £	Incoming resources 2024 £	Outgoing resources 2024 £	Transfers in the year 2024 £	Closing balance 2024 £
General unrestricted funds	70,388	919,077	830,266	- 78,000	81,199
Designated fund - investment fund				30,000	30,000
Designated fund - complex needs				46,000	46,000
Designated fund - resourcing equipment				2,000	2,000
				-	-
Total unrestricted funds	<u>70,388</u>	<u>919,077</u>	<u>830,266</u>	<u>-</u>	<u>159,199</u>
Restricted funds					
None	-	-	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

Aggregate of funds	<u>70,388</u>	<u>919,077</u>	<u>830,266</u>	<u>-</u>	<u>159,199</u>
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Analysis of net assets by fund

	General funds £	Designated Funds £	Restricted funds £	2024 £
Tangible fixed assets	-	-	-	-
Debtors	113,160	-	-	113,160
Cash at bank and in hand	62,346	78,000	-	140,346
Creditors falling due within one year	- 94,307	-	-	- 94,307
	<u>81,199</u>	<u>78,000</u>	<u>-</u>	<u>159,199</u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Closing balance 2023 £
General unrestricted funds	85,721	593,465	608,798	-	70,388
Total unrestricted funds	<u>85,721</u>	<u>593,465</u>	<u>608,798</u>	<u>-</u>	<u>70,388</u>
Restricted funds					
Make Me	-	5,096	5,096	-	-
Kickstart	-	4,370	4,370	-	-
	<u>-</u>	<u>9,466</u>	<u>9,466</u>	<u>-</u>	<u>-</u>
Aggregate of funds	<u>85,721</u>	<u>602,931</u>	<u>618,264</u>	<u>-</u>	<u>70,388</u>

Analysis of net assets by fund

	General funds £	Designated Funds £	Restricted funds £	2023 £
Tangible fixed assets	-	-	-	-
Debtors	55,357	-	-	55,357
Cash at bank and in hand	110,844	-	-	110,844
Creditors falling due within one year	- 95,813	-	-	- 95,813
	<u>70,389</u>	<u>-</u>	<u>-</u>	<u>70,389</u>

17. Operating lease commitments

At the reporting end date the charity had no outstanding commitments for future minimum lease payments under non-cancellable operating leases (2023 none)

18. Transactions with related parties

Owing to the nature of the charity's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the provisions of the charity's governing document, the requirements of the Charities Act 2011 and the charity's normal procurement procedures, and none of the Trustees benefit personally from any such transactions.

There were no disclosable related party transactions during the year (2023: £Nil)

One Eighty Limited

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 AUGUST 2024

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
Note	£	£	£	£
INCOME FROM:				
Donations and legacies	87,643	-	87,643	82,985
Charitable activities	827,749	-	827,749	501,235
Other activities	2,755	-	2,755	16,427
Investments	930	-	930	173
Other income	-	-	-	2,110
Total Income	919,077	-	919,077	602,931
EXPENDITURE ON:				
Raising funds	15,817	-	15,817	3,250
Charitable activities	814,449	-	814,449	615,014
Total Expenditure	830,266	-	830,266	618,264
Net gains/losses on investments	-	-	-	-
Net income / (expenditure)	88,811	-	88,811	- 15,333
Transfers between funds				
	88,811	-	88,811	- 15,333
Net movement in funds	88,811	-	88,811	- 15,333
Reconciliation of funds:				
Total funds brought forward	70,389	-	70,389	85,722
Total funds carried forward	159,199	-	159,199	70,389

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The statement of financial activities also complies with the requirements of an income and expenditure account required by the Companies Act 2006.

The notes on the follownig pages form part of these accounts.

Note that the 2023 figures have been adjusted to reflect that some funds that were shown as grants are more accurately reflected as income from charitable activities

One Eighty Limited

**BALANCE SHEET
AS AT 31 AUGUST 2024**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
FIXED ASSETS					
Tangible assets	10	-	-	-	-
		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
CURRENT ASSETS					
Debtors	11	113,160	-	113,160	55,357
Cash at bank and in hand	12	140,346	-	140,346	110,844
		<u>253,506</u>	<u>-</u>	<u>253,506</u>	<u>166,201</u>
CREDITORS:					
Amounts falling due within one year	13	- 94,307	-	- 94,307	- 95,813
Net current assets / (liabilities)		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>
Total assets less current liabilities		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>
CREDITORS:					
Amounts falling due after more than one year		-	-	-	-
TOTAL NET ASSETS		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>
FUND BALANCES					
Unrestricted funds	16	159,199	-	159,199	70,389
Restricted funds		<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
		<u>159,199</u>	<u>-</u>	<u>159,199</u>	<u>70,389</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which

The members have not required the company to obtain an audit of its financial statements for the year in question

These financial statements have been prepared in accordance with the provisions applicable to companies

The financial statements were approved by Trustees on 19/06/2025

Mrs T Elder
Chair of Trustees

Company number: 07745178
Charity number: 1147546

The notes on the follownig pages form part of these accounts.

Cash flow

		2024	2023
	Notes	£	£
Cash flows from operating activities:			
Net cash (used in) provided by operating activities	A	28,572	-21,322
Cash flows from investing activities:			
Interest received		930	173
Net cash used in investing activities		930	173
Change in cash and cash equivalents in the year		29,502	-21,150
Cash and cash equivalents at 1 September 2023	B	110,844	131,994
Cash and cash equivalents at 31 August 2024	B	140,346	110,844

Notes to the statement of cash flows for the year to 31 August 2024

A Reconciliation of net movement in funds to net cash (used in) provided by operating activities

	2024	2023
	£	£
Net movement in funds (as per the statement of financial activities)	88,811	-15,333
Adjustments for:		
Depreciation charge	0	0
Losses on the revaluation and disposal of listed investments	0	0
Investment income and dividends receivable	-930	-173
(Increase) decrease in debtors	-57,803	37,371
Increase (decrease) in creditors	-1,506	-43,187
Net cash (used in) provided by operating activities	28,571	-21,322

B Analysis of cash and cash equivalents

Cash at bank and in hand	140,346	110,844
Total cash and cash equivalents	140,346	110,844

One Eighty Limited

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

1. Accounting policies

Charity information

One Eighty Limited is a private company limited by guarantee incorporated in England and Wales.

The registered office is Unit 20, King's Meadow, Ferry Hinksey Road, Oxford, OX2 0DP.

Accounting convention

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value, and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) ('FRS102'), Statement of Recommended Practice: Accounting and Reporting by Charities (Revised 2019) applicable to charities preparing their accounts in accordance with FRS102 ('Charities SORP (FRS102)'), the Charities Act 2011, and the Companies Act 2006.

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.

The charity has taken advantage of the exemption in Financial Reporting Standards from the requirement to prepare a cash flow statement on the grounds that it is a small charity.

1.1 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.

1.2 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes

Restricted funds are subject to specific conditions by donors as to how they may be used.

1.3 Incoming resources

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 and grants 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.

Income from interventions is deferred and recognised when the service is provided.

1.4 Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services to beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fees linked to the strategic management of the charity.

1.5 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, fittings and equipment 33% straight line

1.6 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.

1.7 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 carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

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 if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

1.8 Retirement benefits

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

1.9 Leases

Rentals payable under operating leases, including any lease incentives received, are charged to income on a straight line basis over the term of the relevant lease.

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.

3. Donations and legacies

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Donations and gifts	6,827	-	6,827	9,219
Grants	80,816	-	80,816	73,766
	<u>87,643</u>	<u>-</u>	<u>87,643</u>	<u>82,985</u>

Note that the 2023 comparator figures have been adjusted to reflect that some funds that were shown as grants are more accurately reflected as income from charitable activities

4. Charitable activities

	Unrestricted	Restricted	2024	2023
	£	£	£	£
Interventions and student placements	827,749	-	827,749	501,235

Conferences and training

-	-	-	
<u>827,749</u>	<u>-</u>	<u>827,749</u>	<u>501,235</u>

5. Other activities

Fundraising events

Unrestricted	Restricted	2024	2023
£	£	£	£
<u>2,755</u>	<u>-</u>	<u>2,755</u>	<u>16,427</u>
<u>2,755</u>	<u>-</u>	<u>2,755</u>	<u>16,427</u>

6. Other income

Interest

Unrestricted	Restricted	2024	2023
£	£	£	£
<u>930</u>	<u>-</u>	<u>930</u>	<u>-</u>
<u>930</u>	<u>-</u>	<u>930</u>	<u>-</u>

7. Cost of raising funds

Fundraising and publicity

Unrestricted	Restricted	2024	2023
£	£	£	£
<u>15,817</u>	<u>-</u>	<u>15,817</u>	<u>3,250</u>
<u>15,817</u>	<u>-</u>	<u>15,817</u>	<u>3,250</u>

8. Cost of charitable activities

Unrestricted	Restricted	2024	2023
£	£	£	£

8a) Costs incurred directly on specific activities

Staff costs	698,540	-	698,540	526,880
Staff training and welfare	16,837	-	16,837	12,010
Premises costs	35,694	-	35,694	31,708
Motor and travel	24,305	-	24,305	18,982
Office costs	32,035	-	32,035	21,096
Marketing	<u>1,539</u>	<u>-</u>	<u>1,539</u>	<u>435</u>
	<u>808,950</u>	<u>-</u>	<u>808,950</u>	<u>611,111</u>

8b) Costs incurred on support and administration

Governance costs

Independent Examiner's fee	696	-	696	696
Other payments to the examiner's firm (accounts preparation)	534	-	534	534
Insurance	3,570	-	3,570	2,236
Legal and professional fees	<u>699</u>	<u>-</u>	<u>699</u>	<u>436</u>
	<u>5,499</u>	<u>-</u>	<u>5,499</u>	<u>3,902</u>

Total expenditure

<u>830,266</u>	<u>-</u>	<u>830,266</u>	<u>618,263</u>
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9. Staff costs

	2024	2023
	£	£
Gross wages and salaries	643,919	493,151
Social security	41,123	24,218
Pension contribution	<u>13,367</u>	<u>9,511</u>
	<u>698,409</u>	<u>526,880</u>

The average number of people employed during the year was 27 (2023:22)

There was one employee whose annual remuneration was £60,000 or more (2023: none). This is disclosed below

The highest paid member of staff as was paid:

£63,800

Remuneration of key management personnel

The key management personnel of the charity comprise the Trustees and the senior management team. The Trustees receive no remuneration for their services. The senior management team usually consists of the Chief Executive Officer, Director of Operations, Director of Development and Fundraising and the Service Manager. However two members of the team were on maternity leave and therefore did not take a key management role during this period

	2024	2023
	£	£
Aggregate compensation	109,217	129,324
	<u>109,217</u>	<u>129,324</u>

10. Tangible fixed assets

	Fixtures, Fittings and Equipment Funds	Total 2024
	£	£
Cost		
At 1 September	-	1,709
Additions	-	-
Disposals	-	- 1,709
At 31 August	<u>-</u>	<u>-</u>
Accumulated depreciation		
At 1 September	-	1,709
Disposals	-	- 1,709
Charge for the year	-	-
At 31 August	<u>-</u>	<u>-</u>
Net book value	-	-
At 1st September	-	-
At 31 August	<u>-</u>	<u>-</u>

11. Debtors

	2024	2023
	£	£
Falling due within one year:		
Prepayments and accrued income	27,692	4,722
Trade debtors	80,743	45,910
Other debtors	4,725	4,725
	<u>113,160</u>	<u>55,357</u>

12. Cash at bank and in hand

	2024	2023
	£	£
Cash at bank and in hand	140,346	110,844
	<u>140,346</u>	<u>110,844</u>

13. Creditors: liabilities falling due within one year

	2024	2023
	£	£
Trade creditors	-	-
Accruals	10,090	7,045
Deferred income	61,369	79,901
Taxation and social security	14,134	8,866
Other creditors	8,713	
	<u>94,307</u>	<u>95,813</u>

14. Deferred income

	2024	2023
	£	£
Balance at the beginning of the reporting period	79,901	115,887
Amount released to income	- 79,901	- 115,887
Amount deferred in year	61,369	79,901
Balance at the end of the reporting period	<u>61,369</u>	<u>79,901</u>

Deferred income relates to Local Authority funded intervention projects which will be undertaken during the following financial year.

15. Pension commitments

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.

The charge to expenditure in respect of defined contribution schemes was £13,367.36 (2023: £9,511).

16. Funds

During the year the movements in the charity's funds were as follows:

	Opening balance	Incoming resources	Outgoing resources	Transfers in the year	Closing balance
	2024	2024	2024	2024	2024
	£	£	£	£	£
General unrestricted funds	70,388	919,077	830,266	- 78,000	81,199
Designated fund - investment fund				30,000	30,000
Designated fund - complex needs				46,000	46,000
Designated fund - resourcing equipment				2,000	2,000
					-
Total unrestricted funds	<u>70,388</u>	<u>919,077</u>	<u>830,266</u>	<u>-</u>	<u>159,199</u>
Restricted funds					
None	-		-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

Aggregate of funds	<u>70,388</u>	<u>919,077</u>	<u>830,266</u>	<u>-</u>	<u>159,199</u>
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Analysis of net assets by fund

	General funds £	Designated Funds £	Restricted funds £	2024 £
Tangible fixed assets	-	-	-	-
Debtors	113,160	-	-	113,160
Cash at bank and in hand	62,346	78,000	-	140,346
Creditors falling due within one year	<u>- 94,307</u>	<u>-</u>	<u>-</u>	<u>- 94,307</u>
	<u>81,199</u>	<u>78,000</u>	<u>-</u>	<u>159,199</u>

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Closing balance 2023 £
General unrestricted funds	85,721	593,465	608,798	-	70,388
Total unrestricted funds	<u>85,721</u>	<u>593,465</u>	<u>608,798</u>	<u>-</u>	<u>70,388</u>
Restricted funds					
Make Me	-	5,096	5,096	-	-
Kickstart	<u>-</u>	<u>4,370</u>	<u>4,370</u>	<u>-</u>	<u>-</u>
	<u>-</u>	<u>9,466</u>	<u>9,466</u>	<u>-</u>	<u>-</u>
Aggregate of funds	<u>85,721</u>	<u>602,931</u>	<u>618,264</u>	<u>-</u>	<u>70,388</u>

Analysis of net assets by fund

	General funds £	Designated Funds £	Restricted funds £	2023 £
Tangible fixed assets	-	-	-	-
Debtors	55,357	-	-	55,357
Cash at bank and in hand	110,844	-	-	110,844
Creditors falling due within one year	<u>- 95,813</u>	<u>-</u>	<u>-</u>	<u>- 95,813</u>
	<u>70,389</u>	<u>-</u>	<u>-</u>	<u>70,389</u>

17. Operating lease commitments

At the reporting end date the charity had no outstanding commitments for future minimum lease payments under non-cancellable operating leases (2023 none)

18. Transactions with related parties

Owing to the nature of the charity's operations and the composition of the board of trustees being drawn from local public and private sector organisations, transactions may take place with organisations in which the trustee has an interest. All transactions involving such organisations are conducted at arm's length and in accordance with the provisions of the charity's governing document, the requirements of the Charities Act 2011 and the charity's normal procurement procedures, and none of the Trustees benefit personally from any such transactions.

There were no disclosable related party transactions during the year (2023: £Nil)

One Eighty Limited

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Unrestricted funds				Unrestricted funds			
		General	Designated	Restricted	Total	General	Designated	Restricted	Total
		Funds	Funds	Funds	2024	Funds	Funds	Funds	2023
		£	£	£	£	£	£	£	£
INCOME FROM:									
Donations and legacies	3	87,643	-	-	87,643	73,519	-	9,466	82,985
Charitable activities	4	827,749	-	-	827,749	501,235	-	-	501,235
Other activities	5	2,755	-	-	2,755	16,427	-	-	16,427
Investments		930	-	-	930	173	-	-	173
Other income	6	-	-	-	-	2,110	-	-	2,110
Total Income		<u>919,077</u>	<u>-</u>	<u>-</u>	<u>919,077</u>	<u>593,465</u>	<u>-</u>	<u>9,466</u>	<u>602,931</u>
EXPENDITURE ON:									
Raising funds	7	15,817	-	-	15,817	3,250	-	-	3,250
Charitable activities	8	<u>814,449</u>	<u>-</u>	<u>-</u>	<u>814,449</u>	<u>605,548</u>	<u>-</u>	<u>9,466</u>	<u>615,014</u>
Total Expenditure		<u>830,266</u>	<u>-</u>	<u>-</u>	<u>830,266</u>	<u>608,798</u>	<u>-</u>	<u>9,466</u>	<u>618,264</u>
Net gains/losses on investments		-	-	-	-	-	-	-	-
Net income / (expenditure)		<u>88,811</u>	<u>-</u>	<u>-</u>	<u>88,811</u>	<u>- 15,333</u>	<u>-</u>	<u>-</u>	<u>- 15,333</u>
Transfers between funds	16	- 78,000	-	78,000	-				
		<u>10,811</u>	<u>-</u>	<u>78,000</u>	<u>88,811</u>	<u>- 15,333</u>	<u>-</u>	<u>-</u>	<u>- 15,333</u>
Net movement in funds		<u>10,811</u>	<u>-</u>	<u>78,000</u>	<u>88,811</u>	<u>- 15,333</u>	<u>-</u>	<u>-</u>	<u>- 15,333</u>
Reconciliation of funds:									
Total funds brought forward		<u>70,389</u>	<u>-</u>	<u>-</u>	<u>70,389</u>	<u>85,722</u>	<u>-</u>	<u>-</u>	<u>85,722</u>
Total funds carried forward		<u>81,199</u>	<u>-</u>	<u>78,000</u>	<u>159,199</u>	<u>70,389</u>	<u>-</u>	<u>-</u>	<u>70,389</u>

One Eighty Limited

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF ONE EIGHTY LIMITED FOR THE YEAR ENDED 31 AUGUST 2024

I report to the trustees on my examination of the financial statements of One Eighty Limited (the charity) for the year ended 31 August 2024.

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 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act 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 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Chartered Institute of Management Accounts, 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 2006 Act; or
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 2006 Act 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 accounts 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.



Rachel Eden FCMA,
Holy Brook Associates Ltd, 1st Floor, Pinnacle Building, 20 Tudor Rd, Reading RG1 1NH

Dated: 7th June 2025