

REGISTERED COMPANY NUMBER: 07528154 (England and Wales)  
REGISTERED CHARITY NUMBER: 1150296

**Report of the Trustees and**  
**Unaudited Financial Statements for the Year Ended 30 March 2025**  
**for**  
**Leading-Link**

AWS Accountancy Limited  
3 Berrymoor Court  
Northumberland Business Park  
Cramlington  
Northumberland  
NE23 7RZ

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**for the Year Ended 30 March 2025**

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## Leading-Link

### Report of the Trustees for the Year Ended 30 March 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 March 2025. The trustees have adopted the provisions of 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).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

Leading Link exists to inspire, support and nurture young people to reach their full potential. Our key aims for the year were to:

Deliver high-quality services and support for young people's emotional, social and educational development.  
Work collaboratively with schools and community groups to widen impact.  
Offer enterprise and volunteering opportunities that build confidence and employability.

##### **Significant activities**

Highlights from 2024/25:

Holiday Activities and Food Programme (HAF): Successfully delivered across all school holidays, engaging hundreds of children in fun, inclusive sessions with healthy meals.

Linking Lives Programme: Provided mentoring and wellbeing support for vulnerable young people, with measurable improvements in confidence and engagement.

Enterprise Activities: Young people took part in creative enterprise initiatives, developing skills in planning, teamwork, and communication.

Youth Leadership: Our Youth Ambassador programme enabled young people to help design and lead activities, ensuring their voices shape our work.

Residential Trip - Lake District (October 2024): A highly successful residential that supported team building, personal growth and new experiences in a natural setting.

Blyth Carnival (July 2024): Leading Link coordinated a vibrant and inclusive community event, bringing together families, schools, artists, and volunteers in a celebration of local pride and culture.

New Office Development: The move to our new office base has been a valuable investment. Donations supported the transition, and the new premises now provide income through hire by local businesses for meetings and events.

Community Events: A range of seasonal and themed events were delivered throughout the year, offering accessible fun and connection for families and young people.

##### **Partnership Work:**

Continued strong collaboration with Northumberland and North Tyneside schools and services.

Engagement with local authorities, funders, and community groups to broaden reach and sustainability.

Contribution to regional youth strategy development through consultations and forums.



## Leading-Link

### Report of the Trustees for the Year Ended 30 March 2025

#### **FINANCIAL REVIEW**

##### **Financial Review**

Income sources included local authority contracts, grant funding, enterprise initiatives, and donations. The charity remains financially stable and is developing new earned-income opportunities through its office space and enterprise programmes.

##### **Reserves Policy:**

Our policy is to maintain unrestricted reserves covering 12 months of core costs. Current reserves meet this target.

##### **Reserves**

The Charity intends to maintain a positive cash flow and thus hold reserves to enable it to continue in the event of funding releases.

#### **FUTURE PLANS**

We aim to:

Extend our outreach to rural communities through mobile youth provision.

Expand our school-based wellbeing and resilience support.

Build on the success of the new office by growing income through room hire and enterprise activity.

Launch new accredited training opportunities for young people.

Look at new funding streams

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

##### **Trustee Updates**

Lee Watson joined the Board in 2024, adding valuable skills and energy.

With the approval of the Charity Commission, James Palmer transitioned from Chair of Trustees to CEO in 2025, providing strategic and operational leadership.

Potential trustees under consideration include Jonny Hall and Norman Lazenby, who bring experience in education, youth work and governance.

##### **Risk management**

The Board reviews risk regularly across safeguarding, finance, operations and reputation. Controls are in place, and staff are trained in all relevant areas. A risk register is maintained.

#### **REFERENCE AND ADMINISTRATIVE DETAILS**

##### **Registered Company number**

07528154 (England and Wales)

##### **Registered Charity number**

1150296

##### **Registered office**

16a Regent Street

Blyth

United Kingdom

Northumberland

NE24 1LP

**Leading-Link**

**Report of the Trustees**  
**for the Year Ended 30 March 2025**

**Trustees**

Mrs M Gardner Civil Servant  
Mrs V H Judson Hr Director (resigned 4.2.25)  
Mr K Newman Pr Consultant  
Mr J H Palmer Coach (resigned 14.5.25)  
Mrs L A Poulter Teacher (resigned 14.11.24)  
Mr L Watson (appointed 14.5.25)

**Independent Examiner**

AWS Accountancy Limited  
3 Berry Moor Court  
Northumberland Business Park  
Cramlington  
Northumberland  
NE23 7RZ

Approved by order of the board of trustees on 20th August 2025 and signed on its behalf by:



.....  
Mr K Newman - Trustee

**Independent Examiner's Report to the Trustees of  
Leading-Link**

**Independent examiner's report to the trustees of Leading-Link ('the Company')**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 March 2025.

**Responsibilities and basis of report**

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

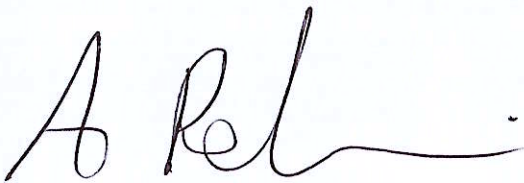
Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act').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

**Independent examiner's statement**

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts 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 accounts to be reached.



Miss Amber-rose Rebar

AWS Accountancy Limited  
3 Berrymoor Court  
Northumberland Business Park  
Cramlington  
Northumberland  
NE23 7RZ

Date: .....



Leading-Link

**Statement of Financial Activities**  
**for the Year Ended 30 March 2025**

	Notes	Unrestricted fund £	Restricted fund £	30.3.25 Total funds £	30.3.24 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		3,990	-	3,990	2,292
<b>Charitable activities</b>					
Direct charitable expenditure		4,500	124,337	128,837	-
Grants		-	-	-	452,703
<b>Total</b>		<u>8,490</u>	<u>124,337</u>	<u>132,827</u>	<u>454,995</u>
<b>EXPENDITURE ON</b>					
Raising funds		-	47,807	47,807	216,947
<b>Charitable activities</b>					
Direct charitable expenditure	2	516	161,123	161,639	180,871
Depreciation of assets		9,027	-	9,027	8,058
Loss on sale of fixed asset		7,168	-	7,168	-
<b>Total</b>		<u>16,711</u>	<u>208,930</u>	<u>225,641</u>	<u>405,876</u>
<b>NET INCOME/(EXPENDITURE)</b>		(8,221)	(84,593)	(92,814)	49,119
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		110,371	84,592	194,963	145,844
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>102,150</u>	<u>(1)</u>	<u>102,149</u>	<u>194,963</u>

The notes form part of these financial statements

## Leading-Link

### Balance Sheet 30 March 2025

	Notes	Unrestricted fund £	Restricted fund £	30.3.25 Total funds £	30.3.24 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	8	17,944	-	17,944	29,603
<b>CURRENT ASSETS</b>					
Debtors	9	788	-	788	100
Cash at bank and in hand		87,319	-	87,319	169,756
		<u>88,107</u>	<u>-</u>	<u>88,107</u>	<u>169,856</u>
<b>CREDITORS</b>					
Amounts falling due within one year	10	(3,902)	-	(3,902)	(4,496)
<b>NET CURRENT ASSETS</b>		<u>84,205</u>	<u>-</u>	<u>84,205</u>	<u>165,360</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>102,149</u>	<u>-</u>	<u>102,149</u>	<u>194,963</u>
<b>NET ASSETS</b>		<u>102,149</u>	<u>-</u>	<u>102,149</u>	<u>194,963</u>
<b>FUNDS</b>	11				
Unrestricted funds				102,149	110,371
Restricted funds				-	84,592
<b>TOTAL FUNDS</b>				<u>102,149</u>	<u>194,963</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The notes form part of these financial statements

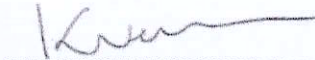


**Leading-Link**

**Balance Sheet - continued**  
**30 March 2025**

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

The financial statements were approved by the Board of Trustees and authorised for issue on ...~~20th August 2025~~..... and were signed on its behalf by:

  
.....  
Mr K Newman - Trustee

**Notes to the Financial Statements**  
**for the Year Ended 30 March 2025**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

**Expenditure**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

**Tangible fixed assets**

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Motor vehicles	- 20% on cost
Computer equipment	- 20% on cost

**Taxation**

The charity is exempt from corporation tax on its charitable activities.

**Fund accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

**Notes to the Financial Statements - continued**  
**for the Year Ended 30 March 2025**

**2. CHARITABLE ACTIVITIES COSTS**

	<b>Support costs (see note 3) £</b>
Direct charitable expenditure	161,639
Depreciation of assets	9,027
Loss on sale of fixed asset	7,168
	<hr/>
	177,834
	<hr/>

**3. SUPPORT COSTS**

	<b>Management £</b>	<b>Governance costs £</b>	<b>Totals £</b>
Direct charitable expenditure	158,181	3,458	161,639
Depreciation of assets	9,027	-	9,027
Loss on sale of fixed asset	7,168	-	7,168
	<hr/>	<hr/>	<hr/>
	174,376	3,458	177,834
	<hr/>	<hr/>	<hr/>

**4. NET INCOME/(EXPENDITURE)**

Net income/(expenditure) is stated after charging/(crediting):

	<b>30.3.25 £</b>	<b>30.3.24 £</b>
Depreciation - owned assets	9,028	8,058
Deficit on disposal of fixed assets	7,168	-
	<hr/>	<hr/>

**5. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 30 March 2025 nor for the year ended 30 March 2024.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 30 March 2025 nor for the year ended 30 March 2024.



**Notes to the Financial Statements - continued**  
**for the Year Ended 30 March 2025**

**6. STAFF COSTS**

	<b>30.3.25</b>	<b>30.3.24</b>
	<b>£</b>	<b>£</b>
Wages and salaries	97,230	158,428
	<u>97,230</u>	<u>158,428</u>

The average monthly number of employees during the year was as follows:

	<b>30.3.25</b>	<b>30.3.24</b>
Employees	5	6
	<u>5</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

**7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	<b>Unrestricted fund</b>	<b>Restricted fund</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	2,292	-	2,292
<b>Charitable activities</b>			
Grants	173,782	278,921	452,703
<b>Total</b>	<u>176,074</u>	<u>278,921</u>	<u>454,995</u>
<b>EXPENDITURE ON</b>			
Raising funds	165,621	51,326	216,947
<b>Charitable activities</b>			
Direct charitable expenditure	555	180,316	180,871
Depreciation of assets	8,058	-	8,058
<b>Total</b>	<u>174,234</u>	<u>231,642</u>	<u>405,876</u>
<b>NET INCOME</b>	1,840	47,279	49,119
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	108,531	37,313	145,844
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>110,371</u>	<u>84,592</u>	<u>194,963</u>

# Leading-Link

## Notes to the Financial Statements - continued for the Year Ended 30 March 2025

### 8. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Motor vehicles £	Computer equipment £	Totals £
<b>COST</b>					
At 31 March 2024	7,168	2,744	30,000	10,167	50,079
Additions	-	4,537	-	-	4,537
Disposals	(7,168)	-	-	-	(7,168)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 30 March 2025	-	7,281	30,000	10,167	47,448
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>DEPRECIATION</b>					
At 31 March 2024	-	2,468	10,000	8,008	20,476
Charge for year	-	1,057	6,000	1,971	9,028
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 30 March 2025	-	3,525	16,000	9,979	29,504
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>NET BOOK VALUE</b>					
At 30 March 2025	-	3,756	14,000	188	17,944
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 30 March 2024	7,168	276	20,000	2,159	29,603
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

### 9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.3.25 £	30.3.24 £
Other debtors	-	100
Prepayments	788	-
	<hr/>	<hr/>
	788	100
	<hr/>	<hr/>

### 10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	30.3.25 £	30.3.24 £
Social security and other taxes	2,052	-
Other creditors	-	296
Accruals and deferred income	1,850	4,200
	<hr/>	<hr/>
	3,902	4,496
	<hr/>	<hr/>

**Notes to the Financial Statements - continued**  
**for the Year Ended 30 March 2025**

**11. MOVEMENT IN FUNDS**

	At 31.3.24 £	Net movement in funds £	At 30.3.25 £
<b>Unrestricted funds</b>			
General fund	110,371	(8,222)	102,149
<b>Restricted funds</b>			
General Fund	84,592	(84,592)	-
<b>TOTAL FUNDS</b>	<u>194,963</u>	<u>(92,814)</u>	<u>102,149</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	8,490	(16,712)	(8,222)
<b>Restricted funds</b>			
General Fund	124,337	(208,929)	(84,592)
<b>TOTAL FUNDS</b>	<u>132,827</u>	<u>(225,641)</u>	<u>(92,814)</u>

**Comparatives for movement in funds**

	At 31.3.23 £	Net movement in funds £	At 30.3.24 £
<b>Unrestricted funds</b>			
General fund	108,531	1,840	110,371
<b>Restricted funds</b>			
General Fund	37,313	47,279	84,592
<b>TOTAL FUNDS</b>	<u>145,844</u>	<u>49,119</u>	<u>194,963</u>



**Notes to the Financial Statements - continued**  
**for the Year Ended 30 March 2025**

**11. MOVEMENT IN FUNDS - continued**

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	176,074	(174,234)	1,840
<b>Restricted funds</b>			
General Fund	278,921	(231,642)	47,279
<b>TOTAL FUNDS</b>	<u>454,995</u>	<u>(405,876)</u>	<u>49,119</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 31.3.23 £	Net movement in funds £	At 30.3.25 £
<b>Unrestricted funds</b>			
General fund	108,531	(6,382)	102,149
<b>Restricted funds</b>			
General Fund	37,313	(37,313)	-
<b>TOTAL FUNDS</b>	<u>145,844</u>	<u>(43,695)</u>	<u>102,149</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	184,564	(190,946)	(6,382)
<b>Restricted funds</b>			
General Fund	403,258	(440,571)	(37,313)
<b>TOTAL FUNDS</b>	<u>587,822</u>	<u>(631,517)</u>	<u>(43,695)</u>

Notes to the Financial Statements - continued  
for the Year Ended 30 March 2025

**12. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 30 March 2025.

Leading-Link

**Detailed Statement of Financial Activities**  
**for the Year Ended 30 March 2025**

	<b>30.3.25</b> <b>£</b>	<b>30.3.24</b> <b>£</b>
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	3,990	2,292
<b>Charitable activities</b>		
Grants	128,837	452,703
<b>Total incoming resources</b>	132,827	454,995
<b>EXPENDITURE</b>		
<b>Other trading activities</b>		
Project expenses and resources	47,807	216,947
<b>Support costs</b>		
<b>Management</b>		
Wages	97,230	158,428
Rates and water	7,207	-
Insurance	1,167	900
Light and heat	2,029	-
Telephone, postage & stationery	7,656	5,920
Advertising & promotions	2,400	3,350
Sundries	3,639	3,120
Repairs, consumables & renewals	32,575	-
Professional fees	1,243	1,666
Travelling expenses	2,234	4,630
Entertainment	467	546
Waste removal and cleaning	334	-
Fixtures and fittings	1,056	150
Motor vehicles	6,000	6,000
Computer equipment	1,971	1,908
Loss on sale of tangible fixed assets	7,168	-
	174,376	186,618
<b>Governance costs</b>		
Governance costs	3,458	2,311
<b>Total resources expended</b>	225,641	405,876
<b>Net (expenditure)/income</b>	(92,814)	49,119

This page does not form part of the statutory financial statements