



**e:merge (UK) Company Limited**

**Report & Financial Statements**

**For the period**

**31<sup>st</sup> March 2025**

**Registered Company no: 05296407  
(England & Wales)**

**Registered charity: 1152146**

**e:merge (UK) Company Limited**

**Report and Accounts**

**For the year ended 31<sup>st</sup> March 2025**

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**e:merge (UK) Company Limited**

**Company Information**

**For the year ended 31<sup>st</sup> March 2025**

<b>Legal Status</b>	A Company limited by guarantee, not having share capital. The governing instructions are the company's Memorandum and Articles of Association. The company is a Registered Charity.
<b>Charity Number</b>	1152146
<b>Company Registration</b>	05296407
<b>Directors/Trustees</b>	H.K. Astin S. E. De Villiers J Topham P.H Massey D. A. Jones I. Labad L J Craven (Appointed 11 September 2025)
<b>Registered Office</b>	51 Kyffin Place Sutton Community Centre Bradford West Yorkshire BD4 8NB
<b>Accountants</b>	Torevell Dent Limited 1-3 St Ann's Place Pellon Lane Halifax HX1 5RB
<b>Bankers</b>	HSBC 47 Market Street Bradford BD1 1LW

## **e:merge (UK) Company Limited**

### **Trustees Report**

**For the year ended 31<sup>st</sup> March 2025**

The trustees who are also directors of the company present their Report and Financial Statements for the year ended 31<sup>st</sup> March 2025.

### **Organisation**

The company was incorporated on 25<sup>th</sup> November 2004 under the name e:merge (Laisterdyke) Limited. The company changed its name to e:merge (Bradford) CIC on 30<sup>th</sup> April 2009. It revised its Memorandum and Articles to a Company Limited by Guarantee at the same time changing its name to e:merge (Bradford) Company Limited on 24<sup>th</sup> April 2013. The company was registered as a charity on 22<sup>nd</sup> May 2013. The Company changed its name to e:merge (UK) Company Limited on 3<sup>rd</sup> December 2014. From 1<sup>st</sup> April 2015, it merged with FAST Project- London but a decision was taken in January 2019 that the London based work of e:merge would once again be set up as an independent organisation. This took place in April/May 2019 and FAST London now operates as a fully independent registered CIO.

The charity is organised so that the trustees meet regularly to manage its affairs. Trustees are appointed and re-appointed by members of the company as determined by the company's Memorandum and Articles of Association.

### **Objectives of the Charity**

The objectives of the charity are:-

‘To act as a resource for children and young people living in Bradford and the UK by providing advice and assistance and organising programmes and community facilities, within a Christian ethos, to:

- (a) advance in life, and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- (b) advance education;
- (c) relieve unemployment;
- (d) provide recreational and leisure time activity in the interests of social welfare for people living in the area of benefit, who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.’

### **Trustees**

H.K. Astin

S. E. De Villiers

J Topham

P.H Massey

D. A. Jones

I. Labad

L J Craven (Appointed 11 September 2025)

## **e:merge (UK) Company Limited**

### **Trustees Report**

**For the year ended 31<sup>st</sup> March 2025 (continued)**

#### **Introduction**

Emerge is a young people's charity and we have been delivering transformational youth work in the estates and inner-city areas of Bradford for 30 years.

*Our vision is to inspire lasting positive change in the lives of young people, aiming to inspire young people towards personal growth, better physical and mental wellbeing, positive engagement in education and to actively transform our communities.*

#### **Overview**

We adopt a relational, holistic model to engage young people across school and community settings. Operating at least 4 days per week in each of our 4 Community Hubs across Bradford's BD4 postcode area (East Bowling, Sutton/Laisterdyke, Bierley and Holme Wood), our offer spans:

- Open activities: open access sessions, sports and arts groups, drop-in youth clubs, holiday programmes.
- Targeted projects: sports coaching, social action groups, wellbeing and fitness workshops, leadership and life-skills training.
- School-based support: one-to-one and group work in primary/secondary schools and supporting Care Experienced young people through Bradford Virtual School.

By combining fun, accessible opportunities with focused interventions, we build sustainable relationships and long-term positive outcomes for each young person.

#### **Key outputs 2024/25**

Youth work is much more than a set of statistics, but outputs are a key indicator of the scale and scope of our work with young people. We have achieved the following outputs during the year 2024/25:

- Individual Young people engaged – **1,137**
- Total number of sessions delivered – **4,990**
- Total attendances at these sessions – **23,816**

#### **Community Youthwork**

Individuals engaged – 888, Sessions delivered – 1355, Attendances – 13,412

#### **Schools Intervention Programme**

Young People engaged – 289, Sessions delivered – 3121

## **e:merge (UK) Company Limited**

### **Trustees Report**

#### **For the year ended 31<sup>st</sup> March 2025 (continued)**

#### **Highlights of our work this year**

This past year has been one of consistency and creativity!

In a world of shrinking services and resources within both statutory and charity sectors, maintaining consistent and reliable presence as the foundation for our relational engagement of young people is crucial. The generosity of our funders has enabled us to do this across BD4 and further afield. Highlights of the year include:

- Our Culture Club (funded by Bradford 2025) who have experienced various artistic medium themselves and used this learning to create a Labyrinth for others to use and reflect through. The young people involved have led activities at three large community events as part of the City of Culture year.
- Our social action programme continues to evolve. Alongside planning and serving at the now usual array of community events, open days, celebratory lunches and Christmas Fairs, young people have continued involvement in an intergenerational project, engaged with the Trustees of Emerge more and been involved in various practical projects to improve their communities such as gardening, litter picks and planting schemes.
- Recent years have seen us involved in long term research focused delivery and this year has continued that theme as we are part of a 18 month project to assess the impact of sports engagement with young people involved in, or at elevated risk of being involved in the criminal justice system. Funded through StreetGames, we have completed the Pilot and are now delivering the main programme.
- Developing partnerships – all of our Community Hub youth work relies on formal and informal partnerships for some or all of staffing, venues and resources. We are incredibly grateful for the many local community organisations who support us in this way.
- This year we have engaged with more schools through our schools intervention programme of supporting young people than ever. Growth has come through the development of our support for Care Experienced children and young people, funded mainly through Bradford Virtual School.
- Our partnerships with schools where we have a more significant contract has also developed enabling our 1-2-1 support of the young people we are referred to be more impactful for the individual across both personal and educational themes.
- Our holiday programme continues to be a highlight of creativity. HAF funding supports our Easter and Summer programmes, but every school holiday week is full of a wide range of activities at low or no cost to broaden horizons and make memories.

#### **Our Impact**

We continue to use the Centre for Youth Impact's Outcomes Framework (2021) to capture data on our impact. This is built on the extensively researched understanding that good youth work provision leads to growth of Socio-Emotional Learning (SEL) in young people, which in turn supports improved later life outcomes such as independence, success in education and better employment prospects and more positive relationships. We use questionnaires from the CYI Framework to capture data within 6 domains of Socio-Emotional Learning – Initiative, Empathy, Responsibility, Teamwork, Problem Solving and Emotion Management.

## **e:merge (UK) Company Limited**

### **Trustees Report**

#### **For the year ended 31<sup>st</sup> March 2025 (continued)**

We now have a significant cohort of young people who have two or more data points so we can analyse change over time. Some key results from this are:

- 64% of young people supported within schools report an increase in 'Empathy' and 'Responsibility'
- 100% of young people involved in our Social Action programmes report higher 'Initiative' and 'Teamwork' scores.
- Of 58 young people engaged in volunteering, 92% of young people evidenced growth in 'Problem Solving' and 87% in 'Teamwork' skills.

We support the above data driven methods with case studies and quotes which show in a much deeper way how our work is supporting young people to transform their lives, often starting from places of crisis and desperation. Feedback from school leaders, parents and local partner organisations is also vital in ensuring our activities continue to meet the needs of local young people.

#### **Looking Ahead to 2025/26**

Priorities for the coming year include:

- Renewing and/or finding new core funding for Emerge so the organisation continues to be secure and has the financial stability to continue our creative, preventative approach with young people.
- Developing our commitment to impact data gathering in ways which are appropriate to the scale of a project.
- Supporting the engagement of our Social Action Leadership group with the leadership and Governance of Emerge.
- Increasing our sports and activity programme with young people across all four Community Hubs.
- Developing the links between our support of Care Experienced young people in schools with our community-based youth programme to improve the holistic or wrap around nature of our support.

In late July 2025, Andy Sykes, who has served as Emerge CEO since the beginning of 2017 announced he would be leaving the organisation in October 2025. The delivery of all youth work activity with young people will continue without interruption while the Trustees conduct a recruitment process for a new CEO.

#### **Review of Financial Affairs**

The accounts of the charity show a profit of £88,101 and a net cash inflow of £87,046 for the year to 31<sup>st</sup> March 2025.

The charity has considered its future financial obligations and prepared forecasts which demonstrate it can continue to operate for the next 12 months. The Trustees have reviewed those forecasts and approved the continued operation of the charity. The forecasts present an expectation of sustainability of funding gained for multiple sources and reflect appropriately adjusted expenditure where funding has not been received or not been renewed for future years.

**Trustees Report**

**For the year ended 31<sup>st</sup> March 2025 (continued)**

**Reserves Policy**

The Trustees are working towards a policy whereby the unrestricted funds, not committed or invested in tangible assets ('the free reserves') held by the charity, are between 3 and 6 months' worth of the charity's running costs at the time of expenditure. As of 31 March 2025, this requires us to have a minimum of £129,581 in unrestricted funds. To date, expenditure has been conditional on anticipated and guaranteed income; however, we continue to work towards implementing this reserves policy.

**Risk Management**

The Trustees have conducted their own review of the significant risks to which the charity is exposed, and systems have been established to mitigate those risks. Significant external risks to funding have prompted the development of a strategic plan, which will enable the diversification of funding and activities, including social enterprise. Internal risks are minimised through the use of professional consultants and the implementation of procedures for authorising all transactions and projects, ensuring consistent quality of delivery across all operational aspects of the charitable company. These procedures are periodically reviewed to ensure they still meet the needs of the charity.

**Investment Policy**

The Trustees have considered the most appropriate policy for investing funds. Short-term reserves will be held in the Trustees' interest-bearing bank deposit account, and transfer of funds between accounts can be facilitated by electronic transfer online to maximise potential earnings of interest. Long-term reserves will be held in accounts designed for the charity sector, with the requirement to generate income and/or capital growth.



**e:merge (UK) Company Limited**

**Statement of Trustees Responsibilities**  
**For the year ended 31<sup>st</sup> March 2025**

**Statement of Trustees Responsibilities**

The trustees are responsible for preparing financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with SORP ((FRS 102) and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the company and of the profit or loss of the company for the period. In preparing these financial statements, the trustees are to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the company will continue in business.

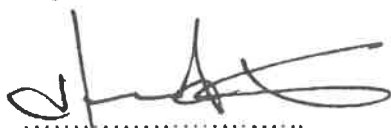
The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 2006. The trustees are also responsible for safeguarding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

**Trustees**

The Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the period are set out on page 2 of this report.

Members of the charitable company guarantee to contribute an amount not exceeding £10 to the assets of the charitable company in the event of winding up. The total number of such guarantees at 31st March 2025 was £60, at the time of signing £70.

Signed on behalf of the Trustees:



Howard Astin

20 NOVEMBER

Date: 2025

**e:merge (UK) Company Limited**

**Independent Examiner's Report to the Directors and Trustees of e:merge (UK) Company Limited**

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31<sup>st</sup> March 2025 which are set out on pages 10 to 17.

**Respective responsibilities and basis of the report**

As the charity's trustees of the company (and also its directors for the purpose of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2016 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 confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

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 accounts to be reached.

.....  
**Samantha J Sutcliffe MAAT, FCCA**  
**Torevell Dent Limited**  
**1-3 St Ann's Place**  
**Pellon Lane**  
**Halifax**  
**HX1 5RB**

Date: 20/11 2025

**e:merge (UK) Company Limited**

**Statement of Financial Activities**  
**For the year ended 31<sup>st</sup> March 2025**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
<b>Income and endowments from:</b>					
Donations and legacies		15,601	-	15,601	16,456
Charitable activities		185,784	389,108	574,892	367,720
Other		15,932	-	15,932	15,921
		-----	-----	-----	-----
<b>Total</b>		<b>217,317</b>	<b>389,108</b>	<b>606,425</b>	<b>400,097</b>
		-----	-----	-----	-----
<b>Expenditure on:</b>					
Charitable activities		174,217	342,432	516,649	486,114
Other costs		1,675	-	1,675	1,675
		-----	-----	-----	-----
<b>Total</b>	4	<b>175,892</b>	<b>342,432</b>	<b>518,324</b>	<b>487,789</b>
		-----	-----	-----	-----
<b>Net income/ (expenditure)</b>		<b>41,425</b>	<b>46,676</b>	<b>88,101</b>	<b>(87,692)</b>
Total funds brought forward		153,819	28,946	182,765	270,457
		-----	-----	-----	-----
<b>Total funds carried forward</b>		<b>195,244</b>	<b>75,622</b>	<b>270,866</b>	<b>182,765</b>
		=====	=====	=====	=====

The notes on pages 14 to 17 form part of these financial statements

**e:merge (UK) Company Limited**

**Balance Sheet**  
**As at 31<sup>st</sup> March 2025**

	Notes	2025 £	£	2024 £	£
<b>Fixed Assets</b>					
Tangible Assets	5		830		2,123
<b>Current Assets</b>					
Cash at Bank		239,936		153,050	
Debtors	6	33,338		32,679	
		-----		-----	
Total Current Assets		273,274		185,729	
<b>Liabilities</b>					
Creditors amounts falling due within one year	7	(3,238)		(5,087)	
		-----		-----	
Total Current Assets			270,036		180,642
			-----		-----
Total Assets less Current Liabilities			270,866		182,765
<b>The Funds of the Charity</b>					
Unrestricted	8		195,244		153,819
Restricted			75,622		28,946
			-----		-----
Total Charity Funds			270,866		182,765
			-----		-----

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31<sup>st</sup> March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31<sup>st</sup> March 2025 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss 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 company.

**e:merge (UK) Company Limited**

**Balance Sheet**

**As at 31<sup>st</sup> March 2025 (continued)**

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the SORP (FRS 102), issued in October 2019

The financial statements were approved by the Board of Directors and were signed on its behalf by:



.....

**Howard Astin**  
**Director**

**20 NOVEMBER**

Date: 2025

**e:merge (UK) Company Limited****Statement of Cash flows****For the year ended 31<sup>st</sup> March 2025**

	2025 £	2024 £
<b>Cash flows from operating activities:</b>		
<i>Net cash (used in)/ provided by operating activities as below</i>	<b>87,046</b>	<b>(99,764)</b>
	-----	-----
<b>Cash flows from investing activities:</b>		
Purchase of property, plant and equipment	(160)	-
Proceeds from the sale of property, plant & equipment	-	-
	-----	-----
<i>Net cash (used in)/ provided by investing activities</i>	<b>(160)</b>	<b>-</b>
	-----	-----
<b>Cash flows from financing activities:</b>		
Repayments of borrowing	-	-
Cash inflows from new borrowing	-	-
	-----	-----
<i>Net cash (used in)/ provided by financing activities</i>	<b>-</b>	<b>-</b>
	-----	-----
<i>Change in cash and cash equivalents in the reporting period</i>	<b>86,886</b>	<b>(99,764)</b>
<b>Cash and cash equivalents at the beginning of the reporting period</b>	<b>153,050</b>	<b>252,814</b>
	-----	-----
<b>Cash and cash equivalents at the end of the reporting period</b>	<b>239,936</b>	<b>153,050</b>
	-----	-----
<b>Reconciliation of net income /(expenditure) to net cash flow From operating activities:</b>		
<b>Net income/(expenditure) for the reporting period (as per the statement of financial activities)</b>	<b>88,101</b>	<b>(87,692)</b>
<b>Adjustments for:</b>		
Depreciation charges	538	2,725
Loss on sale of fixed assets	914	-
(Increase)/ Decrease in debtors	(658)	(17,728)
Increase/(Decrease) in creditors	(1,849)	2,931
	-----	-----
<b>Net cash (used in)/ provided by operating activities</b>	<b>87,046</b>	<b>(99,764)</b>
	-----	-----

## **e:merge (UK) Company Limited**

### **Notes to the Accounts**

**For the year ended 31<sup>st</sup> March 2025**

#### **1. Statement of Accounting Policies**

##### **a) Basis of Accounting**

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019. The accounts are prepared under the historical cost convention with the exception of the valuation of certain tangible fixed assets.

##### **b) Income and endowments**

Income and endowments are reported gross.

##### **c) Donations and legacies**

Donations and legacies are credited in full to the financial statements on a cash basis.

##### **d) Direct Charitable Expenditure and Other Costs**

Direct charitable expenditure comprises all expenditure directly relating to the objects of the charity. When necessary, support costs are allocated between direct charitable expenditure and other costs on a basis designed to reflect the use of the resources. Expenditure is included in the accounts when the liability is incurred and includes non-recoverable VAT.

##### **e) Fixed Assets**

Fixed assets are included at cost less accumulated depreciation.

Depreciation is provided on the following basis to write down the cost of the assets over their expected useful lives:

Freehold Property	2%	straight-line basis
Computer Equipment	33%	straight-line basis
Furniture and Equipment	25%	reducing balance basis
Motor Vehicles	25%	reducing balance basis

##### **f) Restricted Funds**

Where funds have been received for specific purposes they are treated as restricted funds.

##### **g) Pensions**

The charity contributes to a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in independently administered trusts. Contributions are charged as incurred.

**e:merge (UK) Company Limited**

**Notes to the Accounts**

**For the year ended 31<sup>st</sup> March 2025**

	2025 £	2024 £
<b>2. Staff Costs</b>		
Salaries	356,142	351,646
National Insurance	24,771	19,959
Pension Contributions	17,666	17,269
	-----	-----
	<b>398,579</b>	<b>388,874</b>
	-----	-----

The average number of staff during the year, calculated on the basis of full-time equivalents was 12 (2024: 12).

	£	£
<b>3. Net Income for the year this is stated after charging:</b>		
Depreciation	538	2,725
Directors/Trustee's salaries	27,082	35,742
Accounting fees	1,675	1,675
	-----	-----
	<b>29,295</b>	<b>40,142</b>
	-----	-----

At the start of the year, we had one long-standing member of staff who is also a trustee; in the previous year, we had two. They were both paid for their staff role(s), but not paid for Trustee duties. During the 2023/24 year one of these had stepped down from being a trustee. We now have just one trustee who is also a paid staff member.

	£	£
<b>4. Expenditure on</b>		
Staff costs	398,579	388,874
Activity costs	22,542	25,607
Property expenses	421	389
Office and administration expenses	30,282	30,643
Professional expenses	7,763	5,958
Project Partner	48,215	19,788
Depreciation	538	2,725
Minibus expenses	5,038	3,153
Travel expenses	2,976	5,597
Finance costs	534	427
Staff training course expenses	1,436	4,628
	-----	-----
	<b>518,324</b>	<b>487,789</b>
	-----	-----



**e:merge (UK) Company Limited****Notes to the Accounts****For the year ended 31<sup>st</sup> March 2025****5. Tangible Fixed Assets**

	Motor vehicles £	Furniture & equipment £	Computer equipment £	Total £
<b>Cost</b>				
At 1 <sup>st</sup> April 2024	11,940	6,258	15,939	34,137
Additions	-	160	-	160
Disposal	(11,940)	(1,802)	(498)	(14,240)
	-----	-----	-----	-----
<b>At 31<sup>st</sup> March 2025</b>	<b>-</b>	<b>4,616</b>	<b>15,441</b>	<b>20,057</b>
	-----	-----	-----	-----
<b>Depreciation</b>				
At 1 <sup>st</sup> April 2024	10,745	5,330	15,939	32,014
Charge for the Year	299	239	-	538
Elim on Disposals	(11,044)	(1,783)	(498)	(13,325)
	-----	-----	-----	-----
<b>At 31<sup>st</sup> March 2025</b>	<b>-</b>	<b>3,786</b>	<b>15,441</b>	<b>19,227</b>
	-----	-----	-----	-----
<b>Net Book Value</b>				
At 31 <sup>st</sup> March 2025	-	830	-	830
	-----	-----	-----	-----
At 31 <sup>st</sup> March 2024	1,195	928	-	2,123
	-----	-----	-----	-----

	2025	2024
<b>6. Debtors: Amounts falling due within one year</b>	<b>£</b>	<b>£</b>
Trade debtors	26,271	26,277
Gift Aid Claim	1,993	1,950
Prepayments	5,074	4,452
	-----	-----
	<b>33,338</b>	<b>32,679</b>
	-----	-----
<b>7. Creditor: Amounts falling due within one year</b>	<b>£</b>	<b>£</b>
Trade creditors	1,563	3,412
Accruals	1,675	1,675
	-----	-----
	<b>3,238</b>	<b>5,087</b>
	-----	-----

**e:merge (UK) Company Limited**

**Notes to the Accounts**

**For the year ended 31<sup>st</sup> March 2025**

<b>8. Funds</b>	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total £</b>
Tangible Assets	830	-	830
Current Assets	197,652	75,622	273,274
Current Liabilities	(3,238)	-	(3,238)
	-----	-----	-----
	<b>195,244</b>	<b>75,622</b>	<b>270,866</b>
	-----	-----	-----