

Charity registration number 1154034 (England and Wales)

CLEAN SHEET

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025



CLEAN SHEET

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	A Coyle	
	S Lawes	
	R Gwynn	
	A Newell	(Appointed 7 February 2025)
	S May	(Appointed 7 February 2025)
Senior management	S Graham	Chief Executive Officer
Charity number (England and Wales)	1154034	
Principal address	c/o Caladine Chartered Certified Accountants Chantry House 22 Upperton Road Eastbourne East Sussex BN21 1BF	
Independent examiner	John Caladine FCCA CTA FCIE Caladine Limited Chantry House 22 Upperton Road Eastbourne East Sussex BN21 1BF	
Bankers	TSB 400/402 Derby Street Bolton BL3 6LS	

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CHAIR'S REVIEW

FOR THE YEAR ENDED 31 MARCH 2025

It has been another milestone year in the life of Clean Sheet. We continued to be at the forefront of supporting people with *all* types of convictions to find employment, including those with the most complex convictions. Not every organisation does this – some people who come to us have been turned down for support elsewhere because of a complex conviction. But this inevitably begs the question, how do they get the help they need to find work, especially as employment reduces the risk of reoffending? I am proud that Clean Sheet plays a crucial part in filling this gap.

A considerable outcome was to see 158 men and women with convictions find work or training in 2024-2025. Almost 40% of those securing employment had complex convictions – no mean feat! Our internal data shows that those with complex convictions take longer to find work and as a result, we have seen fewer outcomes overall compared to the previous year. But this in some ways is less of a factor – if we are helping people with convictions, including those with the toughest offences, to find work or training, move forward positively and not reoffend, that is a win. Also notable is the fact that our average job sustainment rate over 12 months (for those engaged with us) was still high at 67%.

Our Members (people with convictions) include those who have never worked before, have mental health issues, have learning needs and/or have faced other challenges, such as family breakdown, homelessness or addiction. The journey is not easy and there are often ups and downs but it's certainly worth it. As one Member, 'Graham' said:

"It would have been so easy to write me off as just another lost cause like so many have done in the past, but instead [Clean Sheet] saw my potential and provided that vital support. Their empathetic and focused approach doesn't just help individuals, it makes our communities stronger by providing a service that provides positive outcomes. I am forever grateful that when I needed someone in my corner, Clean Sheet... was there."

The team worked hard this year to build our funding base and their efforts were rewarded with securing two 3-year funding grants. These have provided much-needed stability at a time when both the charity and Criminal Justice sectors are facing considerable upheaval and change.

As we look to the year ahead, we know that further challenges are on the horizon. Public perception is still a massive barrier to people with convictions finding work. It's yet to be seen what impact the National Insurance increase will have on charities and the wider business landscape in terms of jobs and the economy. But we are also hopeful – our Christian faith is foundational to that. It's what gives us motivation and encouragement. We will continue to provide support to people of all faiths and none, hopefully inspiring them in their journeys to move forward and find hope for the future.



Amanda Coyle
Chair

Date: *30 May 2025*

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Constitution, the Charities Act 2011 and "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

The charity is established as a Charitable Incorporated Organisation (CIO) and its activities are regulated by its Constitution.

The objects of the charity are:

1. to promote social inclusion to prevent, in particular (but not exclusively) prisoners and ex-offenders from being socially excluded, relieving the needs of people, who are socially excluded and assisting them to integrate into society.
2. to relieve the needs of prisoners and ex-offenders, who as a result of imprisonment are suffering the effects of unemployment, financial hardship, ill health and disability.

Vision and Mission

Clean Sheet's vision is that people with convictions:

- have significant opportunities to secure employment; and
- reintegrate and impact positively on their communities.

Clean Sheet's mission is to improve individual lives and contribute to safer communities by providing employment opportunities for people with convictions to enable them to reach their full potential.

Public benefit

The Trustees confirm that they have given due regard to public benefit guidance published by the Charity Commission. Helping people with convictions secure employment has a positive effect on communities, helping to reduce reoffending and create a safer society.

The Trustees remain committed to the mission of Clean Sheet and seek to ensure that new developments and current work continue to deliver outcomes that contribute to the mission of the organisation, therefore ensuring that public benefit remains strong.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Achievements and Performance

Significant activities and achievements against objectives

Clean Sheet successfully provided tailored remote employment support nationally to people with convictions, over the age of 18. Through this support, Clean Sheet helped 158 Members (people with convictions) to secure work or training during the financial year – 111 into work and 47 into work-related training. Members found employment in a variety of industries, from entry level to management roles. Industries included: construction and trades; distribution, transport and warehouse; hospitality and catering; facilities management, and retail.

Clean Sheet has an Employers Directory of over 100 organisations that have committed to receiving applications from people with convictions to be considered on merit and skill, rather than their conviction. During the year, Clean Sheet onboarded six new employers to be added to the Directory and five new training providers. This opened up opportunities for Members in a number of areas including logistics, social care and telecoms.

Clean Sheet's job sustainment rate remained at a significant level. On average, 66% Members continued to engage with Clean Sheet in the 12 months after they had found work (to March 2025). Of those who engaged, an average of 67% were still in work at the end of 12 months. This is a considerable result as it shows Members successful sustaining employment which is a strong indicator of living crime-free and not reoffending.

Member feedback highlighted the impact of the support. These included:

"...I wanted to say thank you for all the help and guidance you have provided over the last year. It has been a huge pillar of stability and support in my life. I genuinely wouldn't be in the place I am now without you. And I will never be able to thank you enough for that."

"... it was so good to have someone believing in me, encouraging me to go for roles."

"I would say the best thing about the service has been you. You've kept me on track, gently nudging when needed, available to help. I've always felt able to ask any questions, no matter how seemingly insignificant."

"One of my interviews was with an employer I came across through the Clean Sheet Directory. Being able to go into an interview and not be pre-judged, was amazing. Not all companies are like that."

"One of the most valuable aspects of being a Clean Sheet member is that the organisation provided excellent support and resources for individuals seeking to better themselves and their circumstances. Clean Sheet regularly shared both training information and job opportunities which not only helped to find work but also aimed to reduce reoffending rates. What impressed me most was their focus on skill-building to enable individuals to reach their full potential. I benefited from CV building, training opportunities and interviewing techniques. These invaluable resources not only enhance my professional development but will also equip me with the necessary skills to enhance in my future career. The social value that Clean Sheet demonstrated was evident. The network of organisations associated with Clean Sheet certainly played a crucial role in empowering individuals like myself to reach their full potential and contribute positively to society."

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

In addition to the core remote employment support, Clean Sheet also delivered training workshops on disclosure (i.e. how to talk to an employer about a conviction) in three prisons. A total of 99 individuals undertook this training to help build their skills and confidence in disclosing. Feedback comments included:

"It outlined the things I need to work on and the steps I need to take and reminded me of long-forgotten interview techniques."

"I found learning about unspent and spent convictions and when to disclose most useful."

"I found it useful to learn how to disclose on an application form in a way that leaves the door open."

"I now know what and when I need to tell the employer and more importantly how to do it well."

"The workshop helped me to build my confidence and skills in disclosing."

Lastly, Clean Sheet continued to partner with PricewaterhouseCoopers (PwC), a global accountancy firm, to provide mock interview skills sessions for Members. These proved invaluable to Members to help them in their interview confidence and ability. Feedback comments included:

"I really enjoyed taking part in the skills workshop; I found it invaluable getting to learn different types of interviews from different interviewers and practising my skills in a safe environment. I would highly recommend a skills workshop like this to anyone and I'm really grateful to PWC for their time and knowledge and also Clean Sheet for hosting a great session. Thank you!"

"I am genuinely so happy that I was able to take part in this interview workshop; I admit I was very nervous, to the extent I was going to pull out, but I'm so glad I didn't. I'm truly grateful to the interviewers for their support, kindness and positivity. I felt truly lifted up at the end, and more positive about myself. Thank you so much."

"The feedback from the interviewers gave me the confidence to believe that I can perform well in an interview situation. They provided positive and constructive feedback that I will definitely be applying to future interviews."

Staff and volunteers

Clean Sheet had a staff team of 14 people during the course of the year (FTE 8.4). The staff team comprised of six Employment Team Advisers, a Members Team Lead, an Employer Engagement Officer, a Fundraising and Communications Officer, a Programme Facilitator (prison contract), an Operations Manager, a Partnership Manager, a Fundraising Manager and a CEO. In addition, Clean Sheet had two volunteers – one volunteer chaplain and one CV volunteer.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Partnerships

Clean Sheet worked in partnership with a number of organisations and was grateful to its prison and community partners throughout the year. During 2024-2025, these partnerships included:

- Community Partners: Dorset Police and Crime Commissioner; Kent, Surrey and Sussex Probation; Suffolk Police and Crime Commissioner/Suffolk Community Foundation; Surrey Police and Crime Commissioner; and Sussex Community Foundation
- Prisons: HMP Fosse Way, HMP Hewell and HMP Thameside

Sincere thanks go to Clean Sheet's supporters and its grant funders including: The AS Charitable Trust, The Langley Trust, The National Lottery, The Noel Buxton Trust and The Trusted Executive Charitable Foundation.

Financial Review

Clean Sheet finished the previous financial year (ending March 2024) with a deficit of £3,222. However, Clean Sheet was able to offset this deficit and had a closing financial position at the end of March 2024 of £11,297.

Reserves policy

Clean Sheet's policy is that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure. This has been calculated at £83,000. The Trustees consider that reserves at this level would ensure that, in the event of a significant drop in funding, they would be able to continue the charity's current activities while consideration was given to ways in which additional funds could be raised. Despite this, it was not possible to have reserves equalling this amount during the financial year. Clean Sheet has a plan in place to secure multi-year funding in order to put the charity on a more stable footing financially and will also seek to build up reserves over the next three years.

Structure, Governance and Management

Clean Sheet was founded in 2010. It is a Charitable Incorporated Organisation (CIO), registered with the Charity Commission on 1st October 2013.

The CIO was established under a Constitution, which established the objects and powers of the charity and is governed under this Constitution. In the event of the CIO being wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

Clean Sheet does not pay its Board members apart from reimbursing expenses and providing indemnity insurance.

During the financial year, the Trustees delegated to the Chief Executive Officer (CEO) full control over the operation of Clean Sheet within policy. The CEO attended meetings of the Board. It was the duty of the CEO to further the mission of Clean Sheet and to ensure that management was efficient, effective and ran in accordance with good business practice.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees who served during the year and up to the date of signature of the financial statements were:

M Maiden	(Resigned 7 February 2025)
A Coyle	
S Lawes	
R Gwynn	
A Newell	(Appointed 7 February 2025)
S May	(Appointed 7 February 2025)

Recruitment and appointment of trustees

New trustees will be recruited with due regard for their skills, knowledge and experience to enable the effective administration of the charity. A copy of the constitution and any amends to it, plus a copy of the latest Annual Report and Accounts will be made available to trustees on or before their first appointment. Any new trustee will be appointed for a term of three years by a resolution passed at a proper convened meeting of the charity trustees.

There were two new trustees appointed during the financial year. Clean Sheet is looking to expand its trustees and will seek a trustee(s) with lived experience, where possible.

Organisational structure

Clean Sheet is structured as follows:

- Frontline – six Employment Team Advisers, a Members Team Lead and a Programme Facilitator (prison contract)
- Officers – an Employer Engagement Officer and a Fundraising and Communications Officer
- Managers – Operations Manager, Partnership Manager and Fundraising Manager
- CEO

The Trustees' report was approved by the Board of Trustees.



A Coyle
Chair

Date: 23 May 2025

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that year.

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CLEAN SHEET

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CLEAN SHEET

I report to the Trustees on my examination of the financial statements of Clean Sheet (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of 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, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

Your attention is drawn to the fact that the charity has prepared the financial statements in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn. I understand that this has been done in order for the financial statements to provide a true and fair view in accordance with UK Generally Accepted Accounting Practice.

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 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 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.

CLEAN SHEET

INDEPENDENT EXAMINER'S REPORT (CONTINUED)

TO THE TRUSTEES OF CLEAN SHEET

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.



John Caladine FCCA CTA FCIE

Caladine Limited
Chantry House
22 Upperton Road
Eastbourne
East Sussex
BN21 1BF

Dated: 4 June 2025

CLEAN SHEET

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income and endowments from:							
Donations and legacies	3	169,648	73,818	243,466	204,110	2,200	206,310
Charitable activities	4	78,409	-	78,409	76,158	-	76,158
Other income	5	409	-	409	186	-	186
Total income		<u>248,466</u>	<u>73,818</u>	<u>322,284</u>	<u>280,454</u>	<u>2,200</u>	<u>282,654</u>
Expenditure on:							
Raising funds	6	37,187	5,805	42,992	26,422	-	26,422
Charitable activities	7	202,129	62,644	264,773	223,106	2,200	225,306
Total expenditure		<u>239,316</u>	<u>68,449</u>	<u>307,765</u>	<u>249,528</u>	<u>2,200</u>	<u>251,728</u>
Net income and movement in funds		9,150	5,369	14,519	30,926	-	30,926
Reconciliation of funds:							
Fund balances at 1 April 2024		<u>(3,222)</u>	<u>-</u>	<u>(3,222)</u>	<u>(34,148)</u>	<u>-</u>	<u>(34,148)</u>
Fund balances at 31 March 2025		<u>5,928</u>	<u>5,369</u>	<u>11,297</u>	<u>(3,222)</u>	<u>-</u>	<u>(3,222)</u>

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

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STATEMENT OF FINANCIAL POSITION

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Trade and other receivables	14	8,740		5,633	
Cash at bank and in hand		166,160		17,796	
		174,900		23,429	
Current liabilities	15	(163,603)		(26,651)	
Net current assets/(liabilities)			11,297		(3,222)
The funds of the charity					
Restricted income funds	18		5,369		-
Unrestricted funds	19		5,928		(3,222)
			11,297		(3,222)

The financial statements were approved by the Trustees on 23 May 2025


A Coyle
Chair

CLEAN SHEET

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Clean Sheet is a Charitable Incorporated Organisation governed by its Constitution dated 1 October 2013.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Constitution, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention.

The principal accounting policies adopted are set out below.

1.2 Going concern

From 1 April 2023 the charity was no longer a subsidiary of Langley House Trust. The Langley House Trust has agreed to provide three grants of £100k each to Clean Sheet between 1 April 2023 up to 31 March 2026 to support Clean Sheet in its onward sustainability. The second tranche of funding was recognised in this financial year. The charity continues to seek further funding from partners and grant making trusts to ensure operations can continue beyond March 2026 once the support from The Langley House Trust ends. The charity's financial statements have been prepared on a going concern basis which assumed an ability to continue operating for the foreseeable future.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations 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.

1.5 Expenditure

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

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' 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 trade and other receivables 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.

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

Basic financial liabilities

Basic financial liabilities, including trade and other payables and bank loans 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.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables 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 payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

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

1.8 Employee benefits

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

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

1.9 Retirement benefits

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

2 Critical accounting estimates and judgements

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

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	7,648	-	7,648	5,310	-	5,310
Grants	162,000	73,818	235,818	198,800	2,200	201,000
	<u>169,648</u>	<u>73,818</u>	<u>243,466</u>	<u>204,110</u>	<u>2,200</u>	<u>206,310</u>

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Activity		
Prisons, partners and employers	<u>78,409</u>	<u>76,158</u>

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Insurance claims receivable	<u>409</u>	<u>186</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6 Expenditure on raising funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fundraising and publicity						
Seeking donations, grants and legacies	-	-	-	540	-	540
Staff travel and subsistence	-	385	385	-	-	-
Fundraising agents	-	5,420	5,420	-	-	-
Other fundraising costs	-	-	-	311	-	311
Staff costs	37,187	-	37,187	25,571	-	25,571
	<u>37,187</u>	<u>5,805</u>	<u>42,992</u>	<u>26,422</u>	<u>-</u>	<u>26,422</u>

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

7 Expenditure on charitable activities

	Prisons, partners and employers	Prisons, partners and employers
	2025 £	2024 £
Direct costs		
Staff costs	176,943	148,566
Staff travel	9,779	6,860
	<u>186,722</u>	<u>155,426</u>
Share of support and governance costs (see note 8)		
Support	74,309	65,498
Governance	3,742	4,382
	<u>264,773</u>	<u>225,306</u>
Analysis by fund		
Unrestricted funds	202,129	223,106
Restricted funds	62,644	2,200
	<u>264,773</u>	<u>225,306</u>

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

8 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	44,581	39,740
Telephone	4,284	2,701
Insurance	1,895	1,773
Postage and stationery	1,496	1,145
Subscriptions	1,650	939
IT costs and support	13,276	12,027
Payroll bureau	1,252	2,156
Meetings and training	4,158	3,602
Recruitment costs	942	911
Other costs	775	504
Governance costs	3,742	4,382
	<u>78,051</u>	<u>69,880</u>
<u>Analysed between:</u>		
Prisons, partners and employers	<u>78,051</u>	<u>69,880</u>

	2025	2024
	£	£
Governance costs comprise:		
Independent examination fees	756	720
Accountancy	2,484	3,360
Legal and professional	435	279
Trustees travel and meeting costs	67	23
	<u>3,742</u>	<u>4,382</u>

9 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable to the charity's independent examiner:		
- for the independent examination of the charity's financial statements	756	720
- for other financial services	<u>2,484</u>	<u>3,360</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year. Trustees had travel and meeting costs of £67 (2024: £23) met by the charity.

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	14	12
Employment costs	2025	2024
	£	£
Wages and salaries	233,992	197,773
Social security costs	12,415	7,554
Other pension costs	12,304	8,550
	258,711	213,877

The equivalent number of full-time staff during the year was 8.4 (2024: 8.3).

There were no employees whose annual remuneration was more than £60,000.

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	58,920	57,762

12 Taxation

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

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

13 Fixed assets

On the 1 April 2023 when the charity separated from the Langley House Trust Group, various computer and other equipment was transferred which previously had been fully expensed.

14 Trade and other receivables

	2025	2024
	£	£
Amounts falling due within one year:		
Trade receivables	6,020	2,966
Other receivables	2,720	2,667
	<u>8,740</u>	<u>5,633</u>

15 Current liabilities

	Notes	2025	2024
		£	£
Other taxation and social security		3,203	2,848
Deferred income	16	156,250	21,763
Other payables		1,990	-
Accruals		2,160	2,040
		<u>163,603</u>	<u>26,651</u>

16 Deferred income

	2025	2024
	£	£
Other deferred income	<u>156,250</u>	<u>21,763</u>

Deferred income relates to the provision of services to be performed in the future financial year.

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	<u>156,250</u>	<u>21,763</u>
Movements in the year:		

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

16 Deferred income (Continued)

Deferred income at 1 April 2024	21,763	115,000
Released from previous periods	(21,763)	(115,000)
Resources deferred in the year	156,250	21,763
	<u>156,250</u>	<u>21,763</u>
Deferred income at 31 March 2025	<u>156,250</u>	<u>21,763</u>

17 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>12,304</u>	<u>8,550</u>

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

18 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
The National Lottery Community Fund	-	60,000	(56,693)	3,307
Suffolk Community Fund	-	4,818	(4,818)	-
New Ground Project	-	3,000	(1,133)	1,867
Fundraising	-	6,000	(5,805)	195
	<u>-</u>	<u>73,818</u>	<u>(68,449)</u>	<u>5,369</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Away Day July 2023	-	2,200	(2,200)	-
	<u>-</u>	<u>2,200</u>	<u>(2,200)</u>	<u>-</u>

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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Restricted funds (Continued)

Away Day July 2023

£2,200 was received from the A.S. Charitable Trust for the away day on 19-20 July 2023.

The National Lottery Community Fund

During the year, the charity was awarded a grant of £260k to be paid out in quarterly instalments over the next three years. This grant is to be utilised for the Reaching Communities/Partnerships programme.

Suffolk Community Fund

This fund represents monies given to fund the provision of remote employment support for people with convictions living or resettling in Suffolk.

New Ground Project

Monies received to assist with the creation of online resources and Member feedback input to accelerate the job search capabilities of people with convictions.

Fundraising

Monies received to develop a new fundraising strategy.

19 Unrestricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	(3,222)	248,466	(239,316)	5,928
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	(34,148)	280,454	(249,528)	(3,222)

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

20 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Current assets/(liabilities)	5,928	5,369	11,297
	<u>5,928</u>	<u>5,369</u>	<u>11,297</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Current assets/(liabilities)	(3,222)	-	(3,222)
	<u>(3,222)</u>	<u>-</u>	<u>(3,222)</u>

21 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).