

TEMPUS NOVO

TRUSTEES REPORT AND UNAUDITED ACCOUNTS

FOR THE YEAR ENDING 28 FEBRUARY 2025

Trustees: Mr G Grant
Sir C Forbes-Adam
Mr H Pearson
Mr P Cotton (Resigned 28 February 2025)
Mr T King
Mrs Pauline Garnett (Appointed 12 August 2025)

Charity Number: 1157079

Principal Address: PO Box 1660
Doncaster South Yorkshire DN1 9YH.

Independent Examiner: S & W Partners (Leeds) Limited
Chartered Accountants
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Bankers: Virgin Money Bank
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TEMPUS NOVO
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The Trustees present their report and accounts for the year ended 28 February 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's Constitution, the Charities Act 2011, and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, Governance and Management

The Charity was established by a charitable trust deed 16th May 2014.

The Charity is managed by a board of Trustees who have regular oversight of the activities of the Charity. The Trustees receive monthly reports from the Treasurer as to the financial affairs of the Charity.

The day-to-day business of the charity is carried out by the Executive Team, who report to the Trustees on their activities at the Charity's regular Board Meetings. Whilst the Executive Team sets the direction of the Charity and have key responsibility for the running of its activities, no major decision can be taken – as regards financial matters – without the approval of the Trustees.

The Charity's President is not a Trustee and does not sit on the Trustee Board but represents the Charity in an honorary capacity.

None of the Trustees received any remuneration save for reimbursement for legitimate expenses.

The Trustees who served during the year were:

Mr George Grant	Chairman
Mr Charlie Forbes-Adam	Treasurer
Mr Henry Pearson	Trustee
Mr Paul Cotton	Trustee (Resigned 28 February 2025)
Mr Thomas King	Trustee

The Executive Team who served during the year were:

Mr Steve Freer	CEO
Mr Valdemar Wawrosz	Managing Director
Mr Richard Cowlshaw	Executive Director (Resigned 28 February 2025)

Introduction from the Chairman and the Founders

This year has been a milestone for Tempus Novo, marked by growth, recognition, and measurable impact. Our mission remains clear: to support people with convictions into sustainable employment, enabling them to rebuild their lives while contributing positively to society.

In 2024/25 we achieved our strongest results to date, with 252 individuals securing sustainable employment. Crucially, only two < 2% returned to custody (data verified by Ministry of Justice) and an average of one in five secured promotions, highlighting the resilience, capability, and progression of those we support.

Challenges

These outstanding results have been achieved against a backdrop of significant challenges within the criminal justice system. Prisons remain at capacity, and in response the government has introduced disruptive measures such as early release schemes and extended electronic tagging periods. At the same time, probation services continue to struggle understaffed and therefore under immense pressure.

Despite this environment, Tempus Novo has demonstrated that with the right attitude, support and strong partnerships, people leaving prison can transition successfully into work. Our results highlight what is possible when ethical employers, high performing charities, and fully engaged statutory partners collaborate with a clear focus on outcomes.

Partnerships

We have continued to build relationships with ethical employers and were delighted to welcome Ibstock, Amazon, Country Style Foods, and Pennine Healthcare into our partner network. Their engagement demonstrates that leading businesses recognise the dual value of inclusive recruitment — both social and commercial.

Recognition and Support

Tempus Novo was privileged to be chosen as Charity of Choice at the Yorkshire HR in Excellence Awards and to be selected, following a Dragons' Den-style process, as one of seven charities to benefit from the Yorkshire Charity Clay Days fundraiser, which collectively raised over £500,000. In addition, our collaboration with Sheffield Hallam University was recognised through shortlisting for the Small Business Excellence Charter Awards.

Innovation and Pilots

Of particular significance, we were approached by Dan Price, Police and Crime Commissioner for Cheshire, to deliver a pioneering pilot in partnership with probation and the Department for Work and Pensions. This initiative represents a major step in demonstrating the scalability of our model and its potential national impact.

Through this work we have developed a blueprint for growth that can be replicated across the other 36 Police and Crime Commissioner and Mayoral areas in the UK. The potential of this model is considerable: if adopted nationally, it could see more than 3,500 ex-offenders moving into employment each year, delivering an estimated saving to the Treasury of over £100 million annually. These savings are achieved through reduced reoffending, fewer people claiming benefits, and more individuals in work paying taxes. The wider benefits — safer streets, stronger families, and more resilient communities — extend far beyond the financial case.

Pioneering Funding Model

This year also marked the second year of our £200,000 Knowledge Transfer Partnership (KTP) with Innovate UK and Sheffield Hallam University. Through this programme, we employed a postgraduate researcher to explore and implement a more sustainable funding strategy for Tempus Novo. As a result, we have developed what we believe to be a UK first: a model where businesses pay a fee for the recruitment of people with convictions.

This is both pioneering and groundbreaking, proving that inclusive recruitment can be financially sustainable while continuing to deliver social impact. It stands as a testament to the brilliant team at Tempus Novo, whose commitment and innovation have turned this vision into reality.

Sustainability & ESG

Sustainability is part of our DNA, and our business model is deliberately designed for long-term impact. We remain deeply committed to our Environmental, Social and Governance (ESG) policy and to advancing the UN Sustainable Development Goals. This year we introduced E-bikes at HMP Hatfield, helping to reduce emissions and improve local transport options, and invested in a new hybrid seven-seater vehicle, enabling more people to attend job interviews while reducing our carbon footprint.

To embed this work further, we appointed a dedicated ESG lead within our team to support the CEO in achieving our sustainability aims. We live and breathe our core values of being personal, bespoke, and sustainable, and this is reflected in our culture where kindness is at the heart of everything we do. Tempus Novo is a people-centric organisation: everyone is equal, everyone is a leader, and together we are an effective team.

International Collaboration

Tempus Novo is also extending its reach beyond the UK. We are currently engaged in joint research with Sheffield Hallam University and George Mason University in Virginia, USA, with the aim of launching a pilot in the United States. This partnership underscores both the international relevance of our model and the global potential of employment-led approaches to reducing reoffending.

Sector Leadership

We were honoured to act as after-dinner speakers at high-profile events, most notably the UK Warehouse Association's annual conference, presenting directly to senior decision-makers from some of the UK's largest logistics companies. Also featuring on national TV, local radio and podcasts has achieved a higher profile for the mission. These engagements are helping to influence business practice at scale and underline the role Tempus Novo plays as a thought leader in inclusive employment.

Looking Forward

The achievements of the past year underline that the TN model works: employment transforms lives, strengthens communities, and reduces reoffending. With a stronger governance structure, an expanding network of committed partners, a pioneering funding model, a bold ESG strategy, and a scalable blueprint for both national and international impact, Tempus Novo is well positioned for the next stage of growth and influence.

I extend my sincere thanks to our trustees, partners, funders, and a small team of dedicated staff who day after day must navigate a broken criminal justice system to achieve what are quite simply "life changing" results. Your continued support ensures that Tempus Novo can deliver lasting impact — creating opportunities, reducing crime, and contributing to a safer, more inclusive society.

George Grant

Chairman of the Board of Trustees

Steve Freer

Co-Founder and CEO

Val Wawrosz

Co-Founder and MD

The Founders

Tempus Novo was founded by Steve Freer and Val Wawrosz. Between them, Steve and Val have over 60 years' experience working with offenders in prisons the length and breadth of the country, most recently at HMP Leeds. They have a comprehensive understanding of Offender Management having overseen both Integrated Offender Management units (IOM and Resettlement teams in Custodial settings).

Steve and Val are now recognised as influential leaders on prison reform and as such are now members of a select alliance working with the CSJ Centre For Social Justice on future Policy, they are also Leadership Fellows of St Georges House Windsor Castle where leaders from all sectors come together from across the Globe to effect change for the better in our Society. This is achieved by nurturing wisdom through dialogue.

Together with the Charity's President, former Cabinet Minister, and ex-offender Jonathan Aitken, along with its Trustees, Tempus Novo also enjoys a strong relationship with both ministers and officials at the Ministry of Justice and elsewhere inside Government.

President and Trustees

Jonathan Aitken – President

Jonathan Aitken is the President of Tempus Novo. Mr Aitken is a well-known author, broadcaster, ex-Cabinet Minister, ex-MP, and ex-prisoner. Through his writing, speeches and broadcasting he has been a leading voice for the cause of rehabilitating offenders.

His ground-breaking report 'Locked-up potential: A strategy for reforming prisons and rehabilitating prisoners' was published to widespread acclaim by the Centre for Social Justice (CSJ) in 2010. It has since had a major impact on government policy and continues to influence the Tempus Novo journey.

John Samuels – Vice President

His Honour John Samuels QC has been the Chairman of the Criminal Justice Alliance since 2012. He was a Trustee of the Prisoners' Education Trust for 13 years, its chairman for 6, and is now its first President. He was previously a Circuit Judge (he sat in the Crown Court for a total of 27 years); and 2025 had been Chairman of the Criminal Committee of the Council of Circuit Judges, where he pioneered liaison between the Council, Ministers, and their officials. A long-term proponent of judicial monitoring, he has written and lectured on the topic both in this jurisdiction and overseas for over 10 years. In January 2016 he was appointed by the Lord Chancellor and Lord Chief Justice to advise a current Working Group on problem-solving courts. He was a founder member of the National Sentencing Probation Forum until March 2012, when he also retired from the London Probation Forum, of which he had been a member for 10 years. He is a Trustee of the Howard League for Penal Reform.

BOARD OF TRUSTEES

He is the Board member for England & Wales of the International Association of Drug Treatment Courts; and is Vice President of both UNLOCK, the National Association of Reformed Offenders and of the Association of Members of Independent Monitoring Boards. He is a Patron of prisoners' Advice Service. Between 2005 and September 2015 he was a judicial member of the Parole Board and visited prisons up to 3 times per week in that capacity. In 2012 he was appointed a Visiting Professor at Nottingham Law School, focusing on sentencing and criminal justice issues. He remains actively involved in the educational agenda of Lincoln's Inn, of which he has been a Bencher since 1990.

George Grant (Chairman)

George Grant joined Tempus Novo as a Trustee in December 2015 and serves as Chair of the Tempus Novo Trustees. Mr Grant is a former foreign correspondent, policy analyst and Parliamentary candidate who now manages the estate at Stockeld Park, his family home. In addition to his legal responsibilities as Chairman, Mr Grant actively represents Tempus Novo in the public policy arena, including in the media, politics, and civil society. Mr Grant also serves on the Advisory Board of the mental health charity, Mind Hong Kong.

Charlie Forbes-Adam (Trustee)

Charlie Forbes-Adam joined the Trustee Board in 2019 and brings with him a wealth of experience on offender rehabilitation and the broader justice sector.

Henry Pearson (Treasurer)

Henry is a Chartered Accountant who spent the first part of his career in professional services before moving into practice. After being introduced to Tempus Novo, Henry was struck by the large impact that Tempus Novo has on the lives of ex-offenders and their families.

Thomas King (Trustee)

Tom is a retired Solicitor with 34 years of experience in private practice, where he supported various charities. Tom now works part-time focusing on governance for an educational charity. Since November 2022, he has chaired the Harrogate Arts and Mercer Gallery Development Trust, leveraging his firsthand knowledge of the impact well-run charities can have.

Pauline Garnett (Trustee)

Over 30 years in Human Resources, with about 20 of those years at C-Suite level DS Smith Plc as Group HR Manager, key focus on integration of plants in Poland and Ukraine, along with multiple UK sites, delivering leadership training. Trustee experience includes Birmingham and Black Country Community Foundation ended 2000, Archbishop of York Youth Leadership Trust (Archbishop John Sentamu) ended 2021, and Samantha Sykes Foundation Trust - Supporting care leavers into further education and therapy interventions for victims of child sexual exploitation (current since 2022).

EXECUTIVE TEAM

Steve Freer (CEO)

Steve Freer is the CEO and co-founder of Tempus Novo. Mr Freer has worked in the criminal justice system since 1986. Starting at HMP Wormwood Scrubs, he worked with some of the most notorious criminals in the UK. Since then, he has managed a wide range of projects in prisons in the North of England. More recently he worked as Business Development Manager at HMP Leeds, and it was during this time he developed a successful model for rehabilitating ex-offenders based on employment. Keen to do more, Mr Freer decided to set up Tempus Novo.

Valdemar Wawrosz (Managing Director) MD

Valdemar Wawrosz is the Managing Director and co-founder of Tempus Novo. Mr Wawrosz has been working in the criminal justice system since 1988, starting his career working at HMYOI Huntercombe with young offenders and then moved to HMP Leeds in 1990 retiring from the service in 2015. He has worked with every type of prisoner from remands to those serving a life sentence including some of the most difficult prisoners in the country. Mr Wawrosz passion for the rehabilitation of offenders was instrumental in the creation of Tempus Novo

Criteria

Tempus Novo works mainly with male adult offenders who are looking for a way out of crime. We do not work with offenders who have convictions for Arson, Murder, or Terrorist or Sexual Offences

If they demonstrate a good level of desire to change, a good work ethic (including in custody) and even better with a great personality, then we will look to work with them.

Referrals

All ex-offenders at Tempus Novo are known as graduates to assist with their transition back into mainstream society. The referral process is kept simple and can consist of a phone call by the offender or the person nominating, usually a probation officer, prison officer, police officer or another caseworker.

Interview

At interview, the offender must have the following:

1. Curriculum Vitae
2. ID in the form of passport, Driving license or birth certificate
3. Bank account
4. Covenant (personal letter outlining their past and why they now want to change)

This allows for a speedier service should we suddenly have a position become available. The interview setting and the way we interact is key to putting the candidate at ease and forming a trusting relationship necessary for any level of success, should we decide to take them on to the program. It is done in such a way as to make our service personal and bespoke.

A comprehensive risk assessment is carried out using prison and police intelligence to ensure as far as is possible nothing can happen which could damage the reputation of the companies we work with.

Once on our programme we support both employee and employer for a minimum of 12 months from the date of employment. The support consists of visits, phone calls and texts and is designed around the needs of both employee and employer as each case is different.

It is the TN model people are attracted to, not simply working with ex-offenders, and that with 11 years proof of concept, businesses want to be a part of the ecosystem we have created. Whilst it is a good thing we do on a human level, the type of people we place make a difference to their bottom line and competitive edge offering advantages to both employer and employee.

Employers working with Tempus Novo.

We continue to work with a growing number of small to medium size Employers, as word gets out about how employing ex-offenders is good for business. One of our larger Employers, GXO PLC, operate in the Logistics Sector which we have found to be appropriate and for most of our candidates this is suitable entry level work. (70% of those in prison having literacy and Numeracy levels of a 12- to 13-year-old) We still work with a wide range of Employers to facilitate as many of our candidates as possible including warehousing, window cleaning, wood scouring, engineering, catering, construction, call centres, a broad spectrum of work.

We are growing organically due to referral business, and these include global businesses such as A.P.Moller Maersk. Also, the companies we choose to work with offer routes for progression which important for sustainable employment.

Tempus Novo Funders

In the period March 2024 to February 2025 Tempus Novo received income totalling £492,935 of which £370,000 was from charitable donations, some of which are listed below as follows:

The Forrester Trust	£30,000
Henry Smith Trust	£60,000
The Harrison Trust	£60,000
The Bernard Sunley Trust	£40,000
The Charles Plater Trust	£20,000
DCR Allen Trust	£ 30,000
The HBJ Trust	£10,000
The Dulverton Trust	£35,000
Arnold Burton Trust	£ 5,000
Charles Hayward Trust	£20,000
TOTAL	£310,000

How Tempus Novo has used the monies donated.

Total expenses over the period totalled £604,265, of which £418,405 was accounted for as salaries paid to members of the Executive Team and employees. No salaries were paid to any Trustees, over this reporting period. All other monies spent went to cover operating expenses, principally:

Business plan consultancy costs
Fund writing applications.
Design, print work and website.
Internet access.
Telephones, x2 mobiles.
Laptop computers, x4.
Accountants' fees.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TEMPUS NOVO

I report to the trustees on my examination of the accounts of Tempus Novo for the year ended 28 February 2025, which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows, and the notes to the accounts, including significant accounting policies.

Respective responsibilities of trustees and examiner and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 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 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

M Barton

Matthew Barton BA (Hons) FCA CTA

The Institute of Chartered Accountants in England & Wales

S&W Partners (Leeds) Limited

Chartered Accountants

3rd Floor

56 Wellington Street

Leeds

West Yorkshire

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Date *19/12/25*

TEMPUS NOVO
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 28 FEBRUARY 2025

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<u>Incoming resources from generated funds</u>					
Donations and legacies	2	86,117	310,000	396,117	412,677
Investment income	3	1,118	-	1,118	1,392
		<u>87,235</u>	<u>310,000</u>	<u>397,235</u>	<u>414,069</u>
Other incoming resources	4	95,700	-	95,700	115,500
Total incoming resources		<u>182,935</u>	<u>310,000</u>	<u>492,935</u>	<u>529,619</u>
<u>Resources expended</u>					
	5				
Fundraising costs		81,856	-	81,856	78,004
Charitable activities		173,910	294,706	468,616	448,911
Governance & Support Costs		53,793	-	53,793	26,010
		<u>309,559</u>	<u>294,706</u>	<u>604,265</u>	<u>552,925</u>
Total resources expended		<u>309,559</u>	<u>294,706</u>	<u>604,265</u>	<u>552,925</u>
Net income for the year / Net movement in funds		(126,624)	15,294	(111,330)	(23,306)
Fund balances at 1 March 2024		203,701	89,852	293,553	316,859
Fund balances at 28 February 2025		<u>77,077</u> =====	<u>105,146</u> =====	<u>182,223</u> =====	<u>293,553</u> =====

TEMPUS NOVO
BALANCE SHEET
AS AT 28 FEBRUARY 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	8		23,518		16,773
Current assets					
Debtors	9	7,558		91,063	
Cash at bank and in hand		169,313		200,846	
		<u>176,871</u>		<u>291,909</u>	
Creditors: amounts falling due within one year	10	(18,166)		(15,129)	
Net current assets			<u>158,705</u>		<u>276,780</u>
Total assets less current liabilities			<u>182,223</u>		<u>293,553</u>
Creditors: amounts falling due after more than one year			-		-
Net assets			<u>182,223</u>		<u>293,553</u>
			=====		=====
Income funds					
Restricted funds			105,146		89,852
Unrestricted fund			77,077		203,701
			<u>182,223</u>		<u>293,553</u>
			=====		=====

The accounts were approved by the Trustees on 19th December 2025



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Mr H Pearson
Treasurer

TEMPUS NOVO
STATEMENT OF CASH FLOWS
AS AT 28 FEBRUARY 2025

Reconciliation of net surplus/(deficit) to net cash flow
from operating activities

	2025	2024
	£	£
Net surplus for the reporting period (as per statement of financial activities)	(111,330)	(23,306)
Depreciation charges	12,083	11,212
Interest from investments	1,118	1,392
(Increase)/Decrease in debtors	83,505	(86,784)
Increase/(Decrease) in creditors	3,036	10,025
Net cash provided by/ (used in) operating activities	(11,588)	(87,461)
Cash flow from operating activities		
Net cash provided by/ (used in) operating activities	(11,588)	(87,461)
Cash flows from investing activities:		
Interest from investments	(1,118)	(1,392)
Purchase of fixed assets	(18,827)	(16,785)
Cash flows from financing activities:		
Staff loan	-	(500)
Receipt from staff	-	172
Change in cash and cash equivalents in the year	(31,533)	(105,966)
Cash and cash equivalents at the beginning of the year	200,846	306,812
Cash and cash equivalents at the end of the year	169,313	200,846

1. Accounting policy

1.1 Basis of preparation

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information in making their assessment. Given the measures that could be undertaken to mitigate the current adverse conditions, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

1.3 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.

Donated services or facilities are recognised when the company has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the company of the item is probable and that economic benefit can be measured reliably.

1.4 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the company; this is normally upon notification of the interest paid or payable by the Bank.

1.5 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 headings, they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Computer equipment	4 years
Motor vehicle	4 years

1.7 Taxation

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

1.8 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 restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for restricted purposes.

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

1.9 Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

1.10 Debtors

Short term debtors are measured at transaction price, less any impairment.

1.11 Cash and cash equivalent.

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

1.12 Creditors

Short term creditors are measured at the transaction price.

2 Donations and legacies

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Donations and gifts	86,117 =====	310,000 =====	396,117 =====	412,677 =====

3 Investment income

	Total 2025 £	Total 2024 £
Interest receivable	1,118 =====	1,392 =====

4 Other incoming resources

	Total 2025 £	Total 2024 £
Service fees received.	95,700 =====	115,500 =====

5 Total resources expended

	Staff Costs £	Depreciation £	Other Costs £	Total 2025 £	Total 2024 £
Fundraising Costs	53,685	-	28,171	81,856	78,004
Charitable Activities	324,510	12,083	132,023	468,616	448,911
Governance & Support	40,210	-	13,583	53,793	26,010
	<u>418,405</u>	<u>12,083</u>	<u>173,777</u>	<u>604,265</u>	<u>552,925</u>
	=====	=====	=====	=====	=====

6 Trustees

There were no trustees' remuneration or other benefits for the year ended 28 February 2025 nor for the year ended 29 February 2024.

There were trustees' expenses of £278 (2024 £249) paid for the year ended 28 February 2025.

7 Employees Benefits

The number of employees whose total employee benefits including employer pension contributions were within the following bands was:

Employee benefits band	2025	2024
£60,001 – £70,000	2	2
	<u>2</u>	<u>2</u>

Regular reviews are carried out by Tempus Novo to ensure staff have the right professional focus, strategic direction, and sector knowledge.

The total employee benefits, including pension contribution of the key management personnel were £167,649 (2024- £152,461).

Staff costs were as follows:

Employment Costs	2025 £	2024 £
Wages and salaries	377,617	344,964
Termination costs	-	24,263
Social security costs	33,262	30,891
Other pension costs	7,527	6,034
	<u>418,406</u>	<u>406,152</u>
	=====	=====

Staff Numbers

	2025	2024
	No	No
Support	4	4
Governance	2	4
Projects	6	3
	<u>12</u>	<u>11</u>

8 Tangible fixed assets

	Computer equipment £	Motor vehicles £	Total £
Cost			
At 1 March 2024	58,512	9,100	67,612
Additions	18,827	-	18,827
Disposal of assets	-	-	-
At 28 February 2025	77,339	9,100	86,439
Depreciation			
At 1 March 2024	41,814	9,000	50,814
Charge for the year	11,983	100	12,083
Disposal	-	-	-
At 28 February 2025	53,797	9,100	62,897
Net book value			
At 28 February 2025	23,542	-	23,542
At 29 February 2024	16,773	-	16,773

9 Debtors

	2025	2024
	£	£
Accrued Income	-	88,750
Other debtors	7,558	2,313
	<u>7,558</u>	<u>91,063</u>
	=====	=====

10 Creditors: amounts falling due within one year

	2025	2024
	£	£
Accruals	18,166	15,129
	<u>18,166</u>	<u>15,129</u>
	=====	=====

11 Pension and other post-retirement benefit commitments

Defined contribution	2025 £	2024 £
Contributions payable by the company for the year	7,527 =====	6,034 =====

12 Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 28 February 2025 are represented by:			
Tangible fixed assets	23,518	-	23,518
Current assets	99,794	77,077	176,871
Creditors: amounts falling due within one year	(18,166)	-	(18,166)
Creditors: amounts falling due after more than one year	-	-	-
	<u>105,146</u> =====	<u>77,077</u> =====	<u>182,223</u> =====

13 Movement in funds

	At 1/3/24 £	Net movement in funds £	As 28/2/25 £
Unrestricted funds			
General funds	203,701	(126,624)	77,077
Restricted funds	89,852	15,294	105,146
Total funds	<u>293,553</u> =====	<u>(111,330)</u> =====	<u>182,223</u> =====

Net movement in funds, included in the above are the following:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General funds	182,935	309,559	(126,624)
Restricted funds	310,000	294,706	15,294
Total funds	<u>492,935</u> =====	<u>604,265</u> =====	<u>(111,330)</u> =====

14 Related party disclosures

There were no related party transactions for the year ended 28 February 2025.

