

Nova New Opportunities

Annual Report & Accounts

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REGISTERED CHARITY NO. 1158238

nova 

welcome to a better world

Legal and Administration Information

Registered charity name: Nova New Opportunities

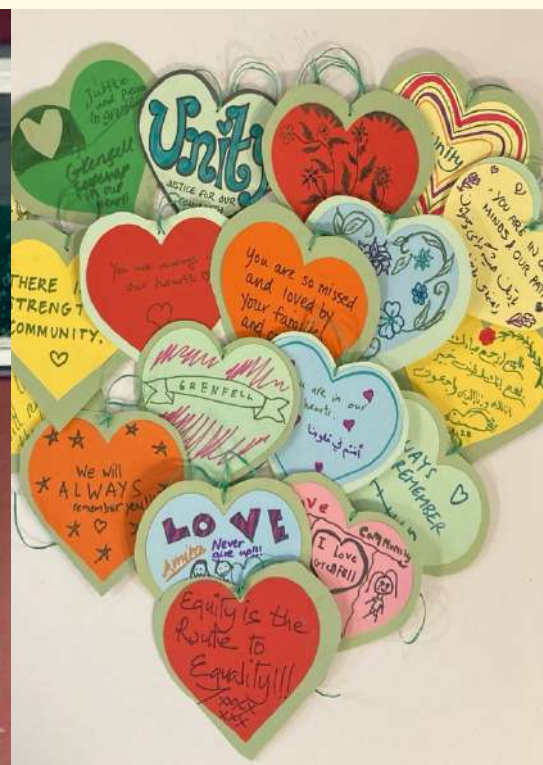
Registered charity number: 1158238

Registered office: Nova New Opportunities
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Jonnie Beverley – *Treasurer*
Jay Burgoyne
Anji Kang-Stewart
Stewart McCure
Leslie Ramos
Kanika Seth



The Trustees have pleasure in presenting their report & financial statements for:
Nova New Opportunities for the year ended **31st March 2025**.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 of the Accounts and comply with the Statement of Recommended Practice: Accounting & Reporting by Charities 2019 (Charities SORP FRS102).

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* ACHIEVEMENTS, EXPERIENCES & CELEBRATIONS IN 2024-25 *





MESSAGE FROM OUR CEO

In 2024/25, Nova New Opportunities remained a trusted, welcoming place where people can steady themselves, be seen, and take their next step forward. In North Kensington, where deep poverty sits alongside extreme wealth and where Grenfell's legacy is ever-present, the pressures have not eased. Insecure housing, rising costs, poor mental health, loneliness and barriers to education and work continue to shape everyday life.

Against that backdrop, Nova supported **2,500+ people** this year. What makes Nova distinctive is not any single service, but how we hold the whole picture. Our integrated model — **Adult Education, Information Advice & Guidance (IAG), the Family Programme, and Social Change** — means people don't have to navigate complex systems alone. Practical support that stabilises today sits alongside learning and relationships that open doors tomorrow.

In **Adult Education**, we welcomed **200 learners** and delivered **3,924 attendances** across 16 courses. Learners gained English and digital skills, confidence and qualifications — achieving **41 nationally recognised qualifications** with a **95% pass rate**. We also saw rising complexity, including more learners reporting learning difficulties, and responded with specialist teaching and wraparound support.

Through **IAG**, we met people at the sharp end of the cost-of-living crisis with steady, relational support. We supported **640 clients** through **2,601 sessions**, achieving **2,749 impactful outcomes**. This included routes into work (**56 people secured new jobs**) and vital stabilising outcomes: **472 people improved their financial situation**, alongside housing and wellbeing support. Crucially, **86%** of clients felt less worried after engaging with Nova.

Our **Family Programme** remained a lifeline and a launchpad, supporting **1,474 participants** through **1,133 activities/classes** and **11,200 attendances**, with **95%** rating their experience "Very Good" or "Excellent". For children and young people, this is belonging, aspiration and a sense that the world is bigger than the boundaries set by postcode.

At a time when many people feel society is pulling apart, our **Social Change** programme kept building connection across difference. **458 people** took part in **23 events**; **82%** said events helped them connect across boundaries and **89%** increased their knowledge.

Our work continued to win major recognition, including the **Mayor's Awards 2025** and, for the second year running, the **Young K&C Achievement Awards 2025**.

This was also a challenging financial year. The Treasurer's report sets out the detail, but the headline is clear: we drew down reserves, ending the year at **£44k**. Trustees and the senior team are taking decisive steps to strengthen resilience and rebuild reserves over time, while protecting quality and staying present for our community.

Looking ahead, the call to action is simple: **Nova works because people back it**. If you are a funder, partner, donor or community ally, we invite you to stand with us — to sustain vital services and help more people move from crisis to stability, from isolation to connection, and from surviving to thriving.

Lizzie Cho



OUR VISION

Together, we can grow the UK to be the most **socially cohesive** society in the world.

Social Mobility
Having a fair chance to succeed
By Increasing Skills and Confidence

+

Social Inclusion
Taking part on an equal footing
By Providing Opportunities

+

Social Capital
What we create by working together
By Connecting Diverse Groups

=

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WHERE WE WORK

The Royal Borough of Kensington & Chelsea (RBKC) contains great diversity, huge disparities and inequalities in wealth, health, housing, employment and education, and wide social divides.

In RBKC **

36% of residents are from Black, Asian or Ethnic Minority backgrounds; 48% are Christian and 12% Muslim (vs. 23% in 2021).



One of the wealthiest boroughs in the UK.

14,849 households (20%) are on the Low-Income Family Tracker.
33% live in relative poverty.



Least affordable private rental in the country. Those on median incomes pay 74% of gross income on rent vs London (46%) and England (36%). 19% of residents did not live in same address as prior year.



18,340 (28%) socially rented households.

33% of children receive free school meals, vs. London (25.8%) and England (23.8%).



Women have the **highest life expectancy** in the country. Men have 5th highest.
Life expectancy gaps between richest and poorest wards: **men 18 years, women 17 years.**



In Golborne ward (where we're based) **

56% of residents are from Black, Asian or Ethnic Minority backgrounds (joint highest in the borough).

The **most deprived ward** in London.

Highest number of households (1,690) on the Low-Income Family Tracker & highest proportion of unemployment-related benefits claimants in the borough.

£22,600 household income after housing vs. £63,900 in Brompton and Hans Town wards.

67% of properties are socially rented.
27% of properties are overcrowded.

Children are three times more likely to be overweight vs. Campden ward

Life expectancy ranks 16/18 in the borough.

WHO WE WORK WITH

Based in Golborne ward, North Kensington and serving its poorest wards and those of surrounding London boroughs, in 2024/25 we worked with **2,500+ people**:

- 90% of people are from Black, Ethnic Minority and migrant communities, many of whom are also refugees, women returning to work and lone parents.
- 62% of households have incomes less than £15k per year. 60% of adults are unemployed.
- 55% of households live in social housing and a further 8% in temporary accommodation.
- 505 children receive free school meals.



OUR MISSION

To create the circumstances through which people have the opportunity to achieve their potential regardless of background.



ALIGNED TO OUR CHARITABLE AIMS TO:



Provide Free & Low-Cost Education for all ages



Relieve Unemployment & Disadvantage



Promote Racial Equality, Diversity and Harmony between groups



Promote Social Inclusion

Since 1983, we have provided a bridge to mainstream social and economic engagement for individuals and communities facing barriers and disadvantage through:

- Developing knowledge, education and confidence.
- Connecting diverse groups.
- Offering opportunities for growth and advancement.

We actively listen to our community and respond to their needs, often providing support across many areas of their lives. We also work to build stronger, more connected communities and advocate for systemic change as many of the challenges faced by the people we support are rooted in deeper social and economic inequalities that disproportionately affect minority and disadvantaged groups.

Our work, therefore, operates on **two levels**:

Grassroots Community Support

- **Adult Education:** courses to gain knowledge, skills and confidence to move forward in life.
- **Information, Advice & Guidance:** pre-employment advice and supporting those facing hardship.
- **Children, Families & Young People's Programme:** term-time and holiday activities for children and low-income families.

Wider-reaching Social Change

- **Dialogue Events and Influencing:** challenging stigma, prejudice, and inequality – working with individuals and organisations to move through conversation to action.
- **Community Engagement:** celebratory events connecting diverse individuals and groups.



AWARDS AND RECOGNITION



Mayor's Awards 2025

Outstanding service to the borough in the category of Voluntary and Community Sector Organisation

"Nova have consistently gone above and beyond in holistically supporting residents; making a profound and lasting difference in their lives, especially through their employment support programme, health and wellbeing activities...Through their compassionate, empathetic and comprehensive approach, Nova truly sets the standard for community care and support." – Partner nominator



Young K&C Achievement Awards 2025

Winner:

Best Work Supporting Training and Education

"For fostering personal development and strengthening community ties through inclusive and varied educational activities. The panel noted that the nominations told the story of a truly holistic approach to education, supporting both the child and their wider family." – Young K&C



Young K&C Achievement Awards 2025

Special Mention:

Best Work Empowering Youth Voice

"Nova have worked very hard in engaging with young people in our community to work together on a project that benefits the entire community. Not only bringing young people together but also educating interactively." – Young person nominator



ADULT EDUCATION



Learning in its many forms is at the heart of what we do.

At Nova, we believe education to be a liberating force, reducing social disparities and providing opportunities for greater control over one's life. Our classes are free, held in person (at our office, local libraries and other community organisations) and designed to suit the needs of local people and the wider London community.

We deliver accredited and nonaccredited courses for adults aged 19+, which focus on building English language skills, digital skills and wellbeing for beginners at Pre-Entry up to Level 1.

Over the year

200 learners
with **108** new registrations

3,924 attendances
across **16** courses

41 nationally recognised
qualifications gained



95% Pass rate



85% Retention



84% Attendance

Growing complexity of needs

Our learners are mainly migrants from diverse backgrounds, and often face challenges regarding health, access to education and social isolation. This year, the proportion of learners with learning difficulties increased to 26% (up from 18% the previous year) requiring more intensive and holistic support from our staff and tutors. Responding to our learners' needs, we also designed and delivered creative classes that look at mental health and wellness while still supporting the language skills of participants.

Partnerships to extend our reach

We developed our relationship with the Ismaili Cultural Centre in South Kensington through the engagement of learners outside the Ismaili culture. We collaborated with Lancaster West, to deliver digital skills classes open to all, supporting people to navigate the increasing number of essential services and activities now accessed via digital platforms.

"My English has improved tremendously. I am applying for a Teaching Assistant position. I like to meet and chat with people. Nova is the star for me." - Learner

It's not all work...

Besides gaining skills and qualifications, many learners gain the confidence to make friends, convey their ideas and opinions effectively and improve their quality of life. From trips to Parliament, Kew Gardens and theatre performances to guided tours exploring the rich cultural history of the area and community events like our biannual Great Get Togethers, we ensure that the benefits of education extend beyond the classroom.



INFORMATION, ADVICE & GUIDANCE (IAG)



Helping through the tough times

A welcoming and trusted safe space, supported by specialist advisors who help initiate positive change. While many clients now see employment as an eventual goal, they also require support in other key areas such as health, housing, finance and debt advice. In response to challenges like the cost-of-living crisis exacerbated by difficulties migrating to Universal Credit, services have adapted to include budgeting support, grant applications, food bank referrals, eviction prevention and benefits assistance. Partnerships with Kensington & Chelsea Foundation, Nucleus, Shelter and Lancaster West Estate allow us to reach more people on a wider range of issues.

Over the year

640

Clients supported
(248 new)

2,601

Sessions held

520

Clients improved skills

2,749

Outcomes achieved



64 improved or
gained
employment
(**56** got new
jobs)



472
improved
their financial
situation



48 improved
their living
situation
(**20** reduced risk
of homelessness)



86% felt
less worried
70% felt
expectations
fully met or
exceeded

Towards a brighter future

We helped individuals gain the skills and confidence to move into and succeed in employment. Support included CV writing, online job search and applications, and guidance on entrepreneurship and social media. Soft skills training included confidence-building, interview preparation and mental wellbeing. To support clients experiencing homelessness and / or domestic violence, a referral route to Shelter was setup ensuring the most vulnerable received specialised assistance promptly, addressing safety concerns and providing access to long-term support services.

Support with the cost of living

We offered advice and hands-on help with budgeting, managing Universal Credit (UC), advocacy with utility providers and for small grants. Clients were supported to develop skills, particularly with IT, to manage future challenges independently. We began home visits to support the most vulnerable and the team completed an Energy Advice course, enhancing delivery to include practical energy-saving advice. In response to increasing financial pressures faced by our clients, we partnered with Nucleus to deliver a weekly debt advisory service.

Minimising the impact from Benefits System Change

As members of our community moved to UC, we focused on helping them manage the transition. This included helping people gain digital skills to manage a UC claim, or advocacy during engagement with DWP. We worked to ease the stress and barriers faced, particularly by those with long-term health conditions or families moving from tax credits.

"I'd like to express my heartfelt gratitude [to Nova] for their kindness, patience and attentiveness. Their warm and considerate approach truly makes a difference, particularly during moments when one feels vulnerable or overwhelmed." - Client



FAMILY PROGRAMME



Family Fun and Learning

Our Family Programme supports children, young people and their families, addressing education, employability, health and wellbeing. Expanding our reach over the past year, we provide year-round activities to help families overcome barriers, build confidence and break the cycle of poverty and exclusion. Despite growing challenges, including the cost-of-living crisis, we support over 1,400 individuals annually, offering vital services that deliver educational and wellbeing activities, promote health and build resilience, investing in a brighter future for everyone in our community.

Over the year

1,474**Participants**

486 adults / 988 children

1,133**Activities or classes****11,200****Attendances****95%****Rated experience as
Very Good or Excellent**

Families: supporting children, parents and carers by boosting education, employability and wellbeing, especially for those facing disadvantage. As needs grew due to the cost-of-living crisis, we helped families meet challenges, build resilience, access opportunities and enjoy life.



210 activities
term-time and
school holidays



96% of children
and **90%** of
parents/carers felt
positive impact on
health & wellbeing.



71% of children
participated in
something they had
never done before

Exploring the arts and culture

London's world-class offerings saw families immerse themselves in museums, theatres and cinemas, explore stately homes and even perform at the Notting Hill Carnival. From institutions such as Royal Albert Hall, Lyceum Theatre, Saatchi Gallery and Kensington Palace to smaller venues like the Polka and Little Angel Theatres, families took part in a range of creative and cultural experiences.

Let's get physical

Health and wellbeing sessions at Chelsea FC, matches and being once-in-a-lifetime mascots at the Chelsea Legends match were just some of the ways we kept our families in top gear. With festive skating at Battersea Park, bowling, mini-golf, city-farming at Freightliners and outdoor challenges at Hobbledown Heath—staying active had never been such family fun!

Back to the future with STEAM (Science, Technology, Engineering, the Arts & Maths)

Scientific exploration was the aim at Imperial College Invention Rooms where families took part in range activities, from Super Space Science to building cardboard cities fit for the future. We went back in time exploring London's history via riverside mudlarking with MOLA, and even further back at the Natural History Museum where our young people were involved in naming its new dinosaur, Fern.



Children & Young People: Our youth offering saw growing demand with **889 children and young people** supported over the year. Our activities extended across a wide range of age groups and interests, from one-off activities to ongoing weekend and after school clubs.



848 weekly class sessions and **75** activities



98% of parents rated the quality of our teaching as Very Good or Excellent



92% of parents rated the impact on children's progress at school as Very Good or Excellent

Education matters – With the generous support of Wellington Asset Management Foundation, we delivered weekly after-school online classes in English, maths and science for Years 3 to 10. With an initial pilot of Year 10 classes and continued support for the Dalgarno Trust, over 200 children took part. Scratch, Minecraft Education and Wix coding classes were delivered by MAMA.codes.

North Kensington Youth and Young People's Activities - With a new dedicated Children and Young People's Lead in post, we delivered a dynamic youth offer. Our targeted North Kensington Youth Group (NKG) met regularly to build leadership, employability and life skills for children affected by the Grenfell tragedy, while our new Youth Voice Group acted as young advisors and ambassadors, launching their own social action project focused on local environmental issues. Other Highlights included the NKG

Launch Party for 2024 cohort with the International Women's Peace Group Art Competition, a gliding day in Cambridge, and the Dress Codes Young Producers Programme with Historic Royal Palaces where, over the year, young people produced and designed installations and exhibits for the Dress Codes exhibition at Kensington Palace. Other activities included Cultural Cuisine workshops led by migrant chefs, Education to Employment sessions and arts workshops at the Natural History Museum, where young people's work featured in the *Sampling Nature* exhibition.

"Both my children achieved excellent results at school for the academic year, which I attribute to the consistent after school classes they attended with Nova...also enabled me to better understand subjects that my children need support with, so I can better assist with their education outside of school." - Parent

"This amazing organization offers a wide variety of free activities for local young people in the school holidays as well as during term time. Not only are the activities fantastic, but the families get to know other local families." - Parent

We were delighted to be awarded **2025 Young K&C Award for Best Work Supporting Training and Education** for young people. Receiving this award *two years in row* is a real testament to the sustained effort and impact we are making. We also received a **Special Mention for Best Work Empowering Youth Voice**.



SOCIAL CHANGE



Bringing people together to build social cohesion

Today, the world is more connected yet feels more divided than ever, with far-right and autocratic power and influence seemingly on an unstoppable rise. Within our society, we see increasingly that “being different” is a magnet for intolerance and prejudice directed at minorities and vulnerable groups.

Our Social Change programme is designed to build community connection, foster civic participation and bring together people from all walks of life to listen, learn from each other, break down barriers and create positive shared experiences.

Over the year

458
People took part

23
Events



92%
thought
events good
way to bring
people
together



82% thought
events good
way to connect
across
boundaries



89%
increased
their
knowledge



88%
experienced
a positive
impact on
wellbeing

Community and Connection

The **Great Get Together**, in memory of Jo Cox MP, continues to promote her belief that “we have far more in common than that which divides us.” Our second year of biannual events, saw *A Cultural Celebration* at Kensington Palace’s Clore Centre, featuring music, dance, art and food, while honouring Grenfell; and our winter event focused on warmth and reducing isolation.

Voices for change

Our **School of Humanity** connects individuals facing stigma and prejudice—Living Subjects—with those curious to see beyond the label. Events included *Diverse Mental Health Journeys*, marking World Mental Health Day; *Resilience and Success Through Adversity*, featuring stories of achieving against the odds; and *Visible and Non-visible Disabilities* for a major corporate’s D&I training.

Our **Living Career Library** offers young people from underrepresented groups opportunities to talk with professionals from diverse backgrounds—Living Career Books who share insights and lived experience. Our event with Hodan Somali Community saw participants explore careers in journalism, healthcare, law and acting. Themed events included *STEAM Careers* at Lancaster West’s Futures Fair, corporate roles at CAA Stellar, and *Black Excellence* for Black History Month.

Underrepresented voices were projected through events like a community discussion on shared spaces in North Kensington, crucial for healing after Grenfell, and filmed interviews to promote inclusivity with a major delivery partner. To alleviate daily pressures on our service users, we also offered connection and learning, including Walk & Talks with Iya London Walks exploring local history and our Festival of Learning offering sessions on Mental Health, Entrepreneurship and Creative Writing.

“It’s not just having an impact on the people you’re speaking to, but at the same time you’re having an impact on yourself also...it’s an incredible way of connecting communities together.” – Participant



PARTNERS AND VOLUNTEERS

Collaboration and partnerships power our work. We are delighted, and fortunate, to work with an incredible range of partners, from small community organizations to world-class institutions. We envisage and work together to offer our service users a bigger and better world of support, opportunities and potential.

Advance	Lancaster West	Second Home, Holland Park
Ambassadors Theatre Group	Lexi Cinema	Smart Works
Bikeworks	Little Angel Theatre	Southbank Centre
CAA Stellar	London Children's Ballet	Story Jam!
Campden Charities	Lyric Theatre	The Garden Cinema
Chelsea FC Foundation	MAMA.codes	The Hon. Co. of Air Pilots
Community Catalysts	Migrateful	The Ismaili Centre
Dalgarno Trust & Foodbank	Mike's Table	The Jo Cox Foundation
Grove Trust	Mohn Centre	The Lexi Cinema
Henry Smith	MOLA	Trussell Trust
Historic Royal Palaces	Natural History Museum	Ubuntu Pledge
Hodan Somali Community	New Wimbledon Theatre	UNDR
IMG	NHS Grenfell Health Service	V&A Museum
Imperial College London	North Kensington Fire Station	Volunteer Centre K&C
Imperial College Invention Rooms	Partnership for Young London	West London Creative
Iya London Walks	Polka Theatre	Westminster City Lions
KCS Carnival Mas Band	Raspberry Pi Foundation	Westway Trust
Kensington & Chelsea Libraries	Royal Albert Hall	Young K&C
Kensington And Chelsea Council	Science Museum	ZSL London Zoo
Kensington and Chelsea Foundation	Saatchi Gallery	
Kew Gardens	Snakes and Ladders (Soft Play)	

"It was my pleasure to meet and work with your fab Young Producers in the lead up to Dress Codes, and it's always their work that gets the most enthusiastic comments from visitors to the exhibition."

– Partner, Historic Royal Palaces



Photo - Dress Codes © Historic Royal Palaces



Volunteering

We know volunteering can have powerful effects. Many of Nova's staff started as volunteers, so we have experienced first-hand the potential effects on both volunteers and those receiving their support. Our impact is enhanced by the mix of people coming together to build a better future. Much of our work would not be possible without the time and effort given by volunteers - we thank them all.

- We engage volunteers in various roles, from teaching assistants, IAG advisors and trip leaders to subject and skills specialists, and those with lived experience for our social change events.
- Our volunteers are a rich, diverse pool of individuals, whether they are our learners and clients who may benefit from volunteering as a progression stage, or outside individuals and corporate teams providing pro bono support while expanding their own experiences and outcomes.

"Volunteering with Nova has given me so much! Retiring from full-time work after many years, having raised kids who are now leaving home and starting their own journeys left me with many doubts about this next chapter and to be honest feeling a bit adrift. Yes, volunteering is a great way to share and give back but it's so much more than that. I've learnt (and continue to learn) so much if not more from the students and staff here at Nova than they will ever learn from me - so if you're looking to do something fulfilling, fun, creative, engaging and challenging in all the best ways possible - join us!"

- Margaret, Volunteer in Adult Education

* ACHIEVEMENTS, EXPERIENCES & CELEBRATIONS IN 2024-25 *





FINANCE, FUNDERS & GOVERNANCE

Financial Statement

This has been a difficult year for Nova. Due to a good result last year with a £40K surplus helping to give us Reserves of £121K we set a more ambitious budget for 24/25 to enable a full staff complement for our expanding services. While we achieved an Income of £725K (£718K in 23/24) we were not successful in reaching our target to meet our Expenditure of £802K (£678K in 23/24) and consequently needed to draw on our Reserves, with the result that by the end of the year they stood at £44K (£121K in 23/24). Particular difficulties in the funding environment were encountered in the year due to some of Nova's key multi-year funding having ended and some key funders of the voluntary sector having shut down while re-ordering their priorities in the face of unsustainable demand. Going out to new funders was only partially successful in the year but is now bringing in results for 25/26.

70% of our Income was raised from charitable trusts (74% in 23/24); 17.5% from our training contract from RBKC (20% in 23/24), 6.5% statutory funding from RBKC and 6% from donations, student fees and fundraising events (6% in 23/24). 84.5% of our Expenditure was on the salaries of our 26 full and part-time staff (81% in 23/24); 10% on premises, office, admin, IT, marketing, publicity and governance (13% in 23/24) and 5.5% on Project costs (6% in 23/24).

While costs were carefully controlled during the year, steps have already been taken - including cuts to expenditure and quarterly targets that have to be met, otherwise further identified cuts will need to be made - to try to ensure that 25/26 has no end of year deficit and that Nova begins to rebuild its reserves. Also, as other voluntary organisations are finding, due to the increasingly challenging funding environment, increasing efforts are now being made to attract funding from corporate & business foundations, donors and philanthropy.

As per the notes to the accounts, we are aware of an outstanding potential liability but this does not change our view of our continuing as a going concern. All departments have fundraising targets, including a contribution towards core costs and fundraising is supported by our part-time fundraiser, our donor schemes and fundraising events and our Trustees' networks and professional contacts. As a consequence, Trustees are confident that Nova continues as a going concern.

Reserves Policy

Nova aims to build up a reserve to underwrite 3 months' running costs - £185K for 25/26 - to ensure:

- (i) a working capital sum to forestall cashflow issues
- (ii) a buffer to cover risk areas – see below
- (iii) the ability to continue developing services and pioneering new initiatives while waiting for funding to be secured.

The policy is to ensure Nova can continue to operate and develop irrespective of short-term funding uncertainties. With reserves of £44K Nova is now focused on rebuilding them.

Funders

We are extremely grateful to Nova's funders for supporting and enabling our work. In particular Nova would like to thank: The Royal Borough of Kensington and Chelsea, The Campden Charities, Wellington Asset Management, The Henry Smith Charity, City Bridge Trust, Garfield Weston Foundation, John Lyon's Charity, The National Lottery Fund, Kensington and Chelsea Foundation, Grove Trust, Lancaster West Community Fund, Ironmongers Charities, Westway Trust & Accessibility Apple UK.



Fundraising

All fundraising carried out by and on behalf of Nova by our staff has been compliant with The Charities (Protection and Social Investment) Act 2016 and there are no matters to report. There were no complaints in the year (23/24 - none).

Risk Management

Through the year, Nova keeps under review those factors that may affect its ability to meet its objectives. The major risks currently identified are:

Sustaining our income. To mitigate the risk we continue to develop, sustain and demonstrate the value and quality of our services and programmes, to track and record all the successful outcomes for our users, to ensure good communication and open dialogue with our funders and to continue diversifying our funding.

The cost-of-living crisis. In particular, the effect this can have on reducing numbers attending Adult Education classes and the impact this can have on the funding made available to Nova via the borough from the GLA. To mitigate this risk we continue to deliver quality courses, while developing our services in other areas and attracting funding for them.

The 3-year renewable lease on our current premises at a charity rent. The factor mitigating this risk is the long-term relationship we have with our charity landlord who has always been very supportive to Nova and their understanding of the importance of the central location for Nova's base in North Kensington.

Public Benefit

The Trustees confirm that they have referred to the guidance in the Charity Commission's general guidance on public benefit when reviewing the charity's objectives and activities and in planning future activities and they judge that they fully meet the public benefit test.

Plans for the Future

We continue to be alert to the shifting social, economic and funding environments and ready to respond to community needs - our key goals are to:

- Sustain the funding for the organisation's step-change made over the past 4 years.
- Sustain our core team to ensure high quality services continue at their current increased level.
- Keep evolving our social change programme and influencing work.
- Grow our donor schemes and fundraising events to create a robust group of supporters.

Governance & Management

Nova's Board of Trustees provides stable and committed support for the organisation. Nova's current Trustees (7 for the year and now 10 in 25/26) have over 60 years charity governance experience between them, are drawn from a range of backgrounds and provide a range of support. We look to ensure our Board has lived experience of the issues that Nova works with and is both inclusive and diverse. In selecting individuals for appointment as trustees, Nova has regard to the skills, knowledge and experience needed for the effective administration of the charity. Trustees are appointed for a period of 4 years and may be subsequently re-appointed.

Day-to-day running of the charity and all staff matters are deferred to the CEO and the senior management team. The senior management team reports to the Board of Trustees at quarterly meetings and at ad hoc and sub-committee meetings.



Statement of Board Responsibilities

The Trustees are responsible for the preparation of accounts and financial statements for each financial year in accordance with the requirements of the Charities Act 2011 and to give a true and fair view of the charity's state of affairs. To ensure its responsibilities, the Board of Trustees has acted as follows:

- Selected suitable accounting policies and applied them consistently
- Observed the methods and principles in the Charities SORP 2019 (FRS 102)
- Ensured proper accounting records are kept that disclose the financial position of the charity with reasonable accuracy at any time
- Regularly reviewed financial and operating performance
- Prepared the financial statements on the going concern basis
- Made judgements that are reasonable but also prudent
- Followed applicable accounting standards, subject to any material departures disclosed and explained in the financial statements
- Been responsible for safeguarding the assets of Nova and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities

This report was approved by the Board of Trustees on 13/1/2026 and signed on their behalf by:

Nick Wellington

Nick Wellington, Chair



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NOVA NEW OPPORTUNITIES

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2025 which are set out on pages 18 to 32.

Responsibilities 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 2011 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 and 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 which give me cause to believe that in any material respect:

1. accounting records were not kept in accordance with section 130 of the Charities Act; or
2. the accounts did not accord with the accounting records; or
3. the accounts did not comply with the applicable requirements concerning the format 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.

Michael Cooper-Davis FCCA ACA Price Bailey LLP
24 Old Broad Street Mayfair
London W1S 4AP

Date: 26/01/2026



STATEMENT OF FINANCIAL ACTIVITIES

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income					
Donations & Legacies	3	26,546	-	26,546	23,498
Activities for generating funds	5	21,427	-	21,427	16,566
Income from charitable activities	4	182,500	494,793	677,293	677,814
Total income		230,473	494,793	725,266	717,878
Expenditure					
Raising funds	6	27,150	-	27,150	23,554
Charitable activities	7	280,201	494,793	774,994	654,406
Total Expenditure		307,351	494,793	802,144	677,960
Net incoming/(outgoing) resources before transfers		(76,878)	-	(76,878)	39,918
Total funds brought forward	15	113,447	7,500	120,947	81,029
Total Funds at 31st March 2025		36,569	7,500	44,069	120,947

All of the charity's activities are classed as continuing. The charity had no gains or losses other than those shown above.

The notes on pages 20-32 form part of these accounts.

**BALANCE SHEET****As at 31 March 2025**

	Notes	2025 £	£	2024 £	£
FIXED ASSETS	12		-		-
CURRENT ASSETS					
Debtors: falling due within one year	13	43,771		79,995	
Cash at bank and in hand		101,985		74,332	
		<u>145,756</u>		<u>154,327</u>	
CURRENT LIABILITIES					
Creditors: falling due within one year	14	(101,687)		(33,380)	
NET CURRENT ASSETS			44,069		120,947
Net assets		<u><u>44,069</u></u>		<u><u>120,947</u></u>	
REPRESENTED BY:					
Unrestricted Reserves:	15				
- <i>Free Reserve</i>		36,569		101,447	
- <i>Designated Funds:</i>					
Strengthening existing programmes		-		6,000	
Developing New Initiatives		-		6,000	
		<u>36,569</u>		<u>113,447</u>	
Restricted reserves		7,500		7,500	
		<u><u>44,069</u></u>		<u><u>120,947</u></u>	

The financial statements were approved and authorized for issue by the trustees on: 13/1/2026

Signed on behalf of the board of trustees

Nick Wellington

Jonnie Beverley

The notes on page 20-32 form part of these accounts.



NOTES TO THE FINANCIAL STATEMENTS

1. GENERAL INFORMATION

Nova New Opportunities is a UK registered charity, registered at the address given on the first page of these financial statements.

The principal activities of the charity are twofold: (i) helping those living on the margins of society to gain the skills and confidence to improve their life chances and their full participation in society (ii) promoting social inclusion, racial equality, diversity and harmony between groups.

2. ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared in accordance with 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) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Nova New Opportunities meets the definition of a public benefit entity under FRS 102. Assets and liabilities are recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes.

The functional and presentational currency is Pounds Sterling.

Income

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

Donations are recognised on a receivable basis (where there are no performance-related conditions) where the receipt is probable and the amount can be reliably measured.

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. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. The charity is not registered for VAT and accordingly expenditure is shown gross of irrecoverable VAT.



NOTES cont.

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:

Furniture and Equipment – straight line over 3 years

Computer Equipment – straight line over 3 years

Only fixed assets with an individual cost exceeding £2,500 are capitalised.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees for particular purposes.

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

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

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Trade and other debtors, cash at bank and creditors are recognised at cost which is their fair value and fixed assets are valued at cost less depreciation.

Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.



NOTES cont.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due. Accrued income is included at the best estimate of the amounts receivable at the balance sheet date.

Creditors

Creditors are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Significant accounting estimates and judgements

The charity makes estimates and assumptions concerning the future. The resulting estimates and assumptions will, by definition, seldom equal the related actual results. The Trustees do not consider there to be any estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

3. INCOME FROM DONATIONS AND LEGACIES

Voluntary income received during the year as follows:

	2025 £	2024 £
Donations and legacies	26,546	23,498

In 2025, all income from donations and legacies was unrestricted.

**NOTES cont.****4. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Incoming resources from charitable activities				
RBKC- ACL	-	128,259	128,259	136,779
RBKC – Cuisine project	-	500	500	-
RBKC – Voluntary Sector Support Fund	36,500	-	36,500	2,400
RBKC – City Living, Local Life	-	1,595	1,595	-
RBKC – Young People Fund	-	6,235	6,235	-
RBKC – Youth Voice Grant	-	4,000	4,000	-
Kensington & Chelsea Foundation	-	-	-	-
<i>- In partnership with DMGT</i>	-	10,000	10,000	10,000
<i>- Skills & Employment Project</i>	-	22,571	22,571	21,914
<i>- Winter Warmth Partnership</i>	-	45,929	45,929	14,071
John Lyon's Charity – Family Project Grant	-	41,000	41,000	-
John Lyon's Charity – Summer Holiday Grant	-	5,000	5,000	5,000
Grenfell Young People Fund	-	-	-	12,500
Ironmongers Charities	-	6,079	6,079	-
City Bridge Trust	-	30,000	30,000	31,800
Campden Charities	116,000	-	116,000	80,000
Tudor Trust	-	-	-	33,000
Awards for All (Nat Lottery Fund)	-	-	-	34,617
The National Lottery- Reaching Communities	-	58,182	58,182	49,118
RBKC Build Yourself Up	-	-	-	10,000
Lancaster West Community Fund	-	20,757	20,757	24,688
Wellington Asset Management	-	40,000	40,000	40,000
Kusuma Trust	-	-	-	20,000
Betty Messenger Charitable Foundation	-	-	-	25,000
Julia and Hans Rausing Trust	-	-	-	24,000
Westway Trust	-	3,650	3,650	-
Accessibility Apple UK	-	3,386	3,386	-
Peabody Community Grant	-	-	-	14,952
Garfield Weston	30,000	-	30,000	30,000
Grove Trust	-	22,000	22,000	22,000
The Drapers' Charitable Fund	-	-	-	11,500
Imperial College	-	3,300	3,300	1,875
Henry Smith	-	42,350	42,350	20,850
Peabody Community Grant	-	-	-	1,750
	<u>182,500</u>	<u>494,793</u>	<u>677,293</u>	<u>677,814</u>

In 2025, restricted income from charitable activities was £494,793 (2024 - £539,814).

**NOTES cont.****5. OTHER TRADING ACTIVITIES**

	2025	2024
	£	£
Fundraising for events	10,161	12,050
Training Income	8,366	4,672
Tickets	2,900	(156)
	21,427	16,566

In 2025 and 2024 all income from other trading activities was unrestricted.

6. RAISING FUNDS

	2025	2024
	£	£
Fundraising expenses	27,150	23,554

Fundraising expenses relate to salaries and national insurance £23,163 (2024: £22,351) and cost of fundraising events £3,987 (2024: £1,203).

7. COST OF CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff Salaries and other personnel expenses	644,499	511,094
Other costs	105,149	85,919
Support Costs (See note 8)	25,346	57,393
	774,994	654,406

**NOTES cont.****8. SUPPORT COSTS**

	2025	2024
	£	£
Premises Cost	16,789	48,870
Governance Cost	8,557	8,523
	25,346	57,393

Governance costs relate to Salaries and National insurance £8,557 (2024: £8,523).

9. STAFF NUMBERS AND COSTS

	2025	2024
	£	£
Wages and salaries	614,113	493,684
Social Security costs	51,679	38,986
Pension costs	12,851	9,298
	678,643	541,968

The total number of people employed on a full or part-time basis by the charity, excluding trustees, was 25 (2024– 26).

One member of staff received benefits exceeding £60,000 in the 2025 financial period (2024: one), receiving employee benefits within the range of £60,001 to £70,000 (2024: £60,001 to £70,000).

Total employment costs including employer pension and national insurance contributions of the key management personnel were: £264,732 (2024: £244,633).

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits paid for the year ended 31 March 2025 (2024 – Nil).

11. RELATED PARTY TRANSACTIONS

There are no related party relationships and transactions to be disclosed in the financial statements (2024: Nil)

**NOTES cont.****12. TANGIBLE FIXED ASSETS**

	Office equipment & furniture £	Total £
Cost		
At 1 April 2024	47,951	47,951
Additions	-	-
As at 31 March 2025	47,951	47,951
Depreciation		
At 1 April 2024	47,951	47,951
Charge for the year	-	-
As at 31 March 2025	47,951	47,951
Net book value		
As at 31 March 2024	-	-
As at 31 March 2025	-	-

13. DEBTORS: FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Accounts receivable	3,449	5,000
Prepayments	7,559	6,588
Accrued Income	32,763	67,957
Other debtors	-	450
	43,771	79,995

**NOTES cont.****14. CREDITORS: FALLING DUE IN ONE YEAR**

	2025	2024
	£	£
Trade Creditors	599	1,137
Accruals	11,511	7,788
Deferred Income	71,625	5,929
Other taxation and social security	17,952	18,526
	101,687	33,380

Movement in deferred income is as follows

	2025	2024
	£	£
Deferred income brought forward	5,929	-
Released from prior years	(5,929)	-
Income deferred	71,625	5,929
Deferred income carried forward	71,625	5,929

Deferred income received in the year relates to grant income received in advance of entitlement.

**NOTES cont.****15. INFORMATION ON FUNDS**

RESTRICTED RESERVES	1 April 2024	Income	Expenditure	31 March 2025
	£	£	£	£
RBKC ACL	-	128,259	(128,259)	-
RBKC Small grant	-	500	(500)	-
RBKC City Living, Local Life	-	1,595	(1,595)	-
RBKC – Young People Fund	-	6,235	(6,235)	-
RBKC – Youth Voice Grant	-	4,000	(4,000)	-
Kensington & Chelsea Foundation: - <i>In partnership with DMGT</i>	7,500	10,000	(10,000)	7,500
- <i>Skills & Employment Project</i>	-	22,571	(22,571)	-
- <i>Winter Warmth Partnership</i>	-	45,929	(45,929)	-
John Lyons charity	-	46,000	(46,000)	-
Ironmongers grant	-	6,079	(6,079)	-
City Bridge Trust	-	30,000	(30,000)	-
Lancaster West Community Fund	-	20,757	(20,757)	-
Wellington Asset Management	-	40,000	(40,000)	-
Henry Smith	-	42,350	(42,350)	-
The National Lottery - Reaching Communities	-	58,182	(58,182)	-
Grove Trust	-	22,000	(22,000)	-
Imperial College	-	3,300	(3,300)	-
Westway Trust	-	3,650	(3,650)	-
Accessibility Apple UK	-	3,386	(3,386)	-
Total Unrestricted Funds	7,500	494,793	(494,793)	7,500

UNRESTRICTED FUNDS	1 April 2024	Income	Expenditure	31 March 2025
	£	£	£	£
Free Reserves	101,447	230,473	(295,351)	36,569
Designated Funds				
- Strengthening existing core programs	6,000	-	(6,000)	-
- Developing New Initiatives	6,000	-	(6,000)	-
Total Restricted Fund	113,447	230,473	(307,351)	36,569

**NOTES cont.****15. INFORMATION ON FUNDS (CONT.)****Projects Supported within the year**

- **RBKC ACL:** funding for Nova's Adult & Community Learning programme.
- **RBKC Small Grant:** for Black History Month
- **RBKC City Living, Local Life**
- **RBKC Youth Voice Grant:** supporting children and young people in Family Programme projects
- **RBKC Young People Fund:** supporting children and young people in Family Programme projects
- **Kensington & Chelsea Foundation:**
 - In partnership with DMGT: funding towards Finance & Office Manager's salary.
 - Skills & Employment Project: Year 3 grant
 - Winter Warmth Partnership: for making grants to Individuals to relieve fuel poverty
- **John Lyon's Charity:** towards salary of Head of Children, Young People & Families - Yr 2 grant
- **Ironmongers Charities:** funding for Young STEM leaders project
- **City Bridge Trust:** funding towards salary of Head of Engagement, Partnerships & Events - Yr 3 grant
- **Lancaster West Community Fund:** funding towards financial & resident support & IAG workshops
- **Wellington Asset Management:** funding growth & development of Children & Young Person's education programme
- **Henry Smith:** funding towards salaried of IAG advisors - Yr 1 grant
- **The National Lottery- Reaching Communities:** funding towards Social Change Programme Manager salary.
- **Grove Trust:** for Back on Track programme - Yr 2 funding
- **Imperial College:** supporting young people In Family Programme projects
- **Westway Trust:** towards Grenfell 7th Anniversary Support programme & the Great Winter Get Together
- **Accessibility Apple UK:** funding for School of Humanity's event on Visible & Non-Visible Disabilities

**NOTES cont.****15. INFORMATION ON FUNDS (CONT.)****PRIOR YEAR**

	1 April 2023 £	Income £	Expenditure £	31 March 2024 £
RESTRICTED FUNDS				
RBKC ACL	-	136,779	(136,779)	-
RBKC Cultural Cuisine Project	-	2,400	(2,400)	-
Kensington & Chelsea Foundation:	-	-	-	-
- <i>In partnership with DMGT</i>	7,500	10,000	(10,000)	7,500
- <i>Skills & Employment Project</i>	-	21,914	(21,914)	-
- <i>Winter Warmth Partnership</i>	-	14,071	(14,071)	-
John Lyon's Charity	-	5,000	(5,000)	-
Grenfell Young People Fund	12,500	12,500	(25,000)	-
Garfield Weston	-	30,000	(30,000)	-
City Bridge Trust	-	31,800	(31,800)	-
RBKC Build Yourself Up	-	10,000	(10,000)	-
Lancaster West Community Fund	-	24,688	(24,688)	-
Wellington Asset Management	-	40,000	(40,000)	-
Kusuma Trust	-	20,000	(20,000)	-
Henry Smith	-	20,850	(20,850)	-
Grove Trust	-	22,000	(22,000)	-
Drapers' Charitable Fund	-	11,500	(11,500)	-
Imperial College	-	1,875	(1,875)	-
Awards for All (National Lottery)	-	34,617	(34,617)	-
The National lottery – Reaching Communities	-	49,118	(49,118)	-
Julia and Hans Rausing Trust	-	24,000	(24,000)	-
Westway Trust	-	1,750	(1,750)	-
Peabody Community Grant	-	14,952	(14,952)	-
Total Restricted Funds	20,000	539,814	(552,314)	7,500
	1 April 2023 £	Income £	Expenditure £	31 March 2024 £
UNRESTRICTED FUNDS				
Free Reserve	49,029	178,064	(125,646)	101,447
Designated Funds				
- Strengthening existing core programs	6,000	-	-	6,000
- Developing New Initiatives	6,000	-	-	6,000
Total Unrestricted Funds	61,029	178,064	(125,646)	113,447

**NOTES cont.****16. ANALYSIS OF NET ASSETS BETWEEN FUNDS****CURRENT YEAR**

	Free Reserves & Designated Funds	Restricted Funds	Total Funds
	£	£	£
Net current assets	36,569	7,500	44,069
Total Unrestricted Funds	<u>36,569</u>	<u>7,500</u>	<u>44,069</u>

PRIOR YEAR

	Free Reserves & Designated Funds	Restricted Funds	Total Funds
	£	£	£
Net current assets	113,447	7,500	120,947
Total Unrestricted Funds	<u>113,447</u>	<u>7,500</u>	<u>120,947</u>

17. OPERATING LEASE COMMITMENTS

At 31 March 2025, Nova New Opportunities had future minimum lease payments under non-cancellable operating leases as follows:

	2025	2024
	£	£
Land and buildings		
Under 1 year	7,783	19,458
Between 2 and 5 years	-	-
After more than 5 years	-	-
	<u>7,783</u>	<u>19,458</u>

**NOTES cont.****18. CONTINGENT LIABILITY**

The charity occupies premises under a lease agreement that includes an obligation to pay service charges. Since the year end, the landlord has issued a service charge bill in arrears relating to prior periods. The charity is currently in active correspondence with the landlord about the basis and amount of the charge.

At the date of approval of these financial statements, no final agreement has been reached so the charity is unable to reliably estimate the amount that may ultimately be payable. Accordingly, no provision has been recognised in these accounts.

The outcome and any financial effect will be recognised when the obligation is agreed.

19. CASHFLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
Cash flows from operating activities	27,653	43,834
Cash flow from investing activities	-	-
Change in cash and cash equivalents in the reporting period	27,653	43,834
Cash and cash equivalents at the beginning of the period	74,332	30,498
Cash and cash equivalents at the end of the reporting period	101,985	74,332
Analysis of changes in negative net debt		
Cash and cash equivalents as at 1 April	74,332	30,498
Cash flows	27,653	43,834
Cash and cash equivalents as at 31 March	101,985	74,332

Reconciliation of net expenditure to net cash flow from operating activities:

Net movement in funds	(76,878)	39,918
Decrease/ (increase) in debtors	36,224	(7,330)
Increase in short term creditors	68,307	11,246
Cash and cash equivalents as at 31 March	27,653	43,834