



AUDITED ACCOUNTS
2024-25

Adoption UK Charity

Company number 09454981



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About us

Adoption UK is the leading charity for adopted people and others unable to grow up with their birth parents, and for their families. With a vibrant and engaged membership we are the largest voice of the adoption community in the UK. We work with adopted and care experienced people, adopters, kinship & foster carers, professionals and decision makers in England, Scotland, Wales and Northern Ireland.

Why we are needed

Adoption and other forms of permanence like kinship care have transformed the lives of millions of children in the UK. And adopted and other care experienced people have just as much potential as anyone else in life, but they have many barriers in their way. Many of today's adopted and care experienced children have suffered violence, neglect and abuse in their earliest years and this can have lasting impacts on their relationships, learning and health. Growing up away from birth parents also creates lifelong challenges. That's why adopted and care experienced people must be able to access the support they need throughout their lives.

In order to raise adopted children and young people, adoptive parents need support too. Most families tell us they would encourage others to adopt, but adopting and supporting a child who has experienced trauma takes resilience, understanding and the right support from the start.

Adult adoptees face many barriers to accessing information about their lives and good quality, lifelong support which is compounded by low public and professional understanding of adoption. Adoption and early life trauma have lifelong impacts. We are committed to lifelong support.

What we do

Adoption UK's mission is to secure the right support at the right time for children who are unable to grow up with their birth parents, from childhood into adulthood.

We offer expert information & advice, provide connection through community support, and deliver peer support and psychology-led therapeutic services. In campaigning for improvements to policy and practice, we draw on our growing evidence base about the experience of adopted and care experienced people, and the families who raise them.

Our work involves:

Information and advice

We provide information, advice and learning on a range of subjects that impact our community, including early childhood trauma, education, kinship care and FASD. We provide a one-stop information service for those interested in adoption through our website and social media. We also run a UK-wide information and support line, open to all. Our membership services for adoptive families and adopted people also provide news and information through our online members' hub, lending library, newsletters and for adoptive families - our bi-monthly membership magazine, Adoption Today. We also provide information and advice on Kinship Care and Fetal Alcohol Spectrum Disorder (FASD). We provide a range of learning and development opportunities and courses which provide information and advice across a wide range of subjects in adoption, including on specialist parenting skills, and training for schools to understand adoption and care experience.

Connecting people

We bring people together within active and supportive communities, so that lifelong connections can be made. We provide safe spaces for people to connect with others in the same boat, including regional and specialist community groups and events. We provide these services for adopters, young adopted people, adult adoptees, kinship carers and families affected by FASD.

Providing direct support

We provide support through our therapeutic services, specialist community groups and peer support,

helping people wherever they are on their journey. Our expert Psychology and Therapy Hub. The hub is a Multi-Disciplinary team, supporting adopters, kinship carers, long term foster carers, adopted young people and adult adoptees. We also provide bespoke packages of therapeutic support.

Influencing change

We use our knowledge and research to influence policy and legislation across the UK. We campaign for lifelong support, alongside those whose lives are affected by adoption and care experience. Through our policy work and campaigning we are raising public, political and professional awareness of modern adoption, including the needs and rights of adopted children and young people and their families, and of adult adoptees. We influence policy and legislation across the UK on a range of matters that impact on the lives of adoptees and their families including adoption support, health and education, and on issues relating to kinship care and FASD.

Adoption UK engages with adopted people, those with care experience, adopters, kinship and foster carers, key sector groups, civil servants, ministers and other stakeholders to advise on draft legislation and push for changes in law, policy and practice. Our Adoption Barometer report is widely used by policy makers to support the case for change.

How our activities deliver public benefit

Our work delivers clear public benefit through supporting those who are or were unable to live with their birth parents, in childhood and in adulthood – giving them an equal chance to thrive. We support people individually and we support their families, helping everyone to deal with the effects of early trauma. Adoptive parents, carers and their families, as well as practitioners that work with them, benefit from the support we offer in carrying out their therapeutic role.

We provide information, advice, support and training to prospective adopters, adoptive parents and others delivering permanence to children who cannot live with their birth parents. Our information and services are rooted in the personal experiences of those we work with so that, as an organisation, we are at the centre of a self-help network of peer support.

These networks:

- Enable adopted young people and adult adoptees to come together with their peers, build peer support and influence policy and practice.
- Help parents and carers to explore the unique social, emotional and developmental needs of their children and promote effective parenting practice based on a combination of personal experiences and current theories of trauma, attachment and child development.

What drives us



Vision

A society in which every child and young person who is unable to grow up with their birth parents can thrive in childhood and has an equal chance of a bright future as an adult.

Purpose

To secure the right support at the right time for children and young people who are unable to grow up with their birth parents, from childhood into adulthood.

Values

We are open

- We champion everyone unable to grow up with their birth parents, and the families who raise and care for them.
- We value equity, diversity and inclusion.
- We're honest about the realities of adoption and permanence and about what needs to change. We stand up for great ideas and good decisions.

We are stronger together

- We pioneer peer support in adoption and permanence. We bring together peer support and professional expertise.
- We work constructively with others. We enable people to build and strengthen their networks.
- We work hand in hand with people with lived experience to build an expert case for better support together.

We are determined

- We won't stop until everyone who is unable to grow up with their birth parents has an equal chance to thrive.
- We will empower every adopted and care experienced person, and every adoptive and kinship care family to ask for, and get, what they need.

Together, our community is a powerful force for change.

Our Strategy

We provide information, advice and training

We aspire to be the leading source of accurate and up-to-date information and advice for adopted people and their families. We empower people by providing accurate, up-to-date and relevant advice and information through our helpline, website, factsheets and resources. We provide high quality and popular training courses to help people provide the right support for children and young people affected by early childhood trauma.

Our webinars and training help to educate and inform on topics as diverse as therapeutic parenting, FASD, the lifelong impacts of adoption, the experiences of trauma, parenting siblings and many more.

We are also a trusted source of information and advice for professionals working with adopted people, including schools and adoption agencies.

We connect people

We create safe spaces for people to build their own networks of support. Through our support groups and events, both online and face to face, we bring people together to have fun, to offload and to support each other. We build connections that often last a lifetime. We help people find others who understand their experiences and create spaces where they can be themselves.

We provide direct support

We provide a powerful combination of professional expertise and peer support directly to children, young people and their families. This includes mentoring, peer support, and specialist therapeutic services.

We change the system

We work hand in hand with those with lived experience to bring about changes to policy and practice that will translate into real improvements in the lives of care experienced people and their families. We influence politicians, policymakers and practitioners to create the change we want to see in the adoption and care system. We aim to centre the voices of those who are unable to live with their birth parents, ensure they are listened to by those with the power to change things for the better.

Working with adopted people

The world of adoption is changing and modernising and we are changing with it. We are listening to the voices of adopted and care experienced people and to those who care for them, to understand how we can fulfil our vision and make the biggest difference for the families who need our support.

We provide direct support to adopted children and young people to enable them to have an equal chance of a bright future.

We also work in partnership with adult adoptees to raise awareness of the lifelong challenges involved in adoption, and to provide information, connection and support.

Reference and administrative details

Trustees

The trustees who served during the period under review and up to the date of approval of the financial statements were:

| | |
|---------------------------|---|
| Mike Rebeiro | Chair of Trustees |
| Anna Jaques | Joint Vice Chair of Trustees; chair of People and Culture Committee |
| Melissa Shackleton | Joint Vice Chair of Trustees |
| Tony Eastwood | Chair of Finance and Scrutiny Committee |
| Anju Mahbubani | Trustee |
| Dani Stuart | Trustee |
| Siobhan Rhodes | Trustee |
| Justin North | Trustee |
| Anwen Aspden | Trustee, appointed 22 April 2024 |
| Jordina Walker | Trustee, resigned 25 June 2024 |
| Wesley Graham | Trustee, resigned 19 June 2025 |
| Anuradha Parekh | Trustee, resigned 05 December 2024 |

Officers

| | |
|----------------------------|---|
| Emily Frith | Chief Executive |
| William Joel Sadler | Director and Chief Operating Officer. No voting rights on the Board of Trustees. |
| Jacque Joy | Company Secretary |
| Bank | HSBC, 15 Church Street, Rugby, Warwickshire CV21 3PN |
| Accountant | TC-Group, Star House, Star Hill, Rochester, Kent, ME1 1UX |
| Solicitor (charity) | Anthony Collins Solicitors LLP, 134 Edmund Street, Birmingham, B3 2ES |
| Auditors | Thomas Coombs Limited, Chartered Accountants, 3365 The Pentagon, Century Way, Thorpe Park, Leeds LS15 8ZB |

Company details

| | |
|--|----------|
| Registered charity number (England and Wales) | 1160647 |
| Registered charity number (Scotland) | SC037892 |
| Company registration number (England and Wales) | 09454981 |

Offices

| | |
|-------------------------------|--|
| Registered head office | Bloxham Mill, Barford Road, Bloxham, Oxfordshire OX15 4FF |
| Northern Ireland | 63-75 Duncairn Gardens, Belfast, BT15 2GB |
| Scotland | Great Michael House, 14 Links Place, Edinburgh, EH6 7EZ |
| Wales | Office 9, Big Yellow, 65 Penarth Road, Cardiff CF10 5DL (until 31 August 2024) Office 9, House 1, The Maltings, East Tyndall Street, Cardiff Bay, Cardiff, CF24 5EZ (from 12 August 2024) Suite 8F, Trigg House, Warren Drive, Prestatyn, LL97HT |

Structure, governance and management

Trustees

The trustees are responsible for Adoption UK Charity. As stated by the Charity Commission, their responsibilities are to ensure the charity is carrying out its purposes for the public benefit, comply with the charity's governing documents and the law, act in the charity's best interests, manage the charity's resources responsibly, act with reasonable care and skill, and ensure the charity is accountable. The trustees agree an outline plan and budget annually.

In planning the activities, the trustees have had regard to the guidance on public benefit issued by the Charity Commission.

Trustees are appointed by existing trustees. The induction and training of trustees includes:

- Reading an induction pack. This includes: the Charity Commission's booklet, The essential trustee: what you need to know, what you need to do (CC3); our Memorandum and Articles of Association; our key policies and procedures; our most recent annual accounts/report; our most recent strategic plan; and other relevant documents.
- Meeting with the chair of trustees and Chief Executive. The nature of this meeting will largely depend on what was covered during the recruitment process. But it will be an opportunity for new trustees to ask questions about Adoption UK and discuss more about their role as a trustee.
- Getting to know the team. Within approximately three months of becoming a trustee, we will arrange for them to meet with senior leaders. Trustees are all encouraged to attend Adoption UK conferences and national employee events as appropriate – but particularly if these events occur during their first year of tenure.
- Updates from the Charity Commission. As part of our endeavour to not only be compliant but be an example of good practice, we ask trustees to commit to reading, and disseminating as necessary, updates from the Charity Commission. The Trustees have recently reviewed our practices using the 'Charities Governance Code', agreeing some governance changes and are about to review the potential impact of the Charities Act 2022.

The governing documents of Adoption UK are our Memorandum and Articles of Association, updated 20 June 2024, and the charity is constituted as a company limited by guarantee.

Leadership

The Trustees delegate certain duties and responsibilities to the Chief Executive, who is supported by a team of senior leaders. Our Chief Executive is Emily Frith.

Emily is supported by a Senior Leadership Team comprised of our Chief Operating Officer (Joel Sadler), Director of Public Affairs and Communications (role ceased 30 September 2025, a new role of Director of Fundraising, Marketing and Communications will begin in January 2026), Director and Service Manager Wales (Rebekah Burns from 29 April 2024 until 09 January 2025), Scotland Director (Fiona Aitken), Northern Ireland Director (EJ Havlin), Director of Quality Assurance and Wales (Jane White) and Head of England Service Delivery (Samantha Parkin) who are responsible for day-to-day decision making.

The role of the senior leadership team is to support the CEO in the delivery of the strategy decided by the board of and includes appointing employees and volunteers and decisions regarding expenditure – as long as employee and volunteer appointments and expenditure are in-line with our strategy – budget, and delegated authority agreed by trustees.

Remuneration of senior employees is reviewed annually by the trustees as part of budget setting and all employee roles are subject to independent salary benchmarking, by reference to the charity sector.

External engagement

Adoption UK recognises the importance of engaging with key stakeholders in the sector and other

experts, as well as our service users. We operate theme based advisory boards, seeking to engage with a broad range of stakeholders on key matters such as Youth Services, FASD, Kinship, Adopted Adults, Equity, Diversity and Inclusion.

Risk management

The organisation has a low appetite for reputational and financial risk. The trustees and senior leadership team consider the risks to Adoption UK Charity on a regular basis, reflecting on internal and external changes, and assess whether existing practices, processes, systems and reporting mechanisms are effective and adequate to minimise risk and mitigate the impacts should risk events occur. The senior leadership team and trustees are informed about risk management using a risk register as a dashboard. Assessment of risk is also built into the development and ongoing monitoring of each service delivery programme. The main risks detailed in the register and our plans to manage them are:

Employee and volunteer wellbeing

Trustees and senior leaders monitor and manage the potential wellbeing and health risks to employees, volunteers and our services, with most employees work wholly from home or in hybrid arrangements. We deliver many of our services for families via video or audio channels to ensure equality of access, with web-based resources for members and service users; however, most of our youth provision and much of our community engagement is face to face. Our flexible, responsive and accessible approach to activities has allowed us to retain most grants and funding streams and attract new sources of funding to provide sustainable services in most aspects of our provision.

Trustee oversight and scrutiny of employee and volunteer matters, including wellbeing, sits within the remit of our People and Culture Committee, which meets quarterly and reports to the full Board of Trustees. Our annual employee survey and on-going employee and volunteer engagement activities inform about our progress, workforce needs and our future workforce development, support and remuneration and benefits plans. In May of 2025 we launched a Senior Managers Forum, this is designed for senior managers who are not part of the Senior Leadership Team (SLT) to meet regularly and operate to give managers a stronger voice in AUK operational discussions and decision-making.

Mission drift

Trustees regularly review the activities of the charity in the context of the values, purpose and mission of the organisation. In June 2024 our Board of Trustees agreed a restatement our Charitable Objects to better reflect the planned direction of travel for the organisation; this was needed to ensure that the organisation was aligned with the changing landscape of the adoption and permanence sector, which is making Increased use of kinship care, long-term foster care/continuing care arrangements for children unable to live with their birth parents.

Last year, we changed our Ofsted registration to allow us to directly deliver services to children and young people in England, following the success of programmes in Northern Ireland, Scotland and Wales and an Ofsted inspection in June 2025 judged us to be outstanding in all areas.

Loss of operational capacity

Following significantly growth between 2021 and 2024, like many charities during 2024 and 2025, the impacts of budgetary challenges for funders and commissioners, changes to Employer NI contributions and increased competition for funding across the charitable sector have squeezed our budgets, with a 31 March 2025 year end deficit of £391,374. In response we undertook some organisational changes, seeking to reduce unfunded operations, reduce overheads and indirect costs and improve efficiency, these actions have reduced our headcount by 30% during 2025. However, in order to mitigate against further loss of operational capacity, we continue to invest in income generation capacity and expertise, recruiting additional grant writing capacity and a new role of Director of Fundraising, Marketing and Communications, which we expect to start from early 2026.

Financial risk

Our reserves policy states that Adoption UK Charity should have sufficient funds to meet its financial commitments, to demonstrate future sustainability and security, to ensure that we can manage future unforeseen financial difficulties, and to ensure that excessive funds are not held without any identifiable reason or for any unidentifiable purpose. Our aim of holding between three and six-months' worth of operating costs as reserves has not been possible over the last six years; with this policy target being updated every two to three years, including an assessment of income risk. This approach offers Trustees greater transparency and detail about the risks associated with each secured form of income, any grant and contract renewals and any proposed income targets.

External factors

Our work is impacted by the continually changing landscape of fostering and adoption in the UK – as a result of legal precedence, government policy, legislative change and social work practice. We make sure we stay on top of what is happening and are creating an organisation that, while having a clear direction, remains agile so we can effectively respond to these changes. A broad funding base is a vital factor in ensuring our resilience in an ever-changing landscape and to this end we are developing a varied and sustainable approach to income generation.

Governance and compliance

The Charity is committed to meeting all of the requirements of the Charity Commission, Companies House, Care Inspectorate Wales, Ofsted and other relevant regulatory bodies. We are committed to being a model of good practice in governance and compliance, with the Board supported by trustee-led sub-committees for finance and for people and culture; and we have an equality, diversity and inclusion advisory group. We ensure we are aware of the impact of changes to legislation and guidelines and, as our activities develop, we actively check whether that introduces the need for us to comply with additional legislation or guidelines.

External changes

Along with most other charities and organisations operating in the adoption sector we are conscious of the risks and impacts that can emerge from legislative change and public funding decisions. We are proactive in not just horizon scanning, but in actively engaging with the UK and devolved governments to influence and drive change in the agenda. In order not to be overly reliant on a small number of government grants and local authority income, we continue to diversify our activities and income streams. We are also investing in strengthening our capacity and expertise to grow unrestricted funding and mitigating those risks.

Health, safety and environment

As an employer and provider of services to the adoption community, we understand areas of risk including workload and working hours, travel/commuting, working environments, travel and manual handling. We aim to mitigate these risks through policies and guidelines, training, good line management and peer-to-peer accountability.

Safeguarding

We have an approved safeguarding policy which is reviewed regularly and is part of the induction process. This is supported by a newly appointed Director of Quality Assurance, who is also our registered manager for regulated services in England and is the organisation's safeguarding lead. We operate with a contingent of safeguarding contacts to ensure 24-hour cover. There is an annual refresher of awareness training.

Financial review

Financial position at the end of March 2025

We are pleased that we were able to increase our income by 2.18% compared to the prior year, although our costs over the same period increased by 13.7%.

The income for the year ending 31 March 2025 was £4,181,080, expenditure being £4,572,454 resulting in an operational deficit of £391,374 for the year.

There were no restricted reserves, with total reserves falling to £388,900 and our free reserves position is £324,465, down from £659,677 in 2024.

Notable sources of income during the year included:

- Year 5 of the £270,000 per annum contract with Scottish Government to deliver the Scotland Kinship Care Advice and Support Service.
- Collective Scottish Government, Welsh Government and England ASGSF funding of around £1,000,000 to deliver year 6 of our Adoption Pathways (formerly TESSA) service in England, Scotland and Wales.
- Scottish Government and associated funding of £243,860 for our Fetal Alcohol Spectrum Disorder (FASD) service.
- Membership Income of £209,848, supplemented by from £110,959 from year 2 of the National Lottery Community Fund grant, which started in September 2023.

Reserves policy

Our reserves policy is to ensure that Adoption UK Charity has sufficient funds to meet its financial commitments, to demonstrate that we are sustainable into the future, to ensure that we can manage future unforeseen financial difficulties and to ensure that excessive funds are not held without any identifiable reason or for any unidentifiable purpose.

Trustees reviewed the charity's policy for the appropriate level of unrestricted reserves required at our November 2023 Board of Trustees meeting, taking into account the changed risk factors and planned expenditure.

It is the trustees' general view that the desirable level of free reserves is six months of operating cost, with additional consideration of a risk-based approach that considers known income for the year ahead and the security of that income. Based on the risk-based calculations the trustees consider that for 2025-26, the desirable free reserves level would remain at approximately £1,000,000. Our unrestricted free reserves are £324,464, well short of the policy target.

While this means that the charity's reserves position at the end of the year remains significantly lower than our updated policy target, and our short- and long-term loan commitments remain low at £10,000 and £5,833 respectively (both relating to a bounce back loan), the total amount due to creditors within one year rose by £113,762. See note 11 in the notes to the financial statements for further information.

Fundraising

Our fundraising plans are approved by the trustees and monitored by the senior leadership team. Although our income (see more details below) is derived from a number of sources, a significant proportion of our income comes from grant giving trusts and foundations, as well as central government grants and contracts. In addition, we operate a subscription membership offer and we work in partnership with agencies and local authorities, who commission our services and support programmes. Our fundraising activities are primarily conducted by our employees and volunteers – from time-to-time drawing on the expertise of advisors.

Our approach to fundraising

During the year, less than 5 per cent of Adoption UK's income was generated from our general fundraising activities – often thanks to members and supporting individuals raising income at Adoption UK events or by organising their own events and activities.

We do not employ the services of any fundraising agencies or third parties, nor do we run telephone or door-to-door fundraising campaigns. Our relationship with our supporters is very important to us and the charity does not wish for them to feel under any pressure to donate.

We have a close relationship with our fundraisers and support them in delivering their events and complying with the relevant codes of practice. Where we work with commercial participators, contracts are exchanged so we can ensure compliance with the code of fundraising practice, applicable laws and adherence to best practice.

In 2024-25 we have invested in a review of our fundraising and partnerships team priorities, capacity and expertise and have recruited to a new role of Director of Fundraising, Marketing and Communications (due to start early 2026) and have restructured to align our marketing and communications functions without income generation team. These changes will further enhance our income generation activities, with particular focus on both diversifying our income and growing unrestricted funding.

We received no complaints about our fundraising practices in the year to 31 March 2025, nor to date.

Fundraising practices

As part of our commitment to best practice, we adhere to the standards set by the Fundraising Regulator and the Institute of Fundraising. We aim to ensure that our fundraising is respectful, open, honest and accountable to the public. Adoption UK is registered with the Fundraising Regulator.

We have a clearly documented complaints procedure in place, enabling any concerns regarding our fundraising activities to be responded to quickly. During the year, there have been no instances of non-compliance with the requirements of the fundraising code of practice and no complaints have been received by the charity regarding fundraising activities.

Our fundraising policy clearly states the steps that should be followed to protect vulnerable people and ensure that anyone who wants to support the charity has the relevant capacity to make the decision to donate.

Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. With current committed income streams and costs forecast up to 31 March 2027, trustees have taken steps to restructure the organisation that has assured a very positive 2026-27 budget, which carries high confidence in delivering significant contributions to reserves.

The trustees have considered the impact of the financially challenging year ending 31 March 2025, the consolidation work, restructuring and forecast outturn for the year ending 31 March 2026 and the likely impacts on income and expenditure as a consequence of on-going UK economic uncertainty and inflationary pressures.

Income grew again in 2024-25, by 2.18% to reach £4,181,080 and is expected to be just under £4m in the year ending March 2026, which demonstrates some resilience to the impact of a competitive and challenging fundraising environment. Trustees are being prudent in their assumptions on continued growth and, having regard to the emerging external economic challenges for the third sector, the wider economy and for our staff, made budget adjustments linked to a business change plan that incorporates restructuring of some services and departments, as well as driving a reduction in current and future unrestricted spend, including overheads and indirect costs.

These adjustments, restructuring and adjusted fundraising plans have delivered a 2026-27 budget that delivers reserves growth and elimination of debt and in improved cashflow position.

As of 31 March 2025, the charity had net current assets of £330,298 (2024: £714,142) and our unrestricted reserves fell to £388,900 (2024: £741,642), which are below our reserves policy risk adjusted target of £1,000,000.

Trustees have considered forecasts and projections and based on the recent income growth, the level of reserves, the delivered and forecast reductions in our unrestricted costs, overheads and indirect costs, our cash position, our forecast 2025-26 outturn and our managed pipeline of additional income opportunities. They have prepared the financial statements on a going concern basis, but have identified that there is a material uncertainty that may cast doubt on the charity's ability to continue to operate as a going concern if the timing and level of future income does not align with expectations.

Statement of the board's responsibilities

The trustees (who are also directors of Adoption UK Charity for the purposes of company law) are responsible for preparing the trustees' annual report (including the strategic report) and the financial statements, in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial period that give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources – including the income and expenditure – of the charitable company for that period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles laid out by the 'Accounting and Reporting by Charities: Statement of Recommended Practice 2015' (Charities SORP)
- make judgements and estimates that are reasonable and prudent
- state whether FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' has 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 charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charitable company. These records should also enable them to ensure that the financial statements comply with the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006, as amended by The Charities Accounts (Scotland) Amendment (No 2) Regulations 2014.

Trustees are also responsible for safeguarding the assets of the charitable company, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the board of trustees is aware:

- there is no relevant audit information of which the company's auditors are unaware and
- they have taken all the steps that they ought to have taken as trustees to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

The trustees' annual report is approved by the trustees of the charity. The strategic report, which forms part of the annual report, is approved by the trustees in their capacity as directors in company law of the charity.

By order of the board of trustees on 04 December 2025 and signed on its behalf:

Mike Rebeiro, Chair of Trustees

29 January 2026

Independent auditors' report

To the Members of Adoption UK Charity

Opinion

We have audited the financial statements of Adoption UK Charity (the 'charitable company') for the year ended 31st March 2025 which comprise of the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31st March 2025 and of its incoming resources and application of resources, including its income and expenditure, income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

We draw attention to Note 1 (d) in the financial statements, which indicates that in the 9 months ending 31st December 2025 the charitable company has made a deficit of £568,995. As of 31st December 2025 the charitable company's current liabilities exceeded its total assets by £180,094. As stated in Note 1 (d), these events or conditions, along with other matters as set forth in Note 1 (d), indicate that a material uncertainty exists that may cast significant doubt on the company's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise

to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the strategic report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 22, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Acts and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our knowledge of the business and sector, enquiries of directors and management, and review of regulatory information and correspondence. We communicated identified laws and regulations throughout the audit team and remained alert to any indication of non-compliance through the audit.

We discussed with directors and management the policies and procedures in place to ensure compliance with laws and regulations and otherwise prevent, deter and detect fraud.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations identified as potentially having a material effect on the financial statements. Our procedures included review of financial statement information and testing of that information, enquiries of management and examination of documents, analytical procedures to identify unusual or unexpected relationships that may indicate fraud, and procedures to address the risk of fraud through director or management override of controls.

At the completion stage of the audit, the engagement partner's review included ensuring the audit team had approached their work with appropriate professional scepticism and thus the capacity to identify non-compliance with laws and regulations and fraud.

The primary responsibility for the prevention and detection of fraud rests with those charged with governance and management, and we cannot be expected to detect non-compliance with all laws and regulations. There are inherent limitations in the audit procedures described above and the further removed non-compliance of laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. In addition, the risk of not detecting a material misstatement relating to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with Regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Shaun Pullan ACCA (Senior Statutory Auditor)

for and on behalf of Thomas Coombs Limited

3365 The Pentagon

Century Way

Thorpe Park

Adoption UK Charity Company Number 09454981

Leeds

LS15 8ZB

Date 29th January 2026

Statement of financial activities

Incorporating the income and expenditure account for the year ending 31 March 2025

| | Notes | Unrestricted 2025 £ | Restricted 2025 £ | Total 2025 £ | Total 2024 £ |
|---|-------|---------------------------|-------------------------|--------------------|--------------------|
| Income from: | | | | | |
| Donations and legacies | 2 | 124,588 | - | 124,588 | 530,036 |
| Charitable activities | | | | | |
| External Communications | | 2,783 | - | 2,783 | 4,464 |
| Membership Services | | 209,848 | - | 209,848 | 238,995 |
| Adoption Support Services | | 1,147,655 | 2,597,952 | 3,745,607 | 3,263,854 |
| Other trading activities | | 91,449 | - | 91,449 | 47,688 |
| Investments | | 6,805 | - | 6,805 | 6,693 |
| Total Income | | 1,583,128 | 2,597,952 | 4,181,080 | 4,091,730 |
| Expenditure on: | | | | | |
| Fundraising | 3 | 249,401 | - | 249,401 | 177,280 |
| Charitable activities | | | | | |
| External Communications | 3 | 437,436 | - | 437,436 | 385,625 |
| Membership Services | 3 | 262,562 | - | 262,562 | 265,078 |
| Adoption Support Services | 3 | 986,471 | 2,636,584 | 3,623,056 | 3,193,545 |
| Total Expenditure | | 1,935,870 | 2,636,584 | 4,572,454 | 4,021,528 |
| Net income for the year and net movement in funds | 4 | (352,742) | (38,632) | (391,374) | 70,202 |
| Transfers between funds | | - | - | - | - |
| Net income before other recognised gains and losses | | (352,742) | (38,632) | (391,374) | 70,202 |
| Net movement in funds | | (352,742) | (38,632) | (391,374) | 70,202 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 741,642 | 38,632 | 780,274 | 710,072 |
| Total funds carried forward | | 388,900 | - | 388,900 | 780,274 |

The company's income and expenditure all relate to continuing operations. The company has no recognised gains or losses other than shown above. Movements in funds are disclosed in Note 14a to the financial statements. The accompanying notes form an integral part of these financial statements.

Balance sheet

(as at 31 March 2024)

| | Notes | 2025 £ | 2025 £ | 2024 £ | 2024 £ |
|--|-------|-----------|----------------|-----------|----------------|
| Fixed Assets: | | | | | |
| Tangible Assets | | | 61,939 | | 77,596 |
| Intangible Assets | | | 2,496 | | 4,369 |
| | 9 | | 64,435 | | 81,965 |
| Current Assets: | | | | | |
| Stock | | 1,650 | | 2,129 | |
| Debtors | 10 | 547,542 | | 642,351 | |
| Cash at bank and in hand | | 172,930 | | 347,723 | |
| | | 722,121 | | 992,203 | |
| Liabilities: | | | | | |
| Creditors: Amounts falling due within one year | 11 | (391,823) | | (278,061) | |
| Net current assets | | | 330,298 | | 714,142 |
| Total assets less Current Liabilities | | | 394,733 | | 796,107 |
| Creditors: amounts falling due after one year | 12 | | (5,833) | | (15,833) |
| Total net assets | | | 388,900 | | 780,274 |
| The funds of the charity: | | | | | |
| Restricted income funds | | | - | | 38,632 |
| Unrestricted income funds: | | | | | |
| Designated funds | | | - | | - |
| General funds | | | 388,900 | | 741,642 |
| Total charity funds | 14a | | 388,900 | | 780,274 |

The accompanying notes form an integral part of these financial statements. The accounts on pages 20 to 38 were approved and authorised for issue by the Board of Trustees on 04 December 2025 and signed on its behalf by:

Mike Rebeiro,
Chair of Trustees
29 January 2026

Statement of cash flows

(as at 31 March 2024)

| | Notes | 2025 £ | 2025 £ | 2024 £ | 2024 £ |
|--|-------|-----------|-----------|-----------|-----------|
| Cash flows from operating activities: | | | | | |
| Net cash provided by / used in operating activities | 15 | | (155,103) | | 213,453 |
| Cash flows from investing activities: | | | | | |
| Dividends, interest and rents from investments | | 6,805 | | 6,693 | |
| Purchases of fixed assets | | (26,495) | | (73,563) | |
| Net cash used in investing activities | | | (19,690) | | (66,870) |
| Change in cash and cash equivalents in the year | | | (174,794) | | 146,583 |
| Cash and cash equivalents at the beginning of the year | | | 347,723 | | 201,140 |
| Cash and cash equivalents at the end of the year | | | 172,929 | | 347,723 |

Notes to the financial statements

(For the year ended 31 March 2025)

1 ACCOUNTING POLICIES

a. Statutory information

Adoption UK Charity is a charitable company limited by guarantee and is incorporated in the United Kingdom. The registered office address is Bloxham Mill, Barford Road, Bloxham, Oxfordshire, OX15 4FF.

b. Basis of preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these financial statements. The financial statements have been prepared in accordance with the '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 (FRS102) including Update Bulletin 2, (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. All financial reporting is in Sterling and rounded to the nearest pound £.

c. Public benefit entity

Adoption UK constitutes a public benefit entity as defined by FRS 102.

d. Going concern – material uncertainty

The trustees have prepared the financial statements on the going concern basis.

In making this assessment, the trustees have considered the charity's current financial position, including results since the year end, together with cash flow forecasts and anticipated funding over at least the twelve months from the date of approval of these financial statements.

In the 9 months ending 31st December 2025, the charity incurred operating deficit of £568,995, and at that date the charity has a net liabilities position (a negative balance sheet) of £180,094. In addition, as is affecting the charity sector in general, there is uncertainty over the timing and level of future grant income given the prevailing economic environment and fundraising climate. Accordingly, a material uncertainty exists which may cast significant doubt on the charity's ability to continue as a going concern, and therefore the charity may be unable to realise its assets and discharge its liabilities in the normal course of business.

The financial statements do not include any adjustments that would result if the charity were unable to continue as a going concern.

The trustees have taken and are continuing to take actions that significantly mitigate these risks. While the trustees believe that these actions provide a strong and reasonable basis for the preparation of the financial statements on a going concern basis, the outcome of fundraising activity and the securing of future grants are not wholly within the charity's control.

These actions include:

- Having implemented organisational change, including redundancies and further cost reduction measures, which have secured forecast savings of over £292,569 by 31 March 2026; changes which will result in a further £428,819 reduced spend by 31 March 2027;
- Investing in fundraising leadership and additional fundraising capacity to grow existing and develop new income streams and increase voluntary income;
- agreeing a Time to Pay arrangement with HMRC to manage short-term cash flow pressures; and

Notes to the Financial Statements (continued)

- ongoing monitoring of cash flow and active engagement with funders and stakeholders to secure and diversify future funding.

The trustees anticipate that as a result of these actions the expected results at 31st March 2026 will be a surplus of £174,509 and a further surplus of £261,207 at 31st March 2027.

e. Income

Income from legacies, adoption support services contracts and other contracts is recognised when the charitable company has entitlement to the funds and, in the case of contracts, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charitable company has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received, and the amount can be measured reliably and is not deferred.

Income from grants and contracts received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Income received from donations and general fundraising activity is recognised on the date received.

f. Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund. Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes. Designated funds are used for the purposes proposed and agreed by Adoption UK, with expenditure charged to those designated funds.

g. Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in attracting third party voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services, events and other training activities undertaken to further the purposes of the charitable company and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h. Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis, which are an estimate: based on employee time attributable to each activity.

Where information about the aims, objectives and projects of the charitable company is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Notes to the Financial Statements (continued)

Support and governance costs are reallocated to each of the activities on the following basis, which is an estimate, based on employee time attributable to each activity.

Governance costs are the costs associated with the governance arrangements of the charitable company. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

i. Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

j. Fixed assets

Items of equipment are capitalised where the combined purchase price exceeds £500. Depreciation and amortisation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Depreciation and amortisation are provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation and amortisation rates in use are as follows:

- | | |
|--------------------------|---------------------------|
| • Computer equipment | Three years straight line |
| • Office equipment | Four years straight line |
| • Fixtures and fittings | Five years straight line |
| • Leasehold improvements | Five years straight line |
| • Intangible Assets | Four years straight line |

k. Stocks

Stocks are publications stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

l. 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.

m. 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. Cash balances exclude any funds held on behalf of service users.

n. Creditors and provisions

Creditors and provisions are recognised where the charitable company 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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o. Pensions

All qualifying employees are invited to join the charitable company's defined contribution scheme. For Adoption UK Charity Company Number 09454981

Notes to the Financial Statements (continued)

those employees who are 'opted in' to the defined contribution scheme, the charitable company contributes a current equivalent of three per cent of gross salary into the scheme. The charitable company's contribution is charged to the statement of financial activities in the financial year. The charitable company has no liability under the scheme other than for the payment of those contributions.

p. Critical accounting estimates and areas of judgement

In preparing financial statements it is necessary to make certain judgements, estimates and assumptions that affect the amounts recognised in the financial statements. The following judgements and estimates are considered by the trustees to have the most significant effect on amounts recognised in the financial statements:

- Depreciation and amortisation charges are based on the estimated useful life of the assets held.

Notes to the Financial Statements (continued)

2a INCOME FROM DONATIONS AND LEGACIES

| | Unrestricted £ | Restricted £ | Total 2025 £ | Total 2024 £ |
|------------------|-------------------|-----------------|-----------------|-----------------|
| Donations | 114,754 | - | 114,754 | 102,624 |
| Legacies | - | - | - | 424,970 |
| Gift aid | 9,834 | - | 9,834 | 2,442 |
| Total | 124,588 | - | 124,588 | 530,036 |

2b INCOME FROM OTHER TRADING ACTIVITIES

| | Unrestricted £ | Restricted £ | Total 2025 £ | Total 2024 £ |
|------------------------|-------------------|-----------------|-----------------|-----------------|
| Training income | 71,482 | - | 71,482 | 30,386 |
| Event income | 19,967 | - | 19,967 | 17,302 |
| Total | 91,449 | - | 91,449 | 47,688 |

2c INCOME FROM INVESTMENT ACTIVITIES

| | Unrestricted £ | Restricted £ | Total 2025 £ | Total 2024 £ |
|-----------------|-------------------|-----------------|-----------------|-----------------|
| Interest | 6,805 | - | 6,805 | 6,693 |
| Total | 6,805 | - | 6,805 | 6,693 |

2d INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted £ | Restricted £ | Total 2025 £ | Total 2024 £ |
|-----------------------------------|-------------------|------------------|------------------|------------------|
| Membership | 209,848 | - | 209,848 | 238,995 |
| Adoption support contracts | 699,683 | - | 699,683 | 992,863 |
| Grants | 447,972 | 2,597,952 | 3,045,924 | 2,270,991 |
| Publication sales | 2,783 | - | 2,783 | 4,464 |
| Total | 1,360,286 | 2,597,952 | 3,958,238 | 3,507,313 |

3 ANALYSIS OF EXPENDITURE (current year)

| | Charitable activities | | | | | | 2025 Total | 2024 Total |
|---|-----------------------|-------------------|------------------------|---------------------------------|---------------------|------------------|------------------|------------------|
| | Fundraising | External Comms | Membership Services | Adoption Support Services | Governance costs | Support costs | | |
| | £ | £ | £ | £ | £ | £ | £ | £ |
| Workforce Costs (Note 5) | 192,607 | 260,683 | 166,412 | 2,654,725 | - | 306,422 | 3,580,849 | 3,027,093 |
| Other workforce costs | 195 | - | - | 4,153 | - | 23,807 | 28,155 | 43,300 |
| Trustees' meeting expenses and other costs | - | - | - | - | 2,925 | - | 2,925 | 8,239 |
| Online and publication costs | - | 59,855 | - | - | - | - | 59,855 | 44,903 |
| Fundraising, events and PR costs | 106 | 845 | 240 | 1,689 | - | - | 2,880 | 10,154 |
| Partnership, groups and training costs | 2,652 | 4,805 | 15,026 | 84,594 | 2,651 | 36,468 | 146,196 | 129,126 |
| Premises and office costs | 12,155 | 29,379 | 36,999 | 155,281 | - | 277,268 | 511,082 | 593,885 |
| Professional fees | - | 8,755 | - | 117,049 | 17,001 | 97,707 | 240,512 | 162,828 |
| | 207,715 | 437,436 | 218,677 | 3,017,491 | 22,577 | 741,672 | 4,572,454 | 4,021,528 |
| Support costs | 40,454 | 70,954 | 42,589 | 587,675 | - | (741,672) | - | - |
| Governance costs | 1,232 | 2,160 | 1,296 | 17,889 | (22,577) | - | - | - |
| Total expenditure | 249,401 | 385,625 | 262,562 | 3,623,056 | - | - | 4,572,454 | 4,021,528 |

3a. ANALYSIS OF EXPENDITURE (prior year)

| | Charitable activities | | | | Governance costs | Support costs | 2024 Total |
|---|-----------------------|-------------------------|---------------------|---------------------------|------------------|---------------|------------------|
| | Fundraising | External Communications | Membership Services | Adoption Support Services | | | |
| | £ | £ | £ | £ | £ | £ | £ |
| Workforce Costs (Note 5) | 126,892 | 224,542 | 171,799 | 2,164,429 | - | 339,431 | 3,027,093 |
| Other workforce costs (Note 5) | 2,400 | 206 | - | 21,592 | - | 21,102 | 45,300 |
| Trustees' meeting expenses and other costs | - | - | - | - | 8,239 | - | 8,239 |
| Online and publication costs | - | 44,892 | - | 11 | - | - | 44,903 |
| Fundraising, events and PR costs | 2,529 | 2,462 | - | 4,969 | - | 194 | 10,154 |
| Partnership, groups and training costs | 3,016 | 6,122 | 5,894 | 110,397 | - | 3,697 | 129,126 |
| Premises and office costs | 2,896 | 22,636 | 35,357 | 243,987 | - | 289,009 | 593,885 |
| Professional fees | 4,751 | 9,077 | - | 21,349 | 28,985 | 98,666 | 162,828 |
| | 142,484 | 309,937 | 213,050 | 2,566,734 | 37,224 | 752,099 | 4,021,528 |
| Support costs | 33,155 | 72,119 | 49,574 | 597,251 | - | (752,099) | - |
| Governance costs | 1,641 | 3,569 | 2,454 | 29,560 | (37,224) | - | - |
| Total expenditure | 177,280 | 385,625 | 265,078 | 3,193,545 | - | - | 4,021,528 |

Notes to the Financial Statements (continued)

4 NET INCOME FOR THE YEAR

This is stated after charging:

| | 2025 | 2024 |
|---|--------|--------|
| | £ | £ |
| Depreciation | 44,025 | 33,168 |
| Operating lease rentals: | | |
| Property | 72,404 | 72,808 |
| Other | 2,399 | 1,688 |
| Auditors' remuneration (excluding VAT): | | |
| Current auditors: March 2025 | 15,914 | - |
| Current auditors: March 2024 | - | 15,450 |
| Previous auditors: March 2023 | - | 12,845 |

5 ANALYSIS OF WORKFORCE COSTS, KEY MANAGEMENT COSTS AND TRUSTEE EXPENSES

Workforce costs were as follows:

| | 2025 | 2024 |
|--|------------------|------------------|
| | £ | £ |
| Salaries and wages | 3,198,474 | 2,720,262 |
| Temporary/agency employees | 7,549 | 13,151 |
| Redundancy and termination costs | 8,109 | - |
| Social security costs | 281,432 | 235,715 |
| Employer's contribution to defined pension schemes | 85,285 | 71,116 |
| Recruitment | 7,197 | 8,373 |
| Other forms of employee benefits | 20,958 | 23,776 |
| | 3,609,004 | 3,072,393 |

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

| | 2025 | 2024 |
|-------------------|------|------|
| | No. | No. |
| £60,000 - £69,999 | 2 | 1 |
| £70,000 - £79,999 | 1 | 1 |
| £80,000 - £89,999 | 1 | 1 |

The total employee benefits including pension contributions of the key management personnel were £591,608 (2024 - £605,688). Key Management Personnel comprised CEO, COO and members of the

Notes to the Financial Statements (continued)

Senior Leadership Team.

The trustees were not paid or received any other benefits from employment with the charitable company in the year. No trustee received payment for professional or other services supplied to the charitable company. For purposes of ongoing regulatory requirements, the Chief Operating Officer also holds the position as a director of the charity; however, they are not paid for their role as a director, being remunerated only for their employee role.

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £2,180 (2024 - £2,359).

6 EMPLOYEE NUMBERS

The average number of employees (head count based on number of people employed) during the year was as follows:

| | 2025 | 2024 |
|---------------------------|--------------|--------------|
| | No. | No. |
| Fundraising | 5.3 | 3.5 |
| External Communications | 7.0 | 6.7 |
| Membership Services | 6.5 | 6.8 |
| Adoption Support Services | 114.6 | 99.4 |
| Support | 14 | 5.6 |
| | 147.4 | 122.0 |

Of the average number of employees listed, the average number of full-time equivalent employees was 92 (2024 – 78).

7 RELATED PARTY TRANSACTIONS

There were 2 x £120 transactions for lived experience speaker fees for the son of a trustee in 2025 (2024 – none)

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

8 TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

Notes to the Financial Statements (continued)

9 FIXED ASSETS

| | Intangible Assets | Office Equipment | Computer Equipment | Fixtures and Fittings | Total |
|-------------------------|----------------------|---------------------|-----------------------|--------------------------|----------|
| | £ | £ | £ | £ | £ |
| Cost | | | | | |
| Balance brought forward | 83,946 | 1,750 | 204,970 | 3,367 | 294,033 |
| Additions in year | - | - | 26,495 | - | 26,495 |
| Disposals in year | - | - | (85,335) | (1,687) | (87,022) |
| At the end of the year | 83,946 | 1,750 | 146,130 | 1,680 | 233,506 |
| Depreciation | | | | | |
| Balance brought forward | 79,577 | 1,750 | 127,796 | 2,945 | 212,068 |
| Charge for the year | 1,873 | - | 41,730 | 422 | 44,025 |
| Eliminated on disposal | - | - | (85,335) | (1,687) | (87,022) |
| At the end of the year | 81,450 | 1,750 | 84,191 | 1,680 | 169,071 |
| Net book value | | | | | |
| As at 31 March 2025 | 2,496 | - | 61,939 | - | 64,435 |
| As at 31 March 2024 | 4,369 | - | 77,174 | 422 | 81,965 |

All of the above assets are used for charitable purposes

10 DEBTORS

| | 2025 | 2024 |
|-------------------------------------|----------------|----------------|
| | £ | £ |
| Debtors in the course of activities | 65,961 | 211,118 |
| Other debtors | 8,785 | 6,897 |
| Prepayments | 39,287 | 42,520 |
| Accrued income | 433,509 | 381,816 |
| | 547,542 | 642,351 |

Notes to the Financial Statements (continued)

11 CREDITORS: amounts falling due within one year

| | 2025 | 2024 |
|---------------------------------------|----------------|----------------|
| | £ | £ |
| Creditors in the course of activities | 40,175 | 29,649 |
| Taxation and social security | 74,712 | 82,630 |
| Pensions | 17,062 | 37,450 |
| Other Creditors | 56,150 | - |
| Accruals | 22,020 | 61,154 |
| Deferred income | 171,704 | 57,178 |
| Bounceback Loan | 10,000 | 10,000 |
| | 391,823 | 278,061 |

12 CREDITORS: amounts falling due more than one year

| | 2025 | 2024 |
|-----------------|--------------|---------------|
| | £ | £ |
| Bounceback Loan | 5,833 | 15,833 |
| | 5,833 | 15,833 |

The Bounceback loan was the government backed Covid-19 support loans to help businesses impacted by the pandemic. This unsecured loan is repayable over 5 years at a fixed rate of 2.5% interest

13 DEFERRED INCOME

Deferred income comprises contracts, training and other income where the activity to deliver services funded by this income does not occur until the following year.

| | 2025 | 2024 |
|---------------------------------------|----------------|---------------|
| | £ | £ |
| Balance at the beginning of the year | 57,178 | 61,455 |
| Amount released to income in the year | (57,178) | (61,455) |
| Amount deferred in the year | 171,704 | 57,178 |
| Balance at the end of the year | 171,704 | 57,178 |

Notes to the Financial Statements (continued)

14a MOVEMENTS IN FUNDS (CURRENT YEAR)

| | At 01 April 2024 | Income & gains £ | Expenditure & losses £ | Transfers £ | At 31 March 2025 £ |
|--|---------------------|------------------------|------------------------------|----------------|--------------------------|
| Restricted funds | | | | | |
| Adoption Pathways (Wales) | - | 462,992 | (462,992) | - | - |
| National Lottery Community Fund | - | 110,959 | (110,959) | - | - |
| Wales Access to Records | 26,442 | 55,927 | (82,369) | - | - |
| Health & Social Care Board (NI) | - | 81,905 | (81,905) | - | - |
| Scottish Government (FASD Project) | - | 243,860 | (243,860) | - | - |
| Wales Adoption Services Grant | - | 202,228 | (202,228) | - | - |
| NAS CYPS Grant (Wales) | - | 168,933 | (168,933) | - | - |
| National Lottery Education Project | - | 86,839 | (86,839) | - | - |
| Corra Foundation (Brothers & Sisters) | 12,190 | 98,000 | (110,190) | - | - |
| National Lottery Adoption Alliance | - | 138,290 | (138,290) | - | - |
| Scottish Government Foundations for Families | - | 414,292 | (414,292) | - | - |
| Scottish Government Pathways | - | 442,820 | (442,820) | - | - |
| National Lottery Improving Lives | - | 53,315 | (53,315) | - | - |
| Moondance | - | 37,592 | (37,592) | - | - |
| Total restricted funds | 38,632 | 2,597,952 | (2,636,584) | | |
| Designated funds | | | | | |
| John Lewis | - | 36,210 | (43,768) | 7,558 | - |
| Total designated funds | - | 36,210 | (43,768) | 7,558 | - |
| Unrestricted funds | | | | | |
| Fundraising | - | 124,588 | (249,401) | - | (124,813)) |
| Membership | - | 209,848 | (262,562) | - | (52,714) |
| Trading income including adoption support | - | 101,037 | (437,436) | (7,558) | (343,957) |
| Other including core grants | - | 1,111,445 | (942,703) | - | 168,742 |
| Other | 741,642 | - | - | - | 741,642 |
| Total unrestricted funds | 741,642 | 1,546,918 | (1,892,102) | (7,558) | 388,900 |
| Total funds | 780,274 | 4,181,080 | (4,572,454) | - | 388,900 |

Notes to the Financial Statements (continued)

14b MOVEMENTS IN FUNDS (Prior year)

| | As at 01 April 2023 | Income & gains £ | Expenditure & losses £ | Transfers £ | At 31 March 2024 £ |
|--|------------------------|------------------------|------------------------------|----------------|--------------------------|
| Restricted funds | | | | | |
| NAS Pathways | - | 351,935 | (351,935) | - | - |
| National Lottery Community Fund | - | 174,852 | (174,852) | - | - |
| Wales Access to Records | - | 56,177 | (29,735) | - | 26,442 |
| Health & Social Care Board (NI) | - | 73,992 | (73,992) | - | - |
| Scottish Government (FASD Project) | - | 195,544 | (195,544) | - | - |
| Wales 3 rd Sector Grant | - | 147,325 | (147,325) | - | - |
| National Adoption Service CYPS | - | 100,000 | (100,000) | - | - |
| Wales People & Places | - | 90,524 | (90,524) | - | - |
| Corra Foundation (Brothers & Sisters) | 6,002 | 98,000 | (91,812) | - | 12,190 |
| Scottish Government- Foundations for Families | - | 430,906 | (430,906) | - | - |
| Scottish Gov Pathways TESSA | - | 445,558 | (445,558) | - | - |
| Barclays Charity Trust | 14,807 | - | (14,807) | - | - |
| Waterloo | 20,066 | - | (20,066) | - | - |
| Total restricted funds | 40,875 | 2,164,813 | (2,167,056) | 24,800 | 38,632 |
| Designated funds | | | | | |
| John Lewis | 18,970 | - | (18,970) | - | - |
| Total designated funds | 18,970 | - | (18,970) | - | - |
| Unrestricted funds | | | | | |
| Fundraising | - | 530,036 | (177,280) | - | 352,756 |
| Membership | - | 238,995 | (265,078) | - | (26,083) |
| Trading income including adoption support | - | 58,845 | (385,625) | - | (326,780) |
| Other including core grants | - | 1,099,041 | (1,007,520) | - | 91,521 |
| Other | 650,227 | - | - | - | 650,227 |
| Total unrestricted funds | 650,227 | 1,926,917 | (1,835,503) | - | 741,642 |
| Total funds | 710,072 | 4,091,730 | (4,021,529) | - | 780,274 |

Purposes of restricted funds

Adoption Pathways (Wales)

Wales funding to deliver combined therapeutic and peer support services in adoption, a new approach to supporting adoptive families

National Lottery Community Fund

England Communities Service, which provides activities and events for members and non-members adoptive families to come together in safe spaces.

Wales Access to Records

This is part of a joint service provision with St. David's, for adopted adults seeking to access their adoption records, with Adoption UK providing membership and therapeutic supports and St David's managing the access to adoption records provision.

Health and Social Care Board

Funding to provide universal and community support services to adoptive families across Northern Ireland

Scottish Government (FASD Project)

Funding for the development and provision of resources and support for families with children affected by fetal alcohol spectrum disorder.

Welsh Government (Adoptive Community Support Services Grant)

Funding to deliver support to the adoption community in Wales with particular emphasis on those families where the children are now teenagers.

NAS CYPS grant (Wales)

This service provides youth engagement and activities for adopted young people Wales.

National Lottery Education Project (#EProject)

This service aims to create a community of all ages where participants can collectively grow their confidence and learn new skills in a welcoming and safe environment.

This includes developing life skills tailored to age-specific transitions such as moving from primary to secondary school, entering further or higher education, or going from education to employment.

Corra Foundation Brothers and Sisters

Funding for AUK Scotland to pilot services for adoptive parents of brothers and sisters living together and apart to strengthen sibling relationships, and develop resources for families and practitioners based on engagements with these groups.

National Lottery Community Fund Adoption Alliance grant: Wales

This service will advocate for the needs of adopted young people at a; school level, local education authority level and national level. At the same time, the young people in our community will gain skills, knowledge and experience by working in an adoption aware environment with the support of trusted adults.

Scottish Government Foundations for Families

This service provides community engagement, information, advice, peer and professional supports for Kinship Families across Scotland.

Scottish Government Pathways grant

Adoption UK Charity Company Number 09454981

Notes to the Financial Statements (continued)

Scotland funding to deliver combined therapeutic and peer support services for adoption, kinship and permanent foster care families, a new approach to supporting adoptive families

National Lottery Improving Lives Grant

This grant supports our activities with community volunteers, providing support and development, growing community support to adoptive families and adult adoptees.

Moondance

This funding contributes to the provision of our CONNECT service, which is the umbrella for our youth services in Wales for adopted children and young people.

Notes to the Financial Statements (continued)

Analysis of net assets between funds

| 2025 | Restricted funds £ | Unrestricted funds £ | Total £ |
|-----------------------|--------------------------|----------------------------|--------------------|
| Fixed assets | - | 64,435 | 64,435 |
| Net current assets | - | 330,298 | 330,298 |
| Long term liabilities | - | (5,833) | (5,833) |
| Total Funds | - | 388,900 | 388,900 |

| 2024 | Restricted funds £ | Unrestricted funds £ | Total £ |
|-----------------------|--------------------------|----------------------------|--------------------|
| Fixed assets | - | 81,965 | 81,965 |
| Net current assets | 38,632 | 675,510 | 714,142 |
| Long term liabilities | - | (15,833) | (15,833) |
| Total Funds | 38,632 | 741,642 | 780,274 |

15 RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

| | 2025 £ | 2024 £ |
|---|-------------------|-------------------|
| Net income for the reporting period (as per the statement of financial activities) | (391,374) | 70,202 |
| Depreciation changes | 44,025 | 33,168 |
| Dividends, interest and rent from investments | (6,805) | (6,693) |
| (Profit)/loss on the disposal of fixed assets | - | - |
| Decrease/(increase) in stocks | 479 | 696 |
| (Increase)/decrease in debtors | 94,809 | 327,892 |
| Increase/(decrease) in creditors | 113,762 | (202,065) |
| Increase/(decrease) in debt | (10,000) | (9,748) |
| Net cash provided by operating activities | (155,104) | 213,453 |

16 ANALYSIS OF CHANGES IN DEBT

| | At 1 April 2024 | Cash flows | Other non-cash changes | At 31 March 2025 |
|-----------------------------------|-----------------|------------------|------------------------|------------------|
| | £ | £ | £ | £ |
| Cash | 347,723 | (174,794) | - | 172,929 |
| Loans falling due within one year | (10,000) | - | - | (10,000) |
| Loans falling due after one year | (15,833) | 10,648 | (648) | (5,833) |
| Balance at the end of the year | 321,890 | (164,146) | (648) | 157,096 |

17 ANALYSIS OF CASH AND CASH EQUIVALENTS

| | As at 01 April 2024 | Cashflows | Other changes | As at 31 March 2025 |
|--|---------------------|------------------|---------------|---------------------|
| | £ | £ | £ | £ |
| Cash at bank and in hand | 347,723 | (174,794) | - | 172,929 |
| Short-term deposits | - | - | - | - |
| Total cash and cash equivalents | 347,723 | (174,794) | - | 172,929 |

18 OPERATING LEASE COMMITMENTS

The charitable company's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

| | Property 2025 | Equipment 2054 | Property 2024 | Equipment 2024 |
|--------------------|------------------|-------------------|------------------|-------------------|
| | £ | £ | £ | £ |
| Less than one year | 28,219 | 1,350 | 40,148 | 1,800 |
| One to five years | 780 | - | 10,030 | 1,350 |
| | 28,999 | 1,350 | 50,178 | 3,150 |

19 LEGAL STATUS OF THE CHARITABLE COMPANY

The charitable company is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

20 POST BALANCE SHEET EVENTS

There were no post balance sheet events.

Adoption UK Charity

Bloxham Mill Business Centre

Barford Road

Bloxham

OX15 4FF

Company number 09454981

Charity number (England and Wales) 1160647

Charity number (Scotland) SC037892

