

# **Room For Work Limited (Room For Work)**

A Charitable Company, Limited by Guarantee

## **Trustees' Report and Financial Statements**

**For the Year Ended 31 July 2025**

Company No  
Charity No

9183037  
1160957

## Room For Work

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**The Report of the Trustees for the Year Ended 31 July 2025**

The Trustees, who are also directors of Room For Work Limited (known as "Room For Work"), are pleased to submit their annual report and financial statements for the year ended 31 July 2025, which have been independently examined. The Trustees have adopted the provisions of the Statement of Recommended Practice "Accounting and Reporting by Charities" Charities SORP (FRS 102), the Companies Act 2006 and applicable UK accounting standards in preparing the annual report and financial statements of the charity.

**Reference and administrative information**

Full name of the Charity	Room For Work Limited
Known name of the Charity	Room For Work
Trustees/Directors	Mr G K P Watkins Reverend D Williams Mr M Harris Mr I Hopper
Key Management	Mr R M Bell
Governing Document	Memorandum and Articles of Association dated 12th August 2014
Company Number	9183037
Charity Number	1160957
Registered Office	50 Broom Park, Teddington, TW11 9RS
Independent Examiner	Mr N J Stevens FCA, 37 Grayham Road, New Malden, KT3 5HW
Bankers	Santander, Bootle, Merseyside, L30 4GB

**Structure, Governance and Management**

Room for Work is governed by its Memorandum and Articles and is constituted as a company limited by guarantee (company number 9183037). The trustees meet formally as a board at least three times each year and informally as a management committee as required. Day to day management is undertaken by Mr R M Bell, founder of Room for Work.

**Objects of the Charity**

The Charity delivers educational courses to the unemployed, to enable them to improve employability skills and find meaningful work. The Room for Work course is available to everyone, but it is specially designed to help skilled workers, managers and professionals who are aged 45+.

Room for Work is a 12-lesson programme available to all, but specifically designed to support skilled workers, managers and professionals. It fills the gap between Jobcentre Plus and expensive career coaching. The course follows material covered in the book "Finding Work After 40" written by the founder of the charity, Robin McKay Bell.

**Review of Activities****Grant Funded Courses**

Room for Work delivered five 12-session courses in our 2024/25 year: three at Duke Street in Richmond Town Centre, funded by Richmond Parish Lands Charity, and two in Hampton at All Saints Hampton, funded by the Hampton Fund.

Two Communication for Employment short courses were funded by Hampton Wick United Charity and delivered at the Warehouse, St John's Hampton Wick.

**Commissioned Courses**

Four 12-session courses, funded by the national government via the UK Shared Prosperity Fund (UKSPF) were delivered in 2024/25. Two were Kingston courses managed by the Royal Borough of Kingston upon Thames, working in conjunction with South London Partnership (SLP) and the Mayor's Office. Runnymede Borough Council commissioned two courses funded by UKSPF: the first was delivered in Egham, the second in Addlestone.

As part of an ongoing commission with Work Match Richmond, the charity delivered three courses in our Hampton Wick (Richmond) location.

A total of seven courses were delivered as part of commissioning agreements, five were grant funded, making a total of 12 full courses and two short courses.

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## The Report of the Trustees for the Year Ended 31 July 2025, continued

### Highlights and Key Achievements

Our annual income was £113,984 making 2024/25 our second most successful year financially. (2023/24: £127,088).

#### The Team

Our delivery team of eleven provided paid services combined with voluntary service, supported by a paid, part-time administrator. Several team members delivered special presentations on their subject areas of expertise.

**Robin Bell** is an author and social entrepreneur with a background in music, media and publishing. He is co-author of Finding Work After 40, the textbook used in the course. Robin has led the Room for Work programme and the team since 2012.

**Lindsey Walne PhD** is our Learning Development Manager. Lindsey is a teacher and trainer with over 20 years' experience in further, higher, adult and business education. Together with Robin, she supervises improvement of course materials and is also a course leader.

**Tony Munday** is a trainer with a background in Human Resources and recruitment. He has extensive experience with social media, and he acts as Operations Manager, charged with maintaining the database, registration processes and online security.

**Marisca Ribeiro** is a training professional with decades of experience as a workshop leader, having spent 30 years managing volunteers and health services within the charity sector. She is also a trainer with Mind, the mental health charity.

**Caroline Egar** is a teacher and trainer with 20 years of experience in the non-profit sector, combined with several years of business experience, having developed and sold a family business. She is assisting with business development for Room for Work.

**Heather Baker** is a career coach with special interest in supporting professionals who are managing a mid-career transition. She is a member of the European Mentoring and Coaching Council (EMCC). Heather manages the BITC coaching programme, making free personal coaching available for all our course participants.

**Sharon Shingler, Frances Soiza, Alice Ha and Helen Welch** supported the course leaders in programme delivery and administration. **Paul Hadfield** assisted with business development.

#### Key achievements included:

- Delivering a total of 14 courses: 12 full courses and two short courses
- 55 participants from our 2024/25 courses found a job or started in self-employment
- Which equates to a 40% job success rate for those completing a full course this year
- 61 participants reported starting a job, including 6 from courses before 2024/25
- Total number of participants registered in 2024/25 including short courses: 196
- Total number of participants completing a full course: 138
- Average participant age: 49

#### Acknowledgements

##### Grants

Room for Work gratefully acknowledges the support of the Richmond Foundation (formerly Richmond Parish Lands Charity) for selecting Room for Work as a recipient of a three-year Core Funding Grant, with £24,684 applied to Richmond courses and projects in 2024/25.

The Charity thanks the Hampton Fund for supporting two Hampton courses in 2024/25 with funding of £15,336.

Room for Work also gratefully acknowledges funding of £3,320 from Hampton Wick United Charity for delivery of two Communication for Employment short courses.

##### Other Sources

Room for Work is very grateful for the ongoing support of St John's Hampton Wick, which makes monthly donations to the Charity. St John's also provided marketing and office support.

Many thanks to our other regular donors who faithfully contributed a total of £570 every month.

We continue to be reliant upon the generosity of all our donors who collectively enable us to deliver our services free of charge to the end user. Many thanks to all who contributed.

## The Report of the Trustees for the Year Ended 31 July 2025, continued

### Financial Review

Income of £113,984 compared with £127,088 in 2023/24 was a 10.3% decrease on the previous year.

Expenditure of £126,285 was an increase of 47% as the additional income related to additional course delivery. This increase to the cost base was less than the increase in income and this led to an overall surplus of £803 (2022-23: £4,523).

The trustees are pleased with the growth in charitable activity and the surplus that was achieved. Cash held at the year-end was £13,105 decreasing from £16,137 in 2023-24.

The trustees note that free reserves of £12,235 equate to only 1.3 months of activity cost (2023-24; £9,727 and 0.92 months), but they remain cognisant of there being no fixed recurring costs for the Charity which arise outside of the service delivery and that service delivery is grant funded. The trustees are therefore satisfied that the free reserves are sufficient for current needs of the Charity.

### Future Plans

We are delighted that the Charity has received ongoing commissions for course delivery in Richmond and Kingston Boroughs in 2025/26, as well as expanding into Elmbridge with grant funding for a Walton course in summer 2026. Plans are in place to begin delivery in Guildford in autumn 2026.

The trustees recognise the growth and development of the Room for Work course will depend upon new funding from other organisations. The team is working with our newest Trustee, Ian Hopper, in developing a strategy to achieve larger grants and commissions. They continue to improve training materials and course improvements that will assist in facilitating growth.

### Risk Statement

The trustees have reviewed the risks to which Room For Work is exposed. Procedures are in place to identify, monitor and review these risks in accordance with their materiality. The schedule of major risks and mitigation identified are as follows.

Risk	Mitigation
The Charity becomes reliant upon income arising from a single major source.	Costs incurred are closely related to the actual service delivery arising from the income source. A reduction in the income would result in a commensurate reduction in the costs.
The Charity is now paying hire fees for every delivery location, except for a Runnymede venue. The Charity is reliant on course delivery locations being provided at reasonable costs.	The trustees monitor the amounts due for each location, to ensure that costs are within acceptable norms.
The Charity is reliant upon the expertise and availability of the course founder to deliver the courses and promote the charitable activity.	Trustees are aware the course founder requires assistance with fundraising, marketing and promotion. A committee is developing materials to approach corporate sponsors for new funding. Team members are assisting with promotion. We have the capacity to fulfill delivery requirements should the Course Founder be unavailable.

### Trustee/Directors' Responsibilities

Company law requires the trustees (who are also Directors for the purposes of the Companies Act 2006) to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing these accounts, the trustees are required to:

1. Select suitable accounting policies and apply them consistently
2. Make judgements and estimates that are reasonable and prudent
3. State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts.
4. Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

We are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

### Approval

This report was approved by the trustees on 21st May 2026 and signed on their behalf by:



**Independent examiner's report to the trustees of Room For Work Limited**

I report to the trustees on my examination of the accounts of Room For Work Limited (the Charity) for the year ended 31 July 2025.

**Responsibilities and basis of report**

As the charity trustees of the Charity (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

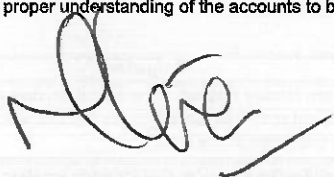
**Independent examiner's statement**

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

- 1) accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
- 2) the accounts do not accord with those records; or
- 3) the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
- 4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:



Nicholas John Stevens FCA (Fellow of the Institute of Chartered Accountants in England and Wales)

37 Grayham Road, New Malden, Surrey, KT3 5HW

Date:

22<sup>nd</sup> May 2026

Annual accounts for the year ended 31 July 2025

**Statement of financial activities**

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024-25 £	Total Funds 2023-24 £
<b>Income</b>					
<b>Income from:</b>					
Donations and legacies	2.1	7,187	43,340	50,527	57,588
Charitable activities	2.3	--	63,457	63,457	69,498
Interest receivable		--	--	--	2
<b>Total</b>		<b>7,187</b>	<b>106,797</b>	<b>113,984</b>	<b>127,088</b>
<b>Expenditure</b>					
<b>Expenditure on:</b>					
Raising funds		180	--	180	180
Charitable activities	3	--	93,119	93,119	123,108
Administration and Support		4,500	13,678	18,177	2,997
<b>Total</b>		<b>4,680</b>	<b>106,797</b>	<b>111,477</b>	<b>126,285</b>
<b>Net income/(expenditure)</b>		<b>2,508</b>	<b>--</b>	<b>2,508</b>	<b>803</b>
<b>Transfers between funds</b>					
Other recognised gains/(losses):		--	--	--	--
<b>Net movement in funds</b>		<b>2,508</b>	<b>--</b>	<b>2,508</b>	<b>803</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		9,727	--	9,727	8,924
<b>Total funds carried forward</b>		<b>12,235</b>	<b>--</b>	<b>12,235</b>	<b>9,727</b>

Movements on reserves and all recognised gains and losses are shown above.

The notes on pages 9-11 form part of these accounts

## Annual accounts for the year ended 31 July 2025

## Balance sheet

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024-25 £	Total Funds 2023/24 £
<b>Current assets</b>					
Debtors		--	--	--	--
Cash and cash equivalents	4	13,105	--	13,105	16,137
<b>Total current assets</b>		<b>13,105</b>	<b>--</b>	<b>13,105</b>	<b>16,137</b>
Creditors: amounts falling due within one year	5	870	--	870	6,410
<b>Net current assets/(liabilities)</b>		<b>12,235</b>	<b>--</b>	<b>12,235</b>	<b>9,727</b>
Total assets less current liabilities		12,235	--	12,235	9,727
Creditors: amounts falling due after one year		--	--	--	--
<b>Total net assets or liabilities</b>		<b>12,235</b>	<b>--</b>	<b>12,235</b>	<b>9,727</b>
<b>Funds of the Charity</b>					
Unrestricted general funds	6	12,235	--	12,235	9,727
<b>Total funds</b>		<b>12,235</b>	<b>--</b>	<b>12,235</b>	<b>9,727</b>

For the period ended 31 July 2025, the company was entitled to the exemption from audit under Section 477 of the Companies Act 2006 relating to small companies.

Under the small company provisions of S1A of FRS 102 exemption is claimed from preparing a cash flow statement.

## Responsibilities of the Directors/Trustees:

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Companies Act 2006 - however, in accordance with Section 145 of the Charities Act 2011 the accounts have been examined by an independent examiner whose report forms part of this document.

The directors/trustees acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the Directors and signed on their behalf on the 21<sup>st</sup> May 2026 by:



**Notes to the accounts****Note 1 Basis of preparation****1.1 Basis of accounting**

These accounts 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 accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and with and with the Charities Act 2011.

**1.2 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 these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of the high degree of flexibility of the cost base to the activity level. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

**1.3 Change of accounting policies and estimates**

No changes to accounting policies or accounting estimates have been made during the period.

**1.4 Funds**

General funds represent the funds of the Charity that are not subject to any restrictions regarding their use and are available for application on the general purposes of the Charity. Funds designated for a particular purpose by the Charity are also unrestricted.

Restricted funds arise where the donor has specified which area of activity they wish to be supported by their gift. The Charity is not at liberty to utilise these funds to support other activity without the express permission of the donor.

The accounts include all transactions, assets and liabilities for which the Charity is responsible in law.

**1.5 Income****Donations and Legacies**

Donations, grants and legacies receivable are recognised only when the Charity is notified of its legal entitlement, the amount due is quantifiable and its ultimate receipt by the Charity is probable. Income tax recoverable on Gift Aid donations is recognised when the income is probable.

**Income from Charitable Activities**

Income from charitable activities relates to contracted arrangements to deliver the charitable activities in exchange for a fee. The income is recognised on the accruals basis, at the time of the delivery of the agreed services.

**Income from Investments**

Interest entitlements on bank accounts are accounted for as they accrue.

**1.6 Expenditure**

Expenditure is charged to this statement of financial activities as it falls due, and is analysed according to its nature between the following categories: Costs of raising funds; Expenditure on charitable activities.

**1.7 Fixed Assets****Tangible Fixed Assets**

These assets are depreciated on a straight-line basis over their estimated useful lives. The periods used are as follows:

Computer equipment:	3 years
Other equipment:	5 years
Furniture, Fixtures and Equipment:	5 years

Individual items with a purchase price of £500 or less are written off in the year of acquisition. The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying values may not be recoverable.

**Intangible Fixed Assets**

The intellectual property of the "Room for Work" course is owned by Robin McKay Bell and licenced to the charity without fees and in perpetuity.

**1.8 Current Assets****Debtors**

Amounts owing to the Charity at 31 July are shown as debtors after providing for amounts that it is thought may prove uncollectable.

**Cash and cash equivalents**

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short term liquid investments with original maturities of three months or less.

**1.9 Current Liabilities****Creditors**

Amounts falling due for payment by the Charity within one year from the balance sheet date of 31 July are treated as creditors in these financial statements.

## Room For Work

Company No 9183037  
Charity No 1160957

### Notes to the accounts continued

#### Note 2 Income

2.1 Donations and legacies	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Regular Donations	4,227	--	4,227	4,363
Other Donations	2,960	--	2,960	2,925
Grants	--	43,340	43,340	50,300
	<b>7,187</b>	<b>43,340</b>	<b>50,527</b>	<b>57,588</b>

2.2 Analysis of Grants	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
East End Community Foundation	--	--	--	10,500
Hampton Wick Churches	--	3,320	3,320	--
Hampton Fund	--	15,336	15,336	15,600
Richmond Parish Lands Charity	--	24,684	24,684	24,200
	<b>--</b>	<b>43,340</b>	<b>43,340</b>	<b>50,300</b>

2.3 Charitable Activities	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Egham	--	--	--	7,535
Greenwich	--	--	--	10,854
Work Match	--	29,387	29,387	21,788
Kingston	--	19,000	19,000	9,500
Runnymede	--	15,070	15,070	30,140
Wandsworth	--	--	--	19,821
	<b>--</b>	<b>63,457</b>	<b>63,457</b>	<b>69,498</b>

Note 3 Expenditure	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Cost of Raising Funds	180	--	180	180
Charitable Activity	--	93,119.48	93,119	123,108
Administration and Support Costs	4,500	13,678	18,177	2,997
	<b>4,680</b>	<b>106,797</b>	<b>111,477</b>	<b>126,285</b>

Note 4 Current Assets	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Debtor	--	--	--	--
Bank	13,105	--	13,105	16,137
	<b>13,105</b>	<b>--</b>	<b>13,105</b>	<b>16,137</b>

Note 5 Current Liabilities	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Creditors	870	--	870	--
Deferred Income	--	--	--	6,410
	<b>870</b>	<b>--</b>	<b>870</b>	<b>6,410</b>

## Room For Work

Company No 9183037

Charity No 1160957

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### Notes to the accounts continued

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#### Note 6 Charitable Funds

	Unrestricted Funds	Restricted Funds	Total Funds 2024-25	Total Funds 2023-24
Funds b/fwd	9,727	--	9,727	8,924
Shortfall/Surplus for the year	2,508	--	2,508	803
Funds c/fwd	<u>12,235</u>	<u>--</u>	<u>12,235</u>	<u>9,727</u>

#### Note 7 Related Parties

##### Mr R M Bell

Mr. R M Bell is the founder of Room For Work and the author of the course material including the key resource book "Finding Work After 40". Mr. Bell is a speaker on and leader of the Room For Work courses which are delivered by the Charity.

Mr. Bell invoices the Charity at a below-market daily rate for the time spent in preparing and delivering the courses. Invoices total £21,343 for the year (2023-24: £33,270).

##### The Trustees

None of the trustees of Room For Work received any remuneration for their work as trustees of the charity (2024: Nil).

