

HAYS TRAVEL FOUNDATION

England & Wales · Charity number 1161373

Details

Status Registered

Legal form Charitable company

Company number [09357982](#)

Registered 2015-04-21

Register [View on the Charity Commission register](#)

Contact

Address Hays Travel
Gilbridge House
High Street West
Sunderland
SR1 3HA

Phone 0191 8148094

Email enquiries@haystravelfoundation.co.uk

Website <https://www.haystravel.co.uk/foundation/home.phtml>

Activities

Objects: 1.1.1. THE OBJECTS OF THE CHARITY ARE, FOR THE PUBLIC BENEFIT, TO PREVENT OR RELIEVE POVERTY OR FINANCIAL HARDSHIP PARTICULARLY OF, BUT NOT LIMITED TO, YOUNG PEOPLE BY PROVIDING GRANTS TO INDIVIDUALS IN NEED AND/OR CHARITIES OR OTHER ORGANISATIONS WORKING TO PREVENT OR RELIEVE POVERTY OR FINANCIAL HARDSHIP INCLUDING THROUGH THE PROVISION OR ASSISTING IN THE PROVISION OF EDUCATION, TRAINING, ACCESS TO ARTS AND CULTURE AND HEALTHY RECREATIONAL ACTIVITIES.

Activities: The Hays Travel Foundation was created with the purpose to help and support young people in the areas of education, prevention of poverty, health, arts, culture and sports.

Classification

- **How:** Makes Grants To Organisations
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Recreation
- **Who:** Children/young People

Geography

- Darlington
- Devon
- Dorset
- Durham
- Hampshire
- Leeds City
- Middlesbrough
- Newcastle Upon Tyne City
- Sunderland
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-04-30	£387,584	£468,872	-	-
2024-04-30	£397,114	£337,555	-	-
2023-04-30	£168,858	£260,859	-	-
2022-04-30	£100,091	£40	-	-
2021-04-30	£131,808	£80,787	-	-

Trustees

Name	Role	Appointed
Dorothy Gregory		2019-10-01
IRENE HAYS		2014-12-17
Kenneth Peter Campling		2021-07-26
MICHAEL DILLON		2014-12-17
PROF PETER MICHAEL FIDLER MBE		2014-12-17
WILLIAM DAVID FLEETWOOD		2014-12-17

HAYS TRAVEL FOUNDATION

England & Wales - Charity number 1161373

Accounts

COMPANY REGISTRATION NUMBER: 09357982
CHARITY REGISTRATION NUMBER: 1161373

Hays Travel Foundation Limited
Company Limited by Guarantee
Unaudited Financial Statements
30 April 2025

Hays Travel Foundation Limited

Company Limited by Guarantee

Financial Statements

Year ended 30 April 2025

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Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 30 April 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 30 April 2025.

Reference and administrative details

Registered charity name	Hays Travel Foundation Limited
Charity registration number	1161373
Company registration number	09357982
Principal office and registered Office	Gilbridge House Keel Square Sunderland SR1 3HA England

The trustees

Dame I Hays
Mr K P Campling
Mr M H Dillon
Mrs D Gregory
Mr W D Fleetwood
Prof P M Fidler

Independent examiner

Rajeev Shaunak
2 London Wall Place
London
EC2Y 5AU

Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 30 April 2025

Structure, governance and management

Governing Document

Hays Travel Foundation is a company limited by guarantee, and is governed by its Memorandum and Articles of Association dated 16 December 2014. It is a registered charity with the Charity Commission.

Appointment of Trustees

The first Trustees were appointed by John and Irene Hays. Subsequent Trustees are elected by the members or co-opted by the Board of Trustees. Trustees must be members of the charitable company and one third of the Board of Trustees must retire each year. A retiring Trustee who is eligible may be reappointed. All Trustees were re-elected to remain part of the Board of Trustees for the next year.

Trustee induction and training

The Trustees have been chosen based on the skills they have to offer to ensure development of the Charity's activities. New Trustees have an induction programme to brief them on their legal obligations under charity and company law including our corporate induction. As part of their induction new Trustees are provided with an information pack that includes: latest financial information, Copies of our Memorandum and Articles of Association.

Organisation

The Board of Trustees administers the Charity and is responsible for the strategic direction and policy of the Charity.

Risk Management

There is no formal risk assessment and management, however, the Trustees discuss and review certain risks posed to the Charity which include: -

- Financial survivability. This risk is mitigated well due to the support of Hays Travel Limited. Trustees regularly review the financial position and results of the Charity and manage their funds appropriately.
- Misappropriation of funds. This is deemed to be negligible due to tight controls over the Charity's funds. Regular review of the financial position and results would also highlight any discrepancies in the Charity funds.

Related parties

Dame Irene Hays and Ken Campling are Trustees on the Board of Trustees, are also directors of Hays Travel Limited. Dame Irene Hays is the majority shareholder in Hays Travel Limited. Hays Travel Limited is a major donor to the Foundation. Further details are provided in the notes to the financial statements.

Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 30 April 2025

Objectives and activities

Hays Travel Foundation was incorporated in December 2014. John and Irene Hays set up the Foundation following 35 years in the travel industry, where they have enjoyed playing a large role in helping and being part of the local communities where Hays Travel branches are located. The Foundation was set up with the aim to build on the charitable activities of Hays Travel. The charity aims to work with organisations that support local people, to help them achieve their potential and improve their quality of life. The Foundation would like to create opportunities for young people, and support them to achieve their goals, whether this is their health, sport, art or education.

With the majority of funding being donated from Hays Travel Limited, the staff at Hays Travel are also encouraged to fundraise throughout the year. The website has played a major role in allowing local charities to apply for funding. The Board meets quarterly to review applications and approve grants which they believe are aligned with the aims of the Foundation.

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and performance

Hays Travel Foundation has approved numerous grants this year up to a total of £468,872. The trustees have strived to support as many charitable causes as possible.

In terms of donations over £7,500 the following projects were awarded and have an aggregated value of £130,667:

Shildon AFC (£14,000)
The Livewire Trust (£11,700)
Sense (£10,840)
Zoes Place Trust (£10,472)
North Star Counselling Community Interest Company (£10,278)
YMCA Norfolk (£10,190)
Backup North West (£10,000)
Clatterbridge Cancer Charity (£10,000)
The Customs House Trust (£9,850)
The Boathouse Youth Limited (£9,115)
Autism NI (£9,072)
Scripture Union Scotland (£7,650)
if u care share foundation (£7,500)

The remaining funds (£338,205) were granted to 157 other charities, all of whom operate in areas where Hays Travel operate, and their key purpose is to support young people. These are listed in Note 6 to these financial statements.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning its current and future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set, including those purposes as per its Memorandum and Articles of Association.

Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 30 April 2024

Financial review

The charity received £379,109 (2024: £380,250) in monetary donations from Hays Travel Limited in 2025.

As there was limited involvement and activity with the charity this year Hays Travel Limited have calculated £Nil costs (2024: £Nil) for donated services, being employee time spent carrying out Foundation objectives.

A further donation of £8,475 (2024: £5,577) was received from Intrepid Travel and £Nil (2024: £11,287) were received from a GoFundMe campaign, JustGiving and other direct contributions.

Grants to the value of £468,872 were awarded this year (2024: £337,555)

In relation to resources expended there was a governance cost of £Nil (2024: £Nil) and there was a net deficit in the year of £81,288 (2024: Income of £59,559).

Principal Funding Sources

The principal funding of the Foundation in the period was donations from Hays Travel Limited.

Reserves policy

The Trustees will continue to apply the unrestricted fund to the Foundation's objectives. There is no intention to build up extensive reserves; instead, income received will largely be expended in year on grants. The total net income for this period is £387,584 (2024: £397,114).

Plans for future years

We anticipate further funding from Hays Travel in the next financial year. We intend to increase the grants made in the year, as much as possible, to help those whose charitable activities contribute to the aims of the Foundation.

We have continued to receive applications for funding, which will be reviewed by the board in due course.

The trustees' annual report and the strategic report were approved on 26th February 2026 and signed on behalf of the board of trustees by:



Kenneth P Campling
Trustee

Hays Travel Foundation Limited

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Hays Travel Foundation Limited

Year ended 30 April 2025

I report to the trustees on my examination of the financial statements of Hays Travel Foundation Limited ('the charity') for the year ended 30 April 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 charity's accounts as 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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Rajeev Shaunak FCA

Rajeev Shaunak BSc FCA
Independent Examiner

MHA
Statutory auditor
2 London Wall Place
London
EC2Y 5AU

26th February 2026

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542)

Hays Travel Foundation Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 30 April 2025

		2025		2024
	Note	Unrestricted funds £	Total funds £	Total funds £
Income and endowments				
Donations and legacies	5	387,584	387,584	397,114
Total income		<u>387,584</u>	<u>387,584</u>	<u>397,114</u>
Expenditure				
Expenditure on charitable activities	6	(468,872)	(468,872)	(337,555)
Total expenditure		<u>(468,872)</u>	<u>(468,872)</u>	<u>(337,555)</u>
Net income/(expenditure) and net movement in funds		<u>(81,288)</u>	<u>(81,288)</u>	<u>59,559</u>
Reconciliation of funds				
Total funds brought forward		77,356	77,356	17,797
Total (deficit) / surplus carried forward		<u>(3,932)</u>	<u>(3,932)</u>	<u>77,356</u>

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

The notes on pages 8 to 16 form part of these financial statements.

Hays Travel Foundation Limited

Company Limited by Guarantee

Statement of Financial Position

Year ended 30 April 2025

	Note	2025 £	2024 £
Current assets			
Cash at bank and in hand		15,599	77,356
		<u>15,599</u>	<u>77,356</u>
Creditors: amounts falling due within one year	9	(19,531)	–
Net current (liabilities)		<u>(3,932)</u>	<u>77,356</u>
Total assets less current liabilities		<u>(3,932)</u>	<u>77,356</u>
Funds of the charity			
Unrestricted funds		(3,932)	77,356
Total charity funds	10	<u>(3,932)</u>	<u>77,356</u>

For the year ending 30 April 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 26th February 2026, and are signed on behalf of the board by:



Kenneth P Campling
Trustee

The notes on pages 8 to 16 form part of these financial statements.

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 30 April 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Gilbridge House, Keel Square, Sunderland, SR1 3HA, England.

The presentational and functional currency is GBP and these financial statements are rounded to the nearest £.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

The current deficit being reported in the Statement of Financial Position is the result of an accrual being recognised in the financial statements for £19,531 of Grant Awards approved at the 7th April 2025 Board meeting which were subsequently cash settled post the year end. This deficit position is short term only with £50,000 of additional funding being provided by Hays Travel Limited to Hays Travel Foundation Limited to clear this deficit on 15th May 2025.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

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

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Donations				
Donations from Hays Travel Limited	379,109	379,109	380,250	380,250
Donations from JustGiving	–	–	9,858	9,858
Other Donations	8,475	8,475	7,006	7,006
	<u>387,584</u>	<u>387,584</u>	<u>397,114</u>	<u>397,114</u>

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

6. Analysis of grants

The Foundation incurred the following expenditure:

Expenditure on charitable activities – grants to institutions:

	2025 £	2024 £
1st Topsham Sea Scouts	630	–
Abby's Heroes	1,400	1,647
Achieved Dreams	4,525	–
Action for Children	250	–
Allsorts Gloucestershire	3,000	–
Anthem music fund wales	–	5,000
Anxious Minds	1,456	697
Ardent Theatre Company	3,225	–
Armonico Consort Limited	–	6,000
Artichoke Trust	4,000	–
Aspire Ryde	3,558	–
Atlas Theatre Company	3,050	–
Autism NI	9,072	–
Baby Necessities	200	–
Backup North West	10,000	–
Ballet Lorent Limited	–	5,165
Balloons	60	–
Barnabas safe and sound	–	1,013
Barnardos	125	–
Barnsley Civic	5,000	–
BCH NHSFT	2,500	–
Bendrigg Trust	3,000	–
Billys Lifeline	772	–
Blackburn Youth Zone	–	2,500
Bluebell Wood Children	5,000	–
Break	5,000	5,000
Breakthrough T1d	2,055	–
Bridge the Gap CIC	443	–
Bridport Young Persons	800	–
Bringing back a smile	1,025	1,596
British Rowing Charitable	4,000	–
Cancer Research	2,201	–
Carer Support Dorset	1,250	–
Cash for Kids North east	–	725
CCAA	97	–
Charles Wood Summer	3,000	–
Charlie and Carter Foundation	422	–
Chichester Diocesan Association for Family Support Work	–	2,500
Chichester Festival Theatre	2,400	–
Children First Derby	–	497
Children North east	–	10,000
Children's Bereavement Centre	750	1,000
Childrens Book Project	3,360	–
CHUF	5,712	321
Childrens Heart Surgery Fund	–	701
Claire House Appeal	3,170	11,503
Clatterbridge Cancer Charity	10,000	–
CLIC sargent cancer care	580	–
Community Wishes	–	372

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

Concerteenies	–	4,200
Contact Morpeth Mental	956	–
Creative kids Charity	4,500	–
Cutting Edge Theatre	–	3,000
Daisy Chains IW	1,000	–
Darlington Area Churches	1,391	–
Devon Mind	1,752	–
Doing it for Dan	5,000	5,000
Dorset Mental Health Forum	1,250	–
Dorset Mind	–	200
Downpatrick Autism Family	3,160	–
Element Society	2,485	–
Encephalitis International	2,500	–
Escape Support Group	–	1,192
Extern Northern Ireland	–	5,000
Family Gateway	6,060	–
Finleys touch	–	4,500
Foundation Tshirt	–	11
Francis House Family Trust	385	–
Freedom Road Creative Arts	–	5,000
Friends of Sheringham Woodfields School	431	630
Friends of the rendezvous	925	–
Gasped	–	5,000
Giddos Gift	1,454	–
Girls Rock london	3,400	–
Give it your max	3,600	–
Give,help,share	2,940	–
Glasgow Childrens Hospital	–	5,000
Greentop Community Circus Centre	–	3,015
Hands of Ltd	1,750	–
Hannahs Holiday Home	2,113	–
Harmony Youth Project	4,560	–
Heal and Toe	–	2,160
Heart CIC	–	837
Heart NE CIC	3,432	–
Hearts & minds	2,884	–
Heel and Toe LTD	–	507
High Peak Hospicecare	1,500	–
Hoot Creative Arts	–	172
Horden Community Welfare	–	6,898
Hospice of the Valleys	250	–
Hull and East Yorkshire Mind	–	982
Humans MCR	5,290	–
Hypo Hounds	–	9,454
I4YPC	–	6,000
Ideas Test	–	2,500
if u care share foundation	7,500	–
In Charleys Memory	433	–
Intrepid Foundation	7,069	–
Isle of Wight Youth Trust	–	496
Josephines Star	363	–
Julia's House Limited	–	185
Julias House Ltd	–	300
Just4Children	1,320	1,035
Kalanikethan	2,200	–
Kangaroos Mid Sussex	52	–
Kayaks	–	5,105
Key Changes Postive mental health	–	3,615
Kids Inspire	1,515	1,050

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

Lashes Foundation	200	–
Learning Library	951	–
Leeds Childrens hospital	97	–
Life Education Wessex	3,078	–
Little Havens	277	–
Lochlans Legacy	–	6,250
Lords Taverners Limited	5,895	–
Love Amelia	2,003	–
LS-Ten Limited	2,964	–
Maggie Kesiwck	–	1,697
Mama Ts	4,500	–
Marie Curie	–	440
Marvels and Meltdowns	1,055	–
Medequip4kids	500	–
Millbank Parent Council Buckie	–	535
Mind	1,012	1,000
Mind in Bradford	–	380
Mind in Somerset	–	453
Mind Mosaic Child	460	–
Mind Wellbeing CIC	169	–
Mindstars CIC	250	–
Monkstown Boxing Club	–	4,160
Moorvision	4,500	–
Mortal Fools	4,000	–
Mosaic Supporting Bereavement	1,512	–
Music of Life Foundation	5,750	–
MVUF No1 A/C	–	3,411
MyShining Star	265	–
National Youth Choir	–	1,000
Neetzotz Ltd	–	11,000
Norfolk and Waveney Mind Donations	105	1,138
North East Environment Network	–	7,610
North East Theatre Trust	2,666	–
North Star Counselling Community Interest Company	10,278	–
North star counselling community	–	5,000
North Tyneside Disability	879	–
North Tyneside Disability Forum	–	1,147
North Wales Superkids	149	–
Northorpe Hall Child	327	–
Off the grid adventures	6,315	–
Onside Independent	300	–
Orchestras Live	2,000	6,000
Owen Mcveigh Foundation	1,050	–
Paces Sheffield	5,000	–
Pathways 4 all ltd	729	1,213
Percy Hedley Foundation	6,456	450
Pete's Dragons	–	1,002
Phoenix Dance Theatre	–	5,189
Phoenix Detached Youth Project	2,838	–
Pimlico Opera	–	3,348
Pioneering Care Partnership	102	391
Pleasance Theatre Trust	3,000	–
Portsmouth Hospitals	760	–
Rainbow Hub HW Ltd	240	–
Rainbow Trust Childrens	685	–
Read for good	5,000	–
Red Balloons	155	–
Refugee Workers Cultural	3,025	–
Reubens Retreat	1,000	2,021

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

Ride High Limited	3,496	–
RIG Art Ltd	3,320	–
Ripon Community	200	–
Rock UK Adventure	1,350	–
Rubies	5,000	–
Salisbury Hospice Charity	–	1,006
Sands Fundraising Account	555	–
Saturday Club for Deaf Children	822	–
Scarborough Survivors	427	–
Science Creates Outreach	–	2,000
Scotswood Natural Community Garden	–	2,139
Scottish Action for Mental Health	–	5,000
Scripture Union Scotland	7,650	–
Sense	10,840	–
Sensory People	–	1,659
Sildon AFC CIC	14,000	6,000
Skylight	4,320	–
Sophies Legacy	–	509
Space4autism	800	–
Special Needs and parent support	–	331
Spinal Muscular Atrophy	1,550	–
Spiral Creative Arts Therapies	–	5,000
Sport in the Community	3,650	–
St Oswalds Hospice	–	6,562
Staying Put	–	2,500
Strength and Learning Through Horses	–	3,800
Sudden Productions	–	2,000
Sunderland Empire Theatre	3,120	–
Sunderland Mind	650	–
Sussex Contemporary	–	2,811
Swansea Bay	1,000	–
Tascaster York Sport	–	1,000
Team Oasis	–	3,000
Teen Action	–	2,500
Tees Esk and Wear Valleys NHS Foundation Trust	–	106
Teesside at Christmas	850	–
Teesside Hospice Care	328	–
Telford Mind	–	90
The Backup Trust	5,000	–
The Bank of dreams	2,000	–
The Benedetti Foundation	–	1,000
The Boathouse Youth Limited	9,115	–
The Brave and Determined	186	–
The British Horse Society	–	6,000
The Carers Support Centre	–	2,000
The Conservation Volunteers	–	3,000
The country trust	3,500	4,986
The Custome house Trust	9,850	–
The Duke of Edinburgh's Award	–	15,000
The Elizabeth Foundation	–	878
The Forum Trust	6,000	–
The Foundation for Condu	–	6,089
The Handy Trust	420	–
The island N1	712	700
The Joshua Tree	4,875	–
The Literacy Hubs	5,000	–
The Livewire Trust	11,700	–
The Living Paintings Trust	3,500	–
The Lowdown	309	–

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

The Marine Society	5,000	–
The Mid Yorkshire Hospital	100	–
The National Autistic Society	105	–
The national deaf children	150	–
The Neuromuscular Centre	–	1,252
The Percy Hedley Foundation	–	2,089
The REACT Foundation	–	6,000
The Royal Southampton	–	7,224
The Russ Devereux	1,965	–
The Russ Devereux Headlight Project	–	938
The Teddy Bear support group	–	535
The Uphill ski club	2,800	–
Theatre in the Rough Festival	–	1,200
Therasas tiny treasures	460	–
Tiny Lives	–	1,086
Tiverton Sea Cadets	504	–
Tyne & Wear RDA Ltd	–	1,368
Urbond	–	5,930
Valeplus Cymru and Valeplus extra	–	900
Wallace and Gromit's Children Foundation	5,271	1,800
Wallsend boys club	50	–
Warmley Park School	436	–
Warrington Youth Zone	3,944	–
Wave Project	6,000	–
West College Scotland	–	2,040
Whoopsdaisy Brighton	–	405
YAD Voezer Day Centre Ltd	–	3,150
YMCA Norfolk	10,190	–
Young & inspired	4,000	–
Young Minds Trust	4,449	2,061
Young People Count	741	–
Young Somerset	517	–
Young Minds	169	–
YoungMinds Trust	–	5,296
Youth on the move	–	2,500
Youth Resource Services	449	–
Zoes Place Trust	10,472	–
Total Expenditure on Charitable Activities	468,872	337,556

7. Staff costs

The average head count of employees during the year was Nil (2024: Nil).

No employee received employee benefits of more than £60,000 during the year (2024: Nil).

8. Trustee remuneration and expenses

No Trustees received gifts from Hays Travel Limited in respect to their services as Trustees. The total value of these gifts was £Nil (2024: £Nil). No Trustee expenses have been reimbursed in the year (2024: £Nil).

9. Creditors: amounts falling due within one year

	2025	2024
	£	£
Awards due to Charities	19,531	–

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2025

10. Analysis of charitable funds

Unrestricted funds

	At 1 May 2024	Income	Expenditure	At 30 April 2025
General funds	£ <u>77,356</u>	£ <u>387,584</u>	£ <u>(468,872)</u>	£ <u>(3,932)</u>
	At 1 May 2023	Income	Expenditure	At 30 April 2024
General funds	£ <u>17,797</u>	£ <u>397,114</u>	£ <u>(337,555)</u>	£ <u>77,356</u>

11. Analysis of net assets between funds

	Unrestricted Funds	Total Funds
Current assets	£	£
Creditors less than 1 year	15,599	15,599
Net assets	<u>(3,932)</u>	<u>(3,932)</u>
	Unrestricted Funds	Total Funds
Current assets	£	£
Creditors less than 1 year	77,356	77,356
Net assets	<u>77,356</u>	<u>77,356</u>

12. Related party transactions

During the year, the charity received donations from Hays Travel Limited totalling £379,109. (2024 : £380,250)

HAYS TRAVEL FOUNDATION

England & Wales - Charity number 1161373

Accounts

COMPANY REGISTRATION NUMBER: 09357982
CHARITY REGISTRATION NUMBER: 01161373

Hays Travel Foundation Limited
Company Limited by Guarantee
Unaudited Financial Statements
30 April 2024

Hays Travel Foundation Limited

Company Limited by Guarantee

Financial Statements

Year ended 30 April 2024

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Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
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Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report)

Year ended 30 April 2024

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 30 April 2024.

Reference and administrative details

Registered charity name Hays Travel Foundation Limited

Charity registration number 01161373

Company registration number 09357982

Principal office and registered office Gilbridge House
Keel Square
Sunderland
SR1 3HA
England

The trustees Dame I Hays
Mr K Campling
Mr M H Dillion
Mrs D Gregory
Mr W D Fleetwood
Prof P M Fidler

Independent examiner Rajeev Shaunak
2 London Wall Place
London
EC2Y 5AU

Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 30 April 2024

Structure, governance and management

Governing Document

Hays Travel Foundation is a company limited by guarantee, and is governed by its Memorandum and Articles of Association dated 16 December 2014. It is a registered charity with the Charity Commission.

Appointment of Trustees

The first Trustees were appointed by John and Irene Hays. Subsequent Trustees are elected by the members or co-opted by the Board of Trustees. Trustees must be members of the charitable company and one third of the Board of Trustees must retire each year. A retiring Trustee who is eligible may be reappointed. All Trustees were re-elected to remain part of the Board of Trustees for the next year.

Trustee induction and training

The Trustees have been chosen based on the skills they have to offer to ensure development of the Charity's activities. New Trustees have an induction programme to brief them on their legal obligations under charity and company law including our corporate induction. As part of their induction new Trustees are provided with an information pack that includes: the Latest financial information; and Copies of our Memorandum and Articles of Association.

Organisation

The Board of Trustees administers the Charity and is responsible for the strategic direction and policy of the Charity.

Risk Management

There is no formal risk assessment and management, however, the Trustees discuss and review certain risks posed to the Charity which include:

- Financial survivability. This risk is mitigated well due to the support of Hays Travel Limited. Trustees regularly review the financial position and results of the Charity and manage their funds appropriately.
- Misappropriation of funds. This is deemed to be negligible due to tight controls over the Charity's funds. Regular review of the financial position and results would also highlight any discrepancies in the Charity funds.

Related parties

Dame Irene Hays and Ken Campling are Trustees on the Board of Trustees, are also directors of Hays Travel Limited. Dame Irene Hays is the majority shareholder in Hays Travel Limited. Hays Travel Limited is a major donor to the Foundation. Further details are provided in the notes to the financial statements

Objectives and activities

Hays Travel Foundation was incorporated in December 2014. John and Irene Hays set up the Foundation following 35 years in the travel industry, where they have enjoyed playing a large role in helping and being part of the local communities where Hays Travel branches are located. The Foundation was set up with the aim to build on the charitable activities of Hays Travel. The charity aims to work with organisations that support local people, to help them achieve their potential and improve their quality of life. The Foundation would like to create opportunities for young people, and support them to achieve their goals, whether this is their health, sport, art or education.

With the majority of funding being donated from Hays Travel Limited, the staff at Hays Travel are also encouraged to fundraise throughout the year. The website has played a major role in allowing local charities to apply for funding. The Board meets quarterly to review applications and approve grants which they believe are aligned with the aims of the Foundation.

Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 30 April 2024

Strategic report

The following sections for achievements and performance and financial review form the strategic report of the charity.

Achievements and Performance

Hays Travel Foundation has approved numerous grants this year up to a total of £337,556 of which £9,858 was received from just giving from Hays Travel branch fundraising events. The trustees have strived to support as many charitable causes as possible.

In terms of donations over £7,500 the following projects were awarded and have an aggregated value of £64,567:

The Duke of Edinburgh's Award	15,000
Claire House Appeal	11,503
Neetzotz Ltd	11,000
Children North east	10,000
Hypo Hounds	9,454
North East Environment Network	7,610

The remaining funds (£272,989) were granted to 54 other charities, all of whom operate in areas where Hays Travel operate, and their key purpose is to support young people. These are listed in Note 6 to these financial statements.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning its current and future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set, including those purposes as per its Memorandum and Articles of Association.

Financial review

The charity received £380,250 (2023: £150,000) in monetary donations from Hays Travel Limited in 2024.

As there was limited involvement and activity with the charity this year Hays Travel Limited have calculated £Nil costs (2023: £Nil) for donated services, being employee time spent carrying out Foundation objectives.

In relation to resources expended there was a governance cost of £Nil (2023: £Nil) and there was a net income in the year of £59,559 (2023: deficit of £134,288).

Principal Funding Sources

The principal funding of the Foundation in the period was donations from Hays Travel Limited.

Reserves policy

The Trustees will continue to apply the unrestricted fund to the Foundation's objectives. There is no intention to build up extensive reserves; instead, income received will largely be expended in year on grants. The total net income for this period is £397,114 (2023: £168,858).

Plans for future years

We anticipate further funding from Hays Travel in the next financial year. We intend to increase the grants made in the year, as much as possible, to help those whose charitable activities contribute to the aims of the Foundation.

We have continued to receive applications for funding, which will be reviewed by the trustees in due course.

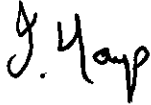
Hays Travel Foundation Limited

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 30 April 2024

The trustees' annual report and the strategic report were approved on 27.01.2025 and signed on behalf of the board of trustees by:



Dame I Hays
Trustee

Hays Travel Foundation Limited

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of Hays Travel Foundation Limited

Year ended 30 April 2024

I report to the trustees on my examination of the financial statements of Hays Travel Foundation Limited ('the charity') for the year ended 30 April 2024.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements 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 charity's accounts as 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

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales (ICAEW), which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements 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.

Rajeev Shaunak FCA

Rajeev Shaunak
Independent Examiner

2 London Wall Place
London
EC2Y 5AU
28.01.2025

Hays Travel Foundation Limited

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 30 April 2024

		2024		2023
	Note	Unrestricted funds £	Total funds £	Total funds £
Income and endowments				
Donations and legacies	5	397,114	397,114	198,858
Total income		<u>397,114</u>	<u>397,114</u>	<u>198,858</u>
Expenditure				
Expenditure on charitable activities (Note 6)		337,555	337,555	333,146
Total expenditure		<u>337,555</u>	<u>337,555</u>	<u>333,146</u>
Net income/(expenditure) and net movement in funds		<u>59,559</u>	<u>59,559</u>	<u>(134,288)</u>
Reconciliation of funds				
Total funds brought forward		17,797	17,797	152,085
Total funds carried forward		<u>77,356</u>	<u>77,356</u>	<u>17,797</u>

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

The notes on pages 8 to 17 form part of these financial statements.

Hays Travel Foundation Limited

Company Limited by Guarantee

Statement of Financial Position

30 April 2024

	Note	2024 £	2023 £
Current assets			
Debtors	9	–	30,000
Cash at bank and in hand		77,356	60,084
		<u>77,356</u>	<u>90,084</u>
Creditors: amounts falling due within one year	10	–	72,287
Net current assets		<u>77,356</u>	<u>17,797</u>
Total assets less current liabilities		<u>77,356</u>	<u>17,797</u>
Funds of the charity			
Unrestricted funds		77,356	17,797
Total charity funds	11	<u>77,356</u>	<u>17,797</u>

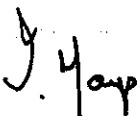
For the year ending 30 April 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

These financial statements were approved by the board of trustees and authorised for issue on 27.01.2025, and are signed on behalf of the board by:



Dame I Hays
Trustee

The notes on pages 8 to 17 form part of these financial statements.

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 30 April 2024

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Gilbridge House, Keel Square, Sunderland, SR1 3HA, England. The presentation and functional currency is GBP and these financial statements are rounded to the nearest £.

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Charities SORP (FRS 102)) and the Companies Act 2006.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable, and its amount can be measured reliably.
- legacy income is recognised when receipt is probable, and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Financial instruments

A financial asset or a financial liability is recognised only when the charity becomes a party to the contractual provisions of the instrument.

Basic financial instruments are initially recognised at the amount receivable or payable including any related transaction costs.

Current assets and current liabilities are subsequently measured at the cash or other consideration expected to be paid or received and not discounted.

Debt instruments are subsequently measured at amortised cost.

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

Where investments in shares are publicly traded or their fair value can otherwise be measured reliably, the investment is subsequently measured at fair value with changes in fair value recognised in income and expenditure. All other such investments are subsequently measured at cost less impairment.

Other financial instruments, including derivatives, are initially recognised at fair value, unless payment for an asset is deferred beyond normal business terms or financed at a rate of interest that is not a market rate, in which case the asset is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Other financial instruments are subsequently measured at fair value, with any changes recognised in the statement of financial activities, with the exception of hedging instruments in a designated hedging relationship.

Financial assets that are measured at cost or amortised cost are reviewed for objective evidence of impairment at the end of each reporting date. If there is objective evidence of impairment, an impairment loss is recognised under the appropriate heading in the statement of financial activities in which the initial gain was recognised.

For all equity instruments regardless of significance, and other financial assets that are individually significant, these are assessed individually for impairment. Other financial assets are either assessed individually or grouped on the basis of similar credit risk characteristics.

Any reversals of impairment are recognised immediately, to the extent that the reversal does not result in a carrying amount of the financial asset that exceeds what the carrying amount would have been had the impairment not previously been recognised.

4. Limited by guarantee

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

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donations from Hays Travel Limited	380,250	380,250	180,000	180,000
Donations from JustGiving	9,858	9,858	18,858	18,858
Other Donations	7,006	7,006	–	–
	<u>397,114</u>	<u>397,114</u>	<u>198,858</u>	<u>198,858</u>

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

6. Analysis of grants

The Foundation incurred the following expenditure:

Expenditure on charitable activities - grants to institutions:

	2024	2023
Abby's Heroes	1,647	-
Alder Hey Children	-	1,920
Anthem music fund wales	5,000	-
Anxious Minds	697	-
Armonico Consort Limited	6,000	-
Autism Bedfordshire	-	2,000
Ballet Lorent Limited	5,165	-
Barnabas safe and sound	1,013	-
Blackburn Youth Zone	2,500	-
Blooming Blossoms Trust	-	4,420
Bradford Keighley	-	7,000
Break	5,000	-
Bringing back a smile	1,596	-
British Disabled Angling Association	-	1,000
Carousel Project	-	5,485
Cash for Kids North east	725	-
Cerebra	-	6,420
Charlie House	-	3,558
Charnwood 20:20 operating as TwentyTwenty	-	5,000
Chichester Diocesan Association for Family Support Work	2,500	3,200
Children First Derby	497	-
Children North east	10,000	-
Children's Bereavement Centre	1,000	-
Childrensm Heart Surgery Fund	701	-
CHUF	321	-
Ciannas Smile	-	2,410
Claire House Appeal	11,503	-
Clapton Common Boy	-	4,299
Community Wishes	372	-
Concerteenies	4,200	-
Correll Rown CIC	-	134
Creating Adventures	-	1,000
Cutting Edge Theatre	3,000	-
Derian House Childrens Hospice	-	5,000

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

Doing it for Dan	5,000	-
Dorset Mind	200	-
Douglas Bader Foundation	-	4,000
Drake Music Project (NI) Ltd	-	6,000
Edinburgh City Youth	-	5,000
Ellen Timney Foundation	-	2,850
Epic Partners	-	3,622
Escape Support Group	1,192	-
Extern Northern Ireland	5,000	-
Fact Liverpool	-	4,000
Feeding Families	-	5,000
Finleys touch	4,500	-
Flash Musicals	-	4,500
Forget me not	-	3,100
Foundation Tshirt	11	-
Freedom Road Creative Arts	5,000	-
Friends of Sheringham Woodfields School	630	-
Gasped	5,000	-
Glasgow Childrens Hospital	5,000	-
Greentop Community Circus Centre	3,015	-
Hands of Ltd	-	2,200
Happy And Healthy Trust	-	4,620
Happy Days Children's Charity	-	5,000
Haworth Riding for the Disabled Group	-	4,700
Heal and Toe	2,160	-
Heart CIC	837	-
Heel and Toe LTD	507	-
Hoot Creative Arts	172	-
Horden Community Welfare	6,898	-
Hull and East Yorkshire Mind	982	-
Hypo Hounds	9,454	-
I4YPC	6,000	-
Ideas Test	2,500	-
Intrepid	-	4,411
Isle of Wight Youth Trust	496	-
Jigsaw Youth Club	-	1,600
Julia's House Limited	185	-
Julias House Ltd	300	-
Just4Children	1,035	-
Kayaks	5,105	-
Key Changes Postive mental health	3,615	-
Kids Inspire	1,050	-

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

Leeds Childrens charity at Lineham Farm	-	8,720
Lev Echod Cancer Care	-	5,020
Live Music Now (South west)	-	5,200
Lochlans Legacy	6,250	-
Maggie Kesiwck	1,697	-
Marie Curie	440	-
Mary Hare Foundation	-	8,055
Middleton Popstars academy of performing arts ltd	-	4,320
Millbank Parent Council Buckie	535	-
Mind	1,000	-
Mind in Bradford	380	-
Mind in Somerset	453	-
Momentum Children's Charity	-	6,750
Monkstown Boxing Club	4,160	-
Moorvision	-	5,000
MVUF No1 A/C	3,411	-
Mytime Young Carers	-	4,866
National Youth Choir	1,000	-
Neetzotz Ltd	11,000	-
Neuromuscular Centre	-	1,150
New Opprtunities for community	-	2,000
Newcastle United Foundation	-	2,500
Norden Farm Centre Trust	-	2,000
Norfolk and Waveney Mind Donations	1,138	-
North East Autism	-	2,635
North East Autism Society	-	5,000
North East Environment Network	7,610	-
North East Theatre Trust	-	5,000
North Star Counselling Community Interest Company (Creative Minds)	-	1,320
North star counselling coumminty	5,000	-
North Tyneside Disability Forum	1,147	988
Omagh Futsal Association	-	2,040
Orchestras Live	6,000	-
Paces Sheffield	-	6,520
Pallion Action Group	-	4,765
Papyrus	-	500
Pathways 4 all ltd	1,213	-
Percy Hedley Foundation	450	-
Pete's Dragons	1,002	-
Phoenix Dance Theatre	5,189	-
Pimlico Opera	3,348	-

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

Pioneering Care Partnership	391	-
Power2 Ltd	-	15,000
Reubens Retreat	2,021	-
Salisbury Hospice Charity	1,006	-
Science Creates Outreach	2,000	-
Scotswood Garden	-	1,100
Scotswood Natural Community Garden	2,139	-
Scottish Action for Mental Health	5,000	-
Sensory People	1,659	-
Sildon AFC CIC	6,000	6,000
SNAPS Yorkshire	-	3,257
Sophies Legacy	509	-
Southampton Doing it for the Kids	-	248
Special Needs and parent support	331	-
Special Stars Foundation	-	7,100
Spiral Creative Arts Therapies	5,000	-
Springboard Opportunity	-	3,500
St Elizabeth Hospice	-	2,000
St Oswalds Hospice	6,562	-
Staying Put	2,500	-
Stockton Arts Centre Ltd	-	5,790
Strength and Learning Through Horses	3,800	-
Sudden Productions	2,000	-
Sussex Contemporary	2,811	-
Tall Ships Youth Trust	-	3,000
Tascaster York Sport	1,000	-
Team Oasis	3,000	-
Teen Action	2,500	-
Teens Unite Fighting Cancer	-	2,500
Tees Esk and Wear Valleys NHS Foundation Trust	106	-
Teeside at christmas	-	452
Telford Mind	90	-
The Benedetti Foundation	1,000	-
The Brathay Trust	-	5,000
The British Horse Society	6,000	-
The Carers Support Centre	2,000	-
The Charlie and Carter Foundation	-	1,304
The Children's Trust	-	5,000
The Community Hub	-	6,120
The Conservation Volunteers	3,000	-
The country trust	4,986	-
The Duke of Edinburgh's Award	15,000	-

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

The Elizabeth Foundation	878	-
The Encephalitis Society	-	3,000
The Foundation for Condu	6,089	-
The island N1	700	-
The Living Paintings Trust	-	3,000
The Neuromuscular Centre	1,252	-
The Open Door Centre	-	5,000
The Percy Hedley Foundation	2,089	-
The REACT Foundation	6,000	-
The Royal Southampton	7,224	-
The Russ Devereux Headlight Project	938	-
The Teddy Bear support group	535	-
The Theodora Childrens Charity	-	5,784
The Yorkshire Cricket Foundation	-	3,500
The Zink Project	-	2,500
Theatre in the Rough Festival	1,200	-
Three13 Training & Enterprise Ltd	-	10,740
Tim Lamb Centre	-	1,032
Tiny Lives	1,086	-
Treloar Trust	-	5,000
Tyne & Wear RDA Ltd	1,368	-
Urbond	5,930	-
Valeplus Cymru and Valeplus extra	900	-
Wallace and Gromit's Children Foundation	1,800	-
Walthew House	-	6,000
West College Scotland	2,040	-
Westwood 2015	-	1,680
Whoopsdaisy Brighton	405	-
YAD Voezer Day Centre Ltd	3,150	-
YMCA North Tyneside	-	5,000
Yorkshire Dance	-	5,950
Young Minds Trust	2,061	-
YoungMinds Trust	5,296	-
Youth Adventure Trust	-	4,527
Youth on the move	2,500	-
Youth Space	-	2,000
Zachary Geddis Break	-	3,264
Total Expenditure on Charitable Activities	337,556	333,146

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

7. Staff costs

The average head count of employees during the year was Nil (2023: Nil).

No employee received employee benefits of more than £60,000 during the year (2023: Nil).

8. Trustee remuneration and expenses

No Trustees received gifts from Hays Travel Limited in respect to their services as Trustees. The total value of these gifts was £Nil (2022: £Nil). No Trustee expenses have been reimbursed in the year (2022: £Nil).

9. Debtors

	2024	2023
	£	£
Other debtors	—	<u>30,000</u>

10. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	—	<u>72,287</u>

11. Analysis of charitable funds

Unrestricted funds

	At 1 May 2023	Income	Expenditure	At 30 April 2024
	£	£	£	£
General funds	<u>17,797</u>	<u>397,114</u>	<u>(337,555)</u>	<u>77,356</u>
	At 1 May 2022	Income	Expenditure	At 30 April 2023
	£	£	£	£
General funds	<u>152,085</u>	<u>198,858</u>	<u>(333,146)</u>	<u>17,797</u>

Hays Travel Foundation Limited

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 30 April 2024

12. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2024 £
Current assets	77,356	77,356
Creditors less than 1 year	—	—
Net assets	<u>77,356</u>	<u>77,356</u>

	Unrestricted Funds £	Total Funds 2023 £
Current assets	90,084	90,084
Creditors less than 1 year	(72,287)	(72,287)
Net assets	<u>17,797</u>	<u>17,797</u>

Re

HAYS TRAVEL FOUNDATION

England & Wales - Charity number 1161373

Accounts

Charity number: 01161373

Company number: 09357982

Hays Travel Foundation

(A company limited by guarantee)

Report and Financial Statements

Year ended 30 April 2023

Report of the Trustees for the year ended 30 April 2023

The Trustees are pleased to present their report, together with the financial statements, of Hays Travel Foundation for the year ended 30 April 2023.

Reference and administrative details

Charity Number

01161373

Company Registration Number

09357982

Registered Office

Gilbridge House

Keel Square

Sunderland

Tyne and Wear

SR1 3HA

Trustees and Directors

Dame I Hays

P M Fidler

W D Fleetwood

M Dillon

D Gregory

K Campling

Independent examiner

MHA MacIntyre Hudson

2 London Wall Place

London

EC2Y 5AU

Bankers

Barclays Bank Plc

53 Fawcett Street

Sunderland

Tyne and Wear

SR1 1SD

Solicitors

Ward Hadaway

Sandgate House

102 Quayside

Newcastle upon Tyne

NE1 3DX

Report of the Board of Trustees

The Trustees have prepared this report of the Board of Trustees for year ended 30 April 2023.

Objective

The Hays Travel Foundation objects and purposes, as per its Memorandum and Articles, are to support the advancement of education, health, sport, the arts and prevention of poverty. These aims are intended to inspire young people of social and economic disadvantage, providing them with the same opportunities and chances as others.

Structure, governance and management

Governing Document

Hays Travel Foundation is a company limited by guarantee, and is governed by its Memorandum and Articles of Association dated 16 December 2014. It is a registered charity with the Charity Commission.

Appointment of Trustees

The first Trustees were appointed by John and Irene Hays. Subsequent Trustees are elected by the members or co-opted by the Board of Trustees. Trustees must be members of the charitable company and one third of the Board of Trustees must retire each year. A retiring Trustee who is eligible may be reappointed.

All Trustees were re-elected to remain part of the Board of Trustees for the next year.

Trustee induction and training

The Trustees have been chosen based on the skills they have to offer to ensure development of the Charity's activities. New Trustees have an induction programme to brief them on their legal obligations under charity and company law including our corporate induction. As part of their induction new Trustees are provided with an information pack that includes:

- Latest financial information; and
- Copies of our Memorandum and Articles of Association.

Organisation

The Board of Trustees administers the Charity and is responsible for the strategic direction and policy of the Charity.

Risk Management

There is no formal risk assessment and management, however, the Trustees discuss and review certain risks posed to the Charity which include:

- Financial sustainability. This risk is mitigated well due to the support of Hays Travel Limited. Trustees regularly review the financial position and results of the Charity and manage their funds appropriately.
- Misappropriation of funds. This is deemed to be negligible due to tight controls over the Charity's funds. Regular review of the financial position and results would also highlight any discrepancies in the Charity funds.

Related parties

Dame Irene Hays and Ken Campling are Trustees on the Board of Trustees, are also directors of Hays Travel Limited. Dame Irene Hays is the majority shareholder in Hays Travel Limited.

Hays Travel Limited is a major donor to the Foundation. Further details are provided in the notes to the financial statements.

Report of the Board of Trustees

Objectives and activities

Hays Travel Foundation was incorporated in December 2014. John and Irene Hays set up the Foundation following 35 years in the travel industry, where they have enjoyed playing a large role in helping and being part of the local communities where Hays Travel branches are located.

The Foundation was set up with the aim to build on the charitable activities of Hays Travel. The charity aims to work with organisations that support local people, to help them achieve their potential and improve their quality of life. The Foundation would like to create opportunities for young people, and support them to achieve their goals, whether this is their health, sport, art or education.

With the majority of funding being donated from Hays Travel Limited, the staff at Hays Travel are also encouraged to fundraise throughout the year. The website has played a major role in allowing local charities to apply for funding. The Board meets quarterly to review applications and approve grants which they believe are aligned with the aims of the Foundation.

Achievements and Performance

Hays Travel Foundation has approved numerous grants this year up to a total of £260,859 of which £18,858 was received from just giving from Hays Travel branch fundraising events. The trustees have strived to support as many charitable causes as possible being mindful of the impact on charities through and post COVID,

In terms of donations over £7,500 the following projects were awarded and have an aggregated value of £42,515:

- Leeds Childrens Charity at Lineham Farm (£8,720)
- Mary Hare Foundation (£8,055)
- Power2 Limited (£15,000)
- Three 13 Training and Enterprise Limited £10,740)

The remaining funds (£218,344) were granted to 54 other charities, all of whom operate in areas where Hays Travel operate, and their key purpose is to support young people. These are listed in Note 3 to these financial statements on page 9.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning its current and future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set, including those purposes as per its Memorandum and Articles of Association.

Financial Review

The charity received £150,000 (2022: £Nil) in monetary donations from Hays Travel Limited in 2023. As there was limited involvement and activity with the charity this year Hays Travel Limited have calculated £Nil costs (2022: £Nil) for donated services, being employee time spent carrying out Foundation objectives. Further donations of £Nil (2022: £100,000) were received from P&O and £18,858 (2022: £91) were received from a GoFundMe campaign, JustGiving and other direct contributions. Grants to the value of £260,859 were awarded this year (2022: £Nil grants were approved). In relation to resources expended there was a governance cost of £Nil (2022: £40) and there was a net deficit in the year of £92,001 (2022: Income of £100,051).

Report of the Board of Trustees

Principal Funding Sources

The principal funding of the Foundation in the period was donations from Hays Travel Limited.

Reserves policy

The Trustees will continue to apply the unrestricted fund to the Foundation's objectives. There is no intention to build up extensive reserves; instead, income received will largely be expended in year on grants. The total net income for this period is £168,858 (2022: £100,091).

Plans for future years

We anticipate further funding from Hays Travel in the next financial year. We intend to increase the grants made in the year, as much as possible, to help those whose charitable activities contribute to the aims of the Foundation. We have continued to receive applications for funding, which will be reviewed by the board in due course.

Statement of Trustees' responsibilities

The Trustees (who are also directors of Hays Travel Foundation for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statement on the going concern basis unless it is inappropriate to presume the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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 that the Trustees are aware:

- There is no relevant information of which the charitable company's independent examiner is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Trustees on

and signed on their behalf by:

Hays Travel Foundation

Report of the Board of Trustees

Dame Irene Hays

Trustee

Statement of Financial Activities (including income and expenditure account)

For the year ended 30 April 2023

Independent Examiner's Report to the Trustees of Hays Travel Foundation

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 April 2022 which are set out on pages 6 to 12.

Responsibilities and basis of report

As the charity trustees of the company (and also 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 your company's accounts as 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 my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the 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:

*Rajeev Shaunak FCA
MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU*

Statement of Financial Activities (including income and expenditure account)

For the year ended 30 April 2023

Date:

Statement of Financial Activities (including income and expenditure account)

For the year ended 30 April 2023

		Total	Total
		Unrestricted	Unrestricted
		Funds	Funds
		2023	2022
	Note	£	£
Income:			
Donations	9	168,858	100,091
Total income		168,858	100,091
Expenditure			
<i>Expenditure on charitable activities:</i>			
Charitable activities	3	260,859	40
Total expenditure		260,859	40
Net income/(deficit) for the year	7	(92,001)	100,051
Reconciliation of funds			
Total funds brought forward		152,085	52,034
Total funds carried forward	7	60,084	152,085

There are no other recognised gains and losses other than the net deficit of £92,001 (2022: Income £100,051) for the year ended 30 April 2023. The profit for the period for Companies Act purposes comprises the net deficit for the year of £92,001.

All income and resources expended are derived from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

Notes to the financial statements

at 30 April 2023

Statement of Financial Position

	<i>Notes</i>	2023 £	2022 £
Current assets			
Cash at bank and in hand		60,084	158,335
		60,084	158,335
Creditors: amounts falling due within one year			
	6	-	(6,250)
		60,084	152,085
Net current assets			
		60,084	152,085
Total assets less current liabilities			
		60,084	152,085
The funds of the charity			
Unrestricted funds	7	60,084	152,085
		60,084	152,085
Total charity funds			
	7	60,084	152,085

For the year ended 30 April 2023 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on and were signed on their behalf by:

Dame Irene Hays
Trustee

Notes to the financial statements

at 30 April 2023

1. Accounting policies

Statement of compliance and basis of preparation

Hays Travel Foundation is a privately incorporated Charity registered in England. The Registered Office is Gilbridge House, Keel Square, Sunderland, Tyne and Wear, SR1 3HA. The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in compliance with the Charities SORP (FRS 102) “Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102)”. The charity is exempt from preparing a statement of cash flows as it meets the requirements of a Small Charity.

The principal accounting policies adopted in the preparation of the financial statements are set out below. The accounts have been prepared for the year from 1st May 2022 to 30 April 2023 for the purpose of keeping the reporting period the same as the Hays Travel Group. The prior period is that of 18 months and therefore is not directly comparable.

Going Concern

As the main donor for the Charity is Hays Travel the trustees consider that there are no material uncertainties about the charity’s ability to continue as a going concern.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income, receipt is probable and the amount can be quantified with reasonable accuracy.

Donated services and facilities

Donated services are included in incoming resources when the benefit to the Charity is reasonably quantifiable and measurable. They are valued at the amount the charity would have been willing to pay for the services on the open market.

Resources expended

All expenditure, including any irrecoverable VAT, is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category.

Grants payable are:

- Agreed grants which have not been paid but which are payable on the satisfaction of a condition on the part of the grantee which has not yet been satisfied.

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Financial Instruments

The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 6.

Notes to the financial statements

at 30 April 2023

2. Legal status

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

3. Resources expended

The Foundation incurred the following expenditure:

	2023	2022
	£	£
<i>Expenditure on charitable activities- grants to institutions:</i>		
Alder Hey Children	1,920	-
Autism Bedfordshire	2,000	-
Blooming Blossoms Trust	4,420	-
Bradford Keighley	7,000	-
British Disabled Angling Association	1,000	-
Carousel Project	5,485	-
Cerebra	6,420	-
Charnwood 20:20 operating as TwentyTwenty	5,000	-
Chichester Diocesan Association for Family Support Work	3,200	-
Clapton Common Boy	4,299	-
Creating Adventures	1,000	-
Derian House Childrens Hospice	5,000	-
Douglas Bader Foundation	4,000	-
Drake Music Project (NI) Ltd	6,000	-
Epic Partners	3,622	-
Feeding Families	5,000	-
Forget me not	3,100	-
Happy And Healthy Trust	4,620	-
Happy Days Children's Charity	5,000	-
Haworth Riding for the Disabled Group	4,700	-
Intrepid	4,411	-
Leeds Childrens charity at Lineham Farm	8,720	-
Lev Echod Cancer Care	5,020	-
Live Music Now (South west)	5,200	-
Mary Hare Foundation	8,055	-
Middleton Popstars academy of performing arts ltd	4,320	-
Momentum Children's Charity	6,750	-
Moorvision	5,000	-
Mytime Young Carers	4,866	-
Neuromuscular Centre	1,150	-
Newcastle United Foundation	2,500	-
North Star Counselling Community Interest Company (Creative Minds)	1,320	-
North East Autism	2,635	-

Notes to the financial statements

at 30 April 2023

North East Autism Society	5,000	-
Omagh Futsal Association	2,040	-
Pallion Action Group	4,765	-
Power2 Ltd	15,000	-
Scotswood Garden	1,100	-
Shildon AFC CIC	6,000	-
SNAPS Yorkshire	3,257	-
Southampton Doing it for the Kids	248	-
Special Stars Foundation	7,100	-
Stockton Arts Centre Ltd	5,790	-
Tall Ships Youth Trust	3,000	-
Teens Unite Fighting Cancer	2,500	-
The Brathay Trust	5,000	-
The Charlie and Carter Foundation	1,304	-
The Children's Trust	5,000	-
The Community Hub	6,120	-
The Encephalitis Society	3,000	-
The Living Paintings Trust	3,000	-
The Yorkshire Cricket Foundation	3,500	-
Three13 Training & Enterprise Ltd	10,740	-
Tim Lamb Centre	1,032	-
Treloar Trust	5,000	-
Walthew House	6,000	-
Westwood 2015	1,680	-
YMCA North Tyneside	5,000	-
Yorkshire Dance	5,950	-
Total	260,859	-
<i>Governance Costs:</i>		
ICO Annual Fee	-	40
Total Expenditure on Charitable Activities	260,859	40

All expenditure on charitable activities was unrestricted in both reporting periods.

4. Employee costs

The company had no employees during either year.

5. Taxation

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

Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the

Notes to the financial statements

at 30 April 2023

Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

6. Creditors: amounts falling due within one year

	2023 £	2022 £
Grants payable	-	6,250
	<u>-</u>	<u>6,250</u>
	<u>-</u>	<u>6,250</u>

7. Movement in Funds

Analysis of movements in unrestricted funds

	Balance at 1 May 2022 £	Incoming Resources £	Resources Expended £	Funds at 30 Apr 2023 £
General Fund	152,085	168,858	(260,859)	60,084

Unrestricted General Funds are 'free reserves' to be allocated freely to further the charities objectives.

8. Related party transactions

Hays Travel Limited donated £150,000 (2022: £91) to the Foundation during the year.

During the year, there have been nil costs calculated from employees of Hays Travel Limited spending time carrying out the Foundation's objectives.

No Trustees received gifts from Hays Travel Limited in respect to their services as Trustees. The total value of these gifts was £Nil (2022: £Nil).

No Trustee expenses have been reimbursed in the year (2022: £Nil).

Notes to the financial statements

at 30 April 2023

9. Donations

	2023	2022
	£	£
Donations from Hays Travel	150,000	91
Donations from P&O	-	100,000
Donations from JustGiving	18,858	-
	<u>168,858</u>	<u>100,091</u>

All income from donations and fundraising activities was unrestricted in both periods.

10. Controlling Party

The company is governed by the Board of Trustees and is not under the control of any one individual.

HAYS TRAVEL FOUNDATION

England & Wales - Charity number 1161373

Accounts

Charity number: 01161373

Company number: 09357982

Hays Travel Foundation

(A company limited by guarantee)

Report and Financial Statements

Year ended 30 April 2022

Report of the Trustees for the year ended 30 April 2022

The Trustees are pleased to present their report, together with the financial statements, of Hays Travel Foundation for the year ended 30 April 2022.

Reference and administrative details

Charity Number

01161373

Company Registration Number

09357982

Registered Office

Gilbridge House
Keel Square
Sunderland
Tyne and Wear
SR1 3HA

Trustees and Directors

Dame I Hays
P M Fidler
W D Fleetwood
M Dillon
D Gregory
K Campling (appointed 26 July 2021)

Independent examiner

MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU

Bankers

Barclays Bank Plc
53 Fawcett Street
Sunderland
Tyne and Wear
SR1 1SD

Solicitors

Ward Hadaway
Sandgate House
102 Quayside
Newcastle upon Tyne
NE1 3DX

Report of the Board of Trustees

The Trustees have prepared this report of the Board of Trustees for year ended 30 April 2022.

Objective

The Hays Travel Foundation objects and purposes, as per its Memorandum and Articles, are to support the advancement of education, health, sport, the arts and prevention of poverty. These aims are intended to inspire young people of social and economic disadvantage, providing them with the same opportunities and chances as others.

Structure, governance and management

Governing Document

Hays Travel Foundation is a company limited by guarantee, and is governed by its Memorandum and Articles of Association dated 16 December 2014. It is a registered charity with the Charity Commission.

Appointment of Trustees

The first Trustees were appointed by John and Irene Hays. Subsequent Trustees are elected by the members or co-opted by the Board of Trustees. Trustees must be members of the charitable company and one third of the Board of Trustees must retire each year. A retiring Trustee who is eligible may be reappointed.

All Trustees were re-elected to remain part of the Board of Trustees for the next year.

Trustee induction and training

The Trustees have been chosen based on the skills they have to offer to ensure development of the Charity's activities. New Trustees have an induction programme to brief them on their legal obligations under charity and company law including our corporate induction. As part of their induction new Trustees are provided with an information pack that includes:

- Latest financial information; and
- Copies of our Memorandum and Articles of Association.

Organisation

The Board of Trustees administers the Charity and is responsible for the strategic direction and policy of the Charity.

Risk Management

There is no formal risk assessment and management, however, the Trustees discuss and review certain risks posed to the Charity which include:

- Financial sustainability. This risk is mitigated well due to the support of Hays Travel Limited. Trustees regularly review the financial position and results of the Charity and manage their funds appropriately.
- Misappropriation of funds. This is deemed to be negligible due to tight controls over the Charity's funds. Regular review of the financial position and results would also highlight any discrepancies in the Charity funds.

Related parties

Irene Hays, Trustees and Directors on the Board of Trustees, are also directors and shareholders of Hays Travel Limited. Ken Campling, Trustee and Director on the Board of Trustees, is also a director of Hays Travel Limited.

Hays Travel Limited is a major donor to the Foundation. Further details are provided in the notes to the financial statements.

Report of the Board of Trustees

Objectives and activities

Hays Travel Foundation was incorporated in December 2014. John and Irene Hays set up the Foundation following 35 years in the travel industry, where they have enjoyed playing a large role in helping and being part of the local communities where Hays Travel branches are located.

The Foundation was set up with the aim to build on the charitable activities of Hays Travel. The charity aims to work with organisations that support local people, to help them achieve their potential and improve their quality of life. The Foundation would like to create opportunities for young people, and support them to achieve their goals, whether this is their health, sport, art or education.

With the majority of funding being donated from Hays Travel Limited, the staff at Hays Travel are also encouraged to fundraise throughout the year. The website has played a major role in allowing local charities to apply for funding. The Board meets quarterly to review applications and approve grants which they believe are aligned with the aims of the Foundation.

Achievements and Performance

Due to the impact of covid 19 there were no projects that were awarded grants during the year. The Foundation will resume awarding grants in the next financial year following a successful year for Hays Travel Limited.

Included within accruals are grants which have been awarded and are unpaid at the year end. The Shildon AFC & Development Centre CIC was awarded £18,750 in 2019, to be paid equally over 3 years. As £6,250 was paid in the prior period the remaining balance of £6,250 at the year-end is to be paid during 2022.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning its current and future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set, including those purposes as per its Memorandum and Articles of Association.

Financial Review

Due to the impact Covid-19 has had on the travel industry the charity received £Nil (2021: £90,848) in monetary donations from Hays Travel Limited in 2022. As there was limited involvement and activity with the charity this year Hays Travel Limited have calculated Nil costs (2021: £Nil) for donated services, being employee time spent carrying out Foundation objectives. Further donations of £100,000 were received from P&O and £91 (2021: £40,960) were received from a GoFundMe campaign, PayPal and other direct contributions. No grants were awarded this year (2021: £91,807 of grants were approved). In relation to resources expended there was a governance cost of £40 (2021: £1,575 gain) and there was a net income in the year of £100,051 (2021: £51,021 surplus).

Principal Funding Sources

The principal funding of the Foundation in the period was donations from Hays Travel Limited.

Reserves policy

The Trustees will continue to apply the unrestricted fund to the Foundation's objectives. There is no intention to build up extensive reserves; instead income received will largely be expended in year on grants. The total net income for this period is £100,051 (2021: £51,021) due to halt in activities from February 2020.

Plans for future years

Despite the impact of Covid 19 we intend to reinstate the grants made as soon as it is practical to do so, to further help those whose charitable activities contribute to the aims of the Foundation. This has been made possible by donations received via Hays Travel limited post period end. We have received several applications for funding since the period end, which will be reviewed in due course by the Board of Trustees.

Report of the Board of Trustees

Statement of Trustees' responsibilities

The Trustees (who are also directors of Hays Travel Foundation for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statement on the going concern basis unless it is inappropriate to presume the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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 that the Trustees are aware:

- There is no relevant information of which the charitable company's independent examiner is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Trustees on 11/01/2023 and signed on their behalf by:



Dame Irene Hays
Trustee

Statement of Financial Activities (including income and expenditure account)

For the year ended 30 April 2022

Independent Examiner's Report to the Trustees of Hays Travel Foundation

I report to the charity trustees on my examination of the accounts of the company for the year ended 30 April 2022 which are set out on pages 6 to 12.

Responsibilities and basis of report

As the charity trustees of the company (and also 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 your company's accounts as 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.

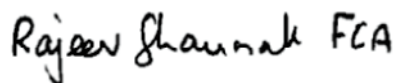
Independent examiner's statement

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

1. accounting records were not kept in respect of the 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:



Rajeev Shaunak FCA
MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU

Date: 12 January 2023

Statement of Financial Activities (including income and expenditure account)

For the year ended 30 April 2022

		Total Unrestricted Funds 2022	Total Unrestricted Funds Period ended 2021
	<i>Note</i>	£	£
Income:			
Donations	9	100,091	131,808
Total income		<u>100,091</u>	<u>131,808</u>
Expenditure			
<i>Expenditure on charitable activities:</i>			
Charitable activities	3	40	80,787
Total expenditure		<u>40</u>	<u>80,787</u>
Net income/(deficit) for the year	7	100,051	51,021
Reconciliation of funds			
Total funds brought forward		52,034	1,013
Total funds carried forward	7	<u><u>152,085</u></u>	<u><u>52,034</u></u>

There are no other recognised gains and losses other than the net income of £100,051 (2021: £51,021) for the year ended 30 April 2022. The profit for the period for Companies Act purposes comprises the net income for the year of £100,051.

All income and resources expended are derived from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

Notes to the financial statements

at 30 April 2022

Statement of Financial Position

	<i>Notes</i>	<i>2022</i> £	<i>2021</i> £
Current assets			
Cash at bank and in hand		158,335	58,284
		<u>158,335</u>	<u>58,284</u>
Creditors: amounts falling due within one year	6	(6,250)	(6,250)
Net current assets		<u>152,085</u>	<u>52,034</u>
Total assets less current liabilities		<u>152,085</u>	<u>52,034</u>
The funds of the charity			
Unrestricted funds	7	152,085	52,034
Total charity funds	7	<u>152,085</u>	<u>52,034</u>

For the year ended 30 April 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on 11/01/2023 and were signed on their behalf by:



Dame Irene Hays

Trustee

Notes to the financial statements

at 30 April 2022

1. Accounting policies

Statement of compliance and basis of preparation

Hays Travel Foundation is a privately incorporated Charity registered in England. The Registered Office is Gilbridge House, Keel Square, Sunderland, Tyne and Wear, SR1 3HA. The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in compliance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102)". The charity is exempt from preparing a statement of cash flows as it meets the requirements of a Small Charity.

The principal accounting policies adopted in the preparation of the financial statements are set out below. The accounts have been prepared for the year from 1st May 2021 to 30 April 2022 for the purpose of keeping the reporting period the same as the Hays Travel Group. The prior period is that of 18 months and therefore is not directly comparable.

Going Concern

As the main donor for the Charity is Hays Travel the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

In light of Covid-19, effective from March 2020, the Foundation put on hold all grant applications and is no longer accepting any new requests via the website. As donations from Hays Travel are discretionary and not guaranteed this is expected to affect the Foundation for the long-term future but has no impact on the accounts for this period as the Foundation has the funds available to cover all commitments for twelve months from the signing date of these financial statements.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income, receipt is probable and the amount can be quantified with reasonable accuracy.

Donated services and facilities

Donated services are included in incoming resources when the benefit to the Charity is reasonably quantifiable and measurable. They are valued at the amount the charity would have been willing to pay for the services on the open market.

Resources expended

All expenditure, including any irrecoverable VAT, is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category.

Grants payable are:

- Agreed grants which have not been paid but which are payable on the satisfaction of a condition on the part of the grantee which has not yet been satisfied.

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Financial Instruments

The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Note 6.

Notes to the financial statements

at 30 April 2022

2. Legal status

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

3. Resources expended

The Foundation incurred the following expenditure:

	2022	<i>Period</i> <i>ended</i>
	£	2021
	£	£
<i>Expenditure on charitable activities- grants to institutions:</i>		
Abbies Heroes	-	220
About with Friends	-	359
Amelia's Rainbow	-	570
balletLORENT	-	4,900
BBC Children In Need	-	326
Blandford Opportunity Group	-	590
Bridport youth Centre	-	438
Butterfly Giving	-	750
Butterwick House	-	950
Carers Trust Gateshead - Young Carers	-	1,118
Children's Heart Surgery Fund	-	570
Click Sargent	-	5,000
Customs House	-	5,488
Cystic Fibrosis Trust	-	130
Darlington Memorial Hospital	-	1,445
DCCS Derrifor Childrens Cancer Service	-	200
Ellen Timney Foundation	-	2,088
Feeding Families	-	400
Footprints in the Community	-	1,080
Forget me not Children's Hospice	-	800
Henry Dancer Days	-	1,153
Jubilee Church Hull	-	2,820
Kamelia Kids	-	1,000
Leonard Cheshire	-	3,000
Listening Ear	-	3,000
Martin House Hospice	-	800
My Outdoor Classroom CIC	-	1,000
NE Youth	-	2,000
North Tyneside Disability Forum	-	7,100
Priscilla Bacon Hospice Family Counselling Rooms	-	1,265
Roseberry Community Consortium	-	2,000
Saints Community Development Foundation	-	1,250
Sarah Kinsley Fund	-	292
Skills 4 Work	-	2,500
Southampton Childrens Hospital Charity	-	544
St Catherine's School For Disabled Children, Ventnor	-	260
Stepping Stones Pre School, Elburton	-	304
Sunderland 2021	-	(10,500)
Team Oasis Children's Charity	-	5,000
Teardrop	-	680
Teddy 20	-	725

Notes to the financial statements

at 30 April 2022

The Bluecoat	-	5,000
The Clock Tower Sanctuary	-	5,000
The Isabel Baker Foundation	-	1,043
The Jessie May Trust	-	5,000
The Open Door Centre	-	3,000
The Pegasus Centre - Riding for Disabled	-	410
Tiny Lives	-	681
TLC: Talk, Listen, Change	-	2,000
Winchester Street Reach	-	2,577
Yeovil Opportunity Group	-	458
YMCA Newcastle	-	2,000
Yorkshire Children's Trust	-	522
Selection Boxes for Annual Panto	-	208
Total	-	81,514
<i>Governance Costs:</i>		
Independent examination fee	-	(1,728)
Accommodation for Trustee	-	153
Hays Travel – accommodation & Trustee gifts	-	848
ICO Annual Fee	40	-
Total Expenditure on Charitable Activities	40	80,787

All expenditure on charitable activities was unrestricted in both reporting periods. The independent examination fee recognised in the prior period as the fees for 18/19 financial year were unrealised and there were no charges in the prior period as the firm has offered to do this pro-bono. Overnight accommodation was provided in January 2020 so that one of the Trustees could attend the quarterly board meeting.

4. Employee costs

The company had no employees during either period.

5. Taxation

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

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

Notes to the financial statements

at 30 April 2022

6. Creditors: amounts falling due within one year

	2022	2021
	£	£
Grants payable	6,250	6,250
	<u>6,250</u>	<u>6,250</u>

7. Movement in Funds

Analysis of movements in unrestricted funds

	Balance at 1 May 2021	Incoming Resources	Resources Expended	Funds at 30 Apr 2022
	£	£	£	£
General Fund	52,034	100,091	(40)	152,085

Unrestricted General Funds are 'free reserves' to be allocated freely to further the charities objectives.

8. Related party transactions

Hays Travel Limited donated £91 (2021: £90,848) to the Foundation during the period.

During the year, there have been nil costs calculated from employees of Hays Travel Limited spending time carrying out the Foundation's objectives due to inactivity with the Foundation since January 2020 (2021: £Nil).

No Trustees received gifts from Hays Travel Limited in respect to their services as Trustees. The total value of these gifts was £Nil (2021: £108 for two trustees).

During the prior period, Matt Dillon attended the December 2019 Hays Travel Retail Conference to improve awareness and promote the achievements of the Foundation to date. The cost for this event, being travel, accommodation and subsistence, were borne by Hays Travel Limited to the value of £740.

No Trustee expenses have been reimbursed in the year (2021: Nil).

Notes to the financial statements

at 30 April 2022

9. Donations

	2022	<i>Period ended 2021</i>
	£	£
Donations from Hays Travel	91	90,848
Donations from P&O	100,000	-
Fundraising activities – John Hays memorial	-	40,010
Fundraising activities – Sponsored walk	-	950
	<u>100,091</u>	<u>131,808</u>

All income from donations and fundraising activities was unrestricted in both periods.

10. Controlling Party

The company is governed by the Board of Trustees and is not under the control of any one individual.

HAYS TRAVEL FOUNDATION

England & Wales - Charity number 1161373

Accounts

Charity number: 01161373

Company number: 09357982

Hays Travel Foundation

(A company limited by guarantee)

Report and Financial Statements

Period ended 30 April 2021

Report of the Trustees for the period ended 30 April 2021

The Trustees are pleased to present their report, together with the financial statements, of Hays Travel Foundation for the period ended 30 April 2021.

Reference and administrative details

Charity Number

01161373

Company Registration Number

09357982

Registered Office

Gilbridge House
Keel Square
Sunderland
Tyne and Wear
SR1 3HA

Trustees and Directors

I Hays
P M Fidler
W D Fleetwood
M Dillon
D Gregory (appointed 15 November 2019)
K Campling (appointed 26 July 2021)
C Maith (resigned 23 July 2021)
J Hays (resigned on 13 November 2020)
M Fernandez-Varona (resigned 15 November 2019)

Independent examiner

MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU

Bankers

Barclays Bank Plc
53 Fawcett Street
Sunderland
Tyne and Wear
SR1 1SD

Solicitors

Ward Hadaway
Sandgate House
102 Quayside
Newcastle upon Tyne
NE1 3DX

Report of the Board of Trustees

The Trustees have prepared this report of the Board of Trustees for period ended 30 April 2021.

Objective

The Hays Travel Foundation objects and purposes, as per its Memorandum and Articles, are to support the advancement of education, health, sport, the arts and prevention of poverty. These aims are intended to inspire young people of social and economic disadvantage, providing them with the same opportunities and chances as others.

Structure, governance and management

Governing Document

Hays Travel Foundation is a company limited by guarantee, and is governed by its Memorandum and Articles of Association dated 16 December 2014. It is a registered charity with the Charity Commission.

Appointment of Trustees

The first Trustees were appointed by John and Irene Hays. Subsequent Trustees are elected by the members or co-opted by the Board of Trustees. Trustees must be members of the charitable company and one third of the Board of Trustees must retire each year. A retiring Trustee who is eligible may be reappointed.

During the first board meeting of the year all Trustees were re-elected to remain part of the Board of Trustees for the next year.

Trustee induction and training

The Trustees have been chosen based on the skills they have to offer to ensure development of the Charity's activities. New Trustees have an induction programme to brief them on their legal obligations under charity and company law including our corporate induction. As part of their induction new Trustees are provided with an information pack that includes:

- Latest financial information; and
- Copies of our Memorandum and Articles of Association.

Organisation

The Board of Trustees administers the Charity and is responsible for the strategic direction and policy of the Charity.

Risk Management

During the year the Trustees have focused on ensuring that funds are properly accounted for and that grants approved in the year can be paid out of available resources. There is no formal risk assessment and management, however, the Trustees discuss and review certain risks posed to the Charity during their quarterly board meetings which include:

- Financial sustainability. This risk is mitigated well due to the support of Hays Travel Limited. Trustees regularly review the financial position and results of the Charity and manage their funds appropriately.
- Misappropriation of funds. This is deemed to be negligible due to tight controls over the Charity's funds. Regular review of the financial position and results would also highlight any discrepancies in the Charity funds.

Related parties

Irene Hays and John Hays (resigned on 13 November 2020), Trustees and Directors on the Board of Trustees, are also directors and shareholders of Hays Travel Limited. Claire Maith, Trustee and Director on the Board of Trustees, is also a director of Hays Travel Limited (resigned 25 July 2021). Ken Campling is also a director of Hays Travel Limited (appointed 26 July 2021)

Hays Travel Limited is a major donor to the Foundation. Further details are provided in the notes to the financial statements.

Report of the Board of Trustees

Objectives and activities

Hays Travel Foundation was incorporated in December 2014. John and Irene Hays set up the Foundation following 35 years in the travel industry, where they have enjoyed playing a large role in helping and being part of the local communities where Hays Travel branches are located.

The Foundation was set up with the aim to build on the charitable activities of Hays Travel. The charity aims to work with organisations that support local people, to help them achieve their potential and improve their quality of life. The Foundation would like to create opportunities for young people, and support them to achieve their goals, whether this is their health, sport, art or education.

With the majority of funding being donated from Hays Travel Limited, the staff at Hays Travel are also encouraged to fundraise throughout the year. The website has played a major role in allowing local charities to apply for funding. The Board meets quarterly to review applications and approve grants which they believe are aligned with the aims of the Foundation.

Achievements and Performance

Hays Travel Foundation has strived to approve numerous grants this year up to a total of £91,806 of which £21,171 was matched funding from the Foundation to branch level fundraising events for local charities.

The following projects were awarded grants and have an aggregated value of £70,635:

- North Tyneside Disability Forum (£7,100)
- Customs House (£5,488)
- The Jessie May Trust (£5,000)
- Click Sargent (£5,000)
- The Bluecoat (£5,000)
- Team Oasis Children's Society (£5,000)
- The Clock Tower Sanctuary (£5,000)
- BalletLorent (£4,900)
- The Open Door Centre (£3,000)
- Listening Ear (£3,000)
- Leonard Cheshire (£3,000)
- Jubilee Church Hull (£2,820)
- Winchester Street Search (£2,577)
- Skills 4 Work (£2,500)
- Roseberry Community Consortium (£2,000)
- TLC: Talk, Listen, Change (£2,000)
- YMCA Newcastle (£2,000)
- NE Youth (£2,000)
- Saints Community Development Foundation (£1,250)
- My Outdoor Classroom CIC (£1,000)
- Kamelia Kids (£1,000)

The Foundation also had a matched funding incentive. The branches of Hays Travel Limited have participated in fundraising activities throughout the year. Where the funds raised matched certain criteria set by the Foundation – local charities aimed at supporting children – the Foundation matched their fundraising efforts. This year funds were granted for the total of £21,171 (2019: £36,357). The following charities received funding:

- Ellen Timney Foundation (£2,088)
- Darlington Memorial Hospital (£1,445)
- Priscilla Bacon Hospice Family Counselling Rooms (£1,265)
- Henry Dancer Days (£1,153)
- Carers Trust Gateshead - Young Carers (£1,118)
- Footprints In The Community (£1,080)
- The Isabel Baker Foundation (£1,043)

Report of the Board of Trustees

- Butterwick House (£950)
- Forget Me Not Children's Hospice (£800)
- Martin House Hospice (£800)
- Butterfly Giving (£750)
- Teddy20 (£725)
- Tiny Lives (£681)
- Teardrop (£680)
- Blandford Opportunity Group (£590)
- Amelia's Rainbow (£570)
- Children Heart Surgery (£570)
- Southampton Children's Hospital Charity (£544)
- Yorkshire Children's Trust (£522)
- Yeovil Opportunity Group (£458)
- Bridport Youth Centre (£438)
- The Pegasus Centre - Riding For Disabled (£410)
- Feeding Families (£400)
- About With Friends (£359)
- BBC Children In Need (£326)
- Stepping Stones Pre School, Elburton (£304)
- Sarah Kinsley Fund (£292)
- St Catherine's School For Disabled Children, Ventnor (£260)
- Abbies Heroes (£220)
- DCCS Derrifor Children's Cancer Service (£200)
- Cystic Fibrosis Trust (£130)

Included within accruals are grants which have been awarded and are unpaid at the year end. Sunderland 2021 was awarded £21,000 in 2016 with £10,500 still outstanding at the beginning of the period. It was decided by the board that Sunderland 2021 have not been performing so they would have to reapply for any additional funding so the £10,500 is no longer being accrued. The Shildon AFC & Development Centre CIC was awarded £18,750 in 2019, to be paid equally over 3 years. As £6,250 was paid in the year the remaining balance of £6,250 at the year-end is to be paid during 2021.

Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing its aims and objectives and in planning its current and future activities. In particular, the Trustees have considered how planned activities will contribute to the aims and objectives they have set, including those purposes as per its Memorandum and Articles of Association.

Financial Review

Due to the impact Covid-19 has had on the travel industry the charity received £90,848 in monetary donations from Hays Travel Limited in the first part of 2020. As there was limited involvement and activity with the charity this year Hays Travel Limited have calculated nil costs (2019: £20,225) for donated services, being employee time spent carrying out Foundation objectives. Further donations of £40,960 were received from a GoFundMe campaign, PayPal and other direct contributions. As noted above grants of £91,807 were approved in the year. In relation to resources expended there was a governance costs gain totalling £1,575 and there was a net surplus in the year of £51,021.

Principal Funding Sources

The principal funding of the Foundation in the year was donations from Hays Travel Limited.

Reserves policy

The Trustees will continue to apply the unrestricted fund to the Foundation's objectives. There is no intention to build up extensive reserves; instead income received will largely be expended in year on grants.

Report of the Board of Trustees

The total unrestricted reserves for this period is £51,021 (2019: £1,013) due to halt in activities from February 2020.

Plans for future years

Despite the impact of Covid 19 we intend to reinstate the grants made as soon as it is practical to do so, to further help those whose charitable activities contribute to the aims of the Foundation. This has been made possible by donations received via Hays Travel limited post the year end. We have received several applications for funding since the year end, which will be reviewed in due course by the Board of Trustees.

Statement of Trustees' responsibilities

The Trustees (who are also directors of Hays Travel Foundation for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statement on the going concern basis unless it is inappropriate to presume the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

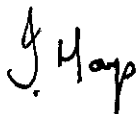
In so far that the Trustees are aware:

- There is no relevant information of which the charitable company's independent examiner is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the Trustees on 10 January 2022 and signed on their behalf by:



Irene Hays

Trustee

Statement of Financial Activities (including income and expenditure account)

For the period ended 30 April 2021

Independent Examiner's Report to the Trustees of Hays Travel Foundation

I report to the charity trustees on my examination of the accounts of the company for the period ended 30 April 2021 which are set out on pages 7 to 14.

Responsibilities and basis of report

As the charity trustees of the company (and also 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 your company's accounts as 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.

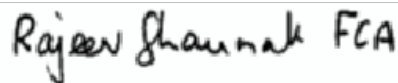
Independent examiner's statement

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

1. accounting records were not kept in respect of the 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:



Rajeev Shaunak FCA
MHA MacIntyre Hudson
2 London Wall Place
London
EC2Y 5AU

Date: 27 January 2022

Statement of Financial Activities (including income and expenditure account)

For the period ended 30 April 2021

		Total Unrestricted Funds	Total Unrestricted Funds
	<i>Period Ended</i> <i>30 April 2021</i>		<i>2019</i>
	<i>Note</i>	£	£
Income:			
Donations	10	131,808	335,233
Total income		<u>131,808</u>	<u>335,233</u>
Expenditure			
<i>Expenditure on charitable activities:</i>			
Charitable activities	3	80,787	338,360
Total expenditure		<u>80,787</u>	<u>338,360</u>
Net income/(deficit) for the year	8	51,021	(3,127)
Reconciliation of funds			
Total funds brought forward		1,013	4,140
Total funds carried forward	8	<u>52,034</u>	<u>1,013</u>

There are no other recognised gains and losses other than the net income of £51,021 (2019: -£3,127) for the period ended 30 April 2021. The profit for the period for Companies Act purposes comprises the net income for the period of £51,021.

All income and resources expended are derived from continuing activities.

The statement of financial activities includes all gains and losses recognised in the period.

Notes to the financial statements

at 30 April 2021

Statement of Financial Position

	<i>Notes</i>	<i>2021</i> £	<i>2019</i> £
Current assets			
Cash at bank and in hand		58,284	25,741
		<u>58,284</u>	<u>25,741</u>
Creditors: amounts falling due within one year	6	(6,250)	(18,478)
Net current assets		<u>52,034</u>	<u>7,263</u>
Creditors: amounts falling due over one year	7	-	(6,250)
Total assets less current liabilities		<u>52,034</u>	<u>1,013</u>
The funds of the charity			
Unrestricted funds	8	52,034	1,013
Total charity funds	8	<u>52,034</u>	<u>1,013</u>

For the period ended 30 April 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476. The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The financial statements were approved and authorised for issue by the Trustees on 10 January 2022 and were signed on their behalf by:



I Hays
Trustee

Notes to the financial statements

at 30 April 2021

1. Accounting policies

Statement of compliance and basis of preparation

Hays Travel Foundation is a privately incorporated Charity registered in England. The Registered Office is Gilbridge House, Keel Square, Sunderland, Tyne and Wear, SR1 3HA. The financial statements have been prepared under the historic cost convention. The financial statements have been prepared in compliance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102)". The charity is exempt from preparing a statement of cash flows as it meets the requirements of a Small Charity.

The principal accounting policies adopted in the preparation of the financial statements are set out below. The accounts have been prepared for the extended period from 1st November 2019 to 30 April 2021 for the purpose of keeping the reporting period the same as the Hays Travel Group. The prior period is that of 12 months and therefore is not directly comparable.

Going Concern

As the main donor for the Charity is Hays Travel the trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

In light of Covid-19, effective from March 2020, the Foundation put on hold all grant applications and is no longer accepting any new requests via the website. As donations from Hays Travel are discretionary and not guaranteed this is expected to affect the Foundation for the long-term future but has no impact on the accounts for this period as the Foundation has the funds available to cover all commitments for twelve months from the signing date of these financial statements.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the Charity is legally entitled to the income, receipt is probable and the amount can be quantified with reasonable accuracy.

Donated services and facilities

Donated services are included in incoming resources when the benefit to the Charity is reasonably quantifiable and measurable. They are valued at the amount the charity would have been willing to pay for the services on the open market.

Resources expended

All expenditure, including any irrecoverable VAT, is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category.

Grants payable are:

- Agreed grants which have not been paid but which are payable on the satisfaction of a condition on the part of the grantee which has not yet been satisfied.

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Financial Instruments

The Charity only holds basic Financial Instruments. The financial assets and financial liabilities of the Charity are as follows:

Cash at bank – is classified as a basic financial instrument and is measured at face value.

Liabilities – trade creditors, accruals and other creditors will be classified as financial instruments, and are measured at amortised cost as detailed in Notes 6 and 7.

Notes to the financial statements

at 30 April 2021

2. Legal status

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

3. Resources expended

The Foundation incurred the following expenditure:

	<i>Period Ended</i> 30 April 2021	2019
	£	£
<i>Expenditure on charitable activities- grants to institutions:</i>		
Abbies Heroes	220	-
About with Friends	359	319
Amelia's Rainbow	570	8,870
Andover and District Mencap	-	1,716
Artichoke	-	12,000
Arvon	-	2,500
balletLORENT	4,900	-
BBC Children In Need	326	-
Blandford Opportunity Group	590	-
Bridport youth Centre	438	-
Bright Futures	-	3,600
Butterfly Giving	750	750
Butterwick House	950	-
Carers Trust Gateshead - Young Carers	1,118	-
Cheesey Waffles	-	902
Children's Heart Surgery Fund	570	637
Children's Hospice South West	-	1,337
Circus Starr	-	2,352
Click Sargent	5,000	-
Community by Nature	-	8,000
Community Corner	-	1,855
Contact Mental Health Group LTD	-	524
Creative Kids	-	8,000
Customs House	5,488	4,385
Cystic Fibrosis Trust	130	927
Daisy Chain Project	-	1,017
Dame Vera Lynn Children's Charity	-	2,700
Darlington Memorial Hospital	1,445	-
DCCS Derrifor Childrens Cancer Service	200	-
Dorset Children's Foundation	-	150
Douglas Bader Foundation	-	3,550
Dreams Come True	-	3,400
EDGE NE CIC	-	6,250
Ellen Timney Foundation	2,088	-
ExeAccess	-	500
Exeter Phoenix	-	3,000
Exim Dance Company CIC	-	4,500
Extratime	-	5,000
FACT Fighting All Cancers Together	-	4,000
Family Counselling Trust	-	2,500
Feeding Families	400	2,500

Notes to the financial statements

at 30 April 2021

Footprints in the Community	1,080	-
Forget me not Children's Hospice	800	1,307
Freddie's Fight	-	1,006
Friends of Oak Grove College	-	3,000
Friends of St Francis School - Fareham	-	1,080
Give It Your Max	-	1,920
Hartlepool United Community Sports Foundation	-	3,150
Hat Trick	-	6,000
Heel and Toe	-	1,411
Henry Dancer Days	1,153	5,233
Hive	-	5,000
Jubilee Church Hull	2,820	-
Kamelia Kids	1,000	-
Leeds Mencap	-	5,000
Leonard Cheshire	3,000	-
Lexi May Trust	-	2,060
Life Education Wessex	-	597
Listening Ear	3,000	-
Living Paintings	-	2,500
Martin House Hospice	800	-
ME North East	-	1,109
MIND South Somerset	-	350
Moving On	-	182
My Outdoor Classroom CIC	1,000	-
NE Youth	2,000	-
New Deaf Academy Appeal	-	253
Nightingale House Hospice	-	2,500
North East Autism Society	-	168
North Star Counselling CIC	-	6,297
North Tyneside Disability Forum	7,100	-
Northumberland Domestic Abuse Services	-	5,000
NSPCC	-	3,000
One in Eleven	-	401
Pathways 4 All	-	8,780
Pimlico Opera	-	1,000
Poole Hospital	-	50
Priscilla Bacon Hospice Family Counselling Rooms	1,265	-
Rainbow Trust Children's Charity	-	4,000
Richards wish	-	308
Roseberry Community Consortium	2,000	-
Saints Community Development Foundation	1,250	-
Sarah Kinsley Fund	292	-
SASH	-	1,500
Seaham Music Academy	-	5,000
Shepherds Down School Fund	-	43
Shildon Association Football Club and Shildon Development Centre CIC	-	18,750
Skills 4 Work	2,500	-
Smiley Face Nursery	-	101
Southampton Childrens Hospital Charity	544	668
Sporting Challenge	-	2,000
St Catherine's School For Disabled Children, Ventnor	260	-
St Johns Air Ambulance	-	135
St Peter's C of E Primary School PTA	-	79
Stepping Stones Pre School, Elburton	304	-

Notes to the financial statements

at 30 April 2021

Street Games	-	7,500
Sunderland 2021	(10,500)	-
Tall Ships Youth Trust	-	3,000
Team Oasis Children's Charity	5,000	-
Teapot Trust SCIO	-	3,000
Teardrop	680	-
Teddy 20	725	1,173
Teenage Cancer Trust	-	5,000
Tender Arts and Education	-	5,000
The Bluecoat	5,000	-
The Bradley Lowery Foundation	-	525
The Charlie and Carter Foundation	-	2,230
The Children's Foundation	-	6,155
The Clatterbridge Cancer Charity	-	5,500
The Clock Tower Sanctuary	5,000	-
The Down's Syndrome Association	-	2,735
The Isabel Baker Foundation	1,043	-
The Jessie May Trust	5,000	-
The John Muir Trust	-	5,000
The Junction	-	500
The Kayaks	-	8,400
The Lexi May Trust	-	2,000
The Margaret Carey Foundation	-	5,000
The Neuromuscular Centre	-	1,800
The Oaks Secondary School	-	188
The Open Door Centre	3,000	-
The Pegasus Centre - Riding for Disabled	410	-
The Sarah Kinsley Fund	-	205
The Sick Children's Trust	-	1,337
Tim Lamb Centre	-	545
Tim Lamb Centre and Charlie Bear for Cancer Care	-	2,061
Tiny Lives	681	-
TLC: Talk, Listen, Change	2,000	-
Together 21	-	931
Torbay and South Devon NHS Trust	-	46
Tynedale Hospice & Home	-	5,000
Victoria's Wish	-	1,525
Villiers Park Educational Trust	-	2,800
Wessex Cancer Trust	-	6,602
Westwood 2015 Limited	-	1,720
Wetwheels	-	5,000
Winchester Street Reach	2,577	-
Yeovil Opportunity Group	458	-
YMCA Newcastle	2,000	-
Yorkshire Children's Trust	522	790
Yorkshire Dance	-	4,995
Young Asian Voices	-	3,600
Youth Adventure Trust	-	3,831
Zest Theatre	-	6,606
Zoe's Place	-	5,000
Selection Boxes for Annual Panto	208	141
Total	81,514	316,119

Notes to the financial statements

at 30 April 2021

Governance Costs:

Independent examination fee	(1,728)	2,016
Accommodation for Trustee	153	-
Hays Travel – accommodation & Trustee gifts	848	-
Employee services carrying out charity objectives	-	20,225

Total Expenditure on Charitable Activities	80,787	338,360
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All expenditure on charitable activities was unrestricted in both reporting periods.

The independent examination fee is a credit this period as the fees for 2019 were unrealised and there will be no charges this period as the firm has offered to do this pro-bono.

Overnight accommodation was provided in January 2020 so that one of the Trustees could attend the quarterly board meeting.

4. Employee costs

The company had no employees during either period.

5. Taxation

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

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

6. Creditors: amounts falling due within one year

	<i>Period Ended</i> 30 April 2021	2019
	£	£
Grants payable	6,250	16,750
Accruals	-	1,728
	6,250	18,478

7. Creditors: amounts falling due over one year

	<i>Period Ended</i> 30 April 2021	2019
	£	£
Grants payable	-	6,250
	-	6,250

Notes to the financial statements

at 30 April 2021

8. Movement in Funds

Analysis of movements in unrestricted funds

	Balance at 1 Nov 2019	Incoming Resources	Resources Expended	Funds at 30 Apr 2021
	£	£	£	£
General Fund	1,013	131,808	(80,787)	52,034

Unrestricted General Funds are 'free reserves' to be allocated freely to further the charities objectives.

9. Related party transactions

John Hays (resigned 13th November 2020) and Irene Hays, Trustees and Directors on the Board of Trustees, are Directors and shareholders of Hays Travel Limited. Claire Maith, Trustee and Director of the Board of Trustees, is a Director of Hays Travel Limited (resigned 23rd July 2021) and Kenneth Campling, Trustee and Director of the Board of Trustees, is a Director of Hays Travel Limited (appointed 23rd July 2021).

Hays Travel Limited donated £90,848 (2019: £315,000) to the Foundation during the year.

During the year, there have been nil costs calculated from employees of Hays Travel Limited spending time carrying out the Foundation's objectives due to inactivity with the Foundation since January 2020 (2019: £20,225).

Two Trustees received gifts from Hays Travel Limited. This was in respect to their services as Trustees. The total value of these gifts was £108 (2019: £207 for three trustees).

During the year, Matt Dillon attended the December 2019 Hays Travel Retail Conference to improve awareness and promote the achievements of the Foundation to date. The cost for this event, being travel, accommodation and subsistence, were borne by Hays Travel Limited to the value of £740 (2019: £2,154).

No Trustee expenses have been reimbursed in the period (2019: nil).

10. Donations

	<i>Period Ended</i> 30 April 2021	2019
	£	£
Donations from Hays Travel	90,848	335,233
Fundraising activities – John Hays memorial	40,010	-
Fundraising activities – Sponsored walk	950	-
	<u>131,808</u>	<u>335,233</u>

All income from donations and fundraising activities was unrestricted in both periods.

11. Controlling Party

The company is governed by the Board of Trustees and is not under the control of any one individual.

