

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

Contents

Page

Trustees' annual report (incorporating the director's report)	2
Independent examiner's report to the trustees	5
Statement of financial activities (including income and expenditure account)	6
Statement of financial position	7
Notes to the financial statements	8

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.

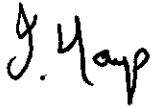
Hays Travel Foundation Limited

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>

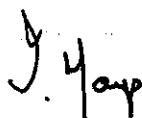
For the year ending 30 April 2024 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

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	-
Shildon 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	–	30,000

10. Creditors: amounts falling due within one year

	2024	2023
	£	£
Trade creditors	–	72,287

11. Analysis of charitable funds

Unrestricted funds

	At 1 May 2023	Income	Expenditure	At 30 April 2024
	£	£	£	£
General funds	17,797	397,114	(337,555)	77,356

	At 1 May 2022	Income	Expenditure	At 30 April 2023
	£	£	£	£
General funds	152,085	198,858	(333,146)	17,797

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	77,356	77,356

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

Re