

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

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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

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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

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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

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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

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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
Shildon 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
Teeside 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

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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	15,599	15,599
Creditors less than 1 year	(19,531)	(19,531)
Net assets	<u>(3,932)</u>	<u>(3,932)</u>

	Unrestricted Funds	Total Funds
	£	£
Current assets	77,356	77,356
Creditors less than 1 year	—	—
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)