

WE MIND THE GAP

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**



WE MIND THE GAP

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE PERIOD ENDED 31 MARCH 2025

Trustees	Kathleen Campbell (also known as Karen Campbell-Williams), Chair Rachel Clacher Emma Degg (resigned 12 December 2024) Louise Gatenby Karen Jones Kirsty Rogers
Charity registered number	1161504
Principal office	Ty Avow 21 Egerton Street Wrexham LL11 1ND
Patron	Sir John Timpson
Chief executive officer	Ali Wheeler
Accountants	WR Partners Chartered Accountants Belmont House Shrewsbury Business Park Shrewsbury Shropshire SY2 6LG
Bankers	HSBC PO Box 68 130 New Street Birmingham West Midlands B2 4JU

**TRUSTEES' REPORT
FOR THE PERIOD ENDED 31 MARCH 2025**

The Trustees submit their annual report together with the unaudited financial statements of the Charity for the period from 1 May 2024 to 31 March 2025. The financial statements have been prepared in accordance with the accounting policies, set out in note 2 to the financial statements and comply with the Charity's trust deed, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice (second edition) and Financial Reporting Standard FRS 102.

Legal and administrative information, set out on page 1, forms part of this report.

The Trustees have changed the financial year end of the Charity to 31 March, using the powers accorded to them in the governing document. This brings the year end into line with the main grant providers, facilitating the reporting process. Therefore this set of accounts covers a period of 11 months, rather than the usual year and the comparative figures in the financial statements and notes will not be fully comparative.

Objectives and activities

a. Policies and objectives

Cost of living, poverty, neglect, broken homes, a challenged education system, a complex benefits system, third generation workless households and the ongoing after-effects of the pandemic have culminated in a generation of forgotten young people with few aspirations or opportunities, and who are emotionally and neurologically immature. These problems manifest themselves in many young people living in poverty, unable to lead independent lives, with little aspiration, confidence or real choices in life and work. Covid lockdowns hit young people hard and many are reporting isolation, loneliness, lack of friendships and a sense of belonging as their primary concern, all of which is exacerbated by the on going cost of living crisis.

Our vision is a world in which every young person feels they belong, can thrive, has the maturity, independence, aspirations and skills to have real choices in life and work.

Our mission; Harnessing the power of communities, we walk alongside young people with love, care, and curiosity, offering new life opportunities and ongoing support.

This is not about CV writing workshops and tea and toast for poor unfortunates...or ticking boxes... This is about delivering real and lasting change for young people who deserve better. This is social mobility in action.

WeMindTheGap core values

Compassion & Care – The encouragement, reassurance and genuine care we extend to every individual is fundamental to them developing the confidence to explore their choices in the world.

Connectivity – We build positive relationships with and between our young people and the world to create their rightful place within a meaningful community.

Constancy – We are always here and always will be: people and places of safety who keep our promises and provide the support, challenge and care that our young people deserve.

Commitment – We will go to the ends of the earth to make sure that our young people have the wherewithal to be 'pilots of their own lives'.

Confidence – We believe absolutely in our vision, our model and the impact we deliver.

Curiosity – We ask 'why' to keep learning, to help our young people grow and develop, and to evolve best practice that others can learn from.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

Objectives and activities (continued)

Capacity – We have the space, time, resilience and support required to perform our respective roles to the best of our ability.

Can Do – We walk alongside our young people, take the initiative, make good things happen and always focus on a solution, not a problem.

Celebration – We celebrate every success, no matter how big or small.

Courage – We do what is right and not what is easy.

What we do

We offer 5 programmes:

1. WeInspire - Our supportive, nurturing programme for 11-15 year olds who are struggling with traditional education. Building confidence, resilience and a sense of belonging for students wherever they are in school or at home
2. WeDiscover - Our 12 week digital programme for 16-24yr olds, where young people can discover more about themselves and the wider world. Designed to meet young people where they are and not where we expect them to be, they grow in confidence, aspirations and find their next steps in life.
3. WeBridge - Our 'roll on roll off' employability programme for 16 – 24-year-olds who are ready to work and need nurturing and support to find the right opportunity. We partner with trusted employers in the area to support young people at the start of their working journey.
4. WeGrow - Our 26-week paid employability programme for 18 – 24-year-olds with four work placements, life skills, coaching, and experiences, all delivered with love and care, followed by 6 months support from our WeBelong team.
5. WeBelong - Our alumni community for any young person who has completed a programme. Every Gappie remains part of WeMindTheGap family, and this community provides support, care and friendship for as long as they want or need us.

Responding to the findings of the Big Conversation in Wrexham, we piloted two programmes in 2024, WeInspire and WeBridge. Both these programmes having proven successful and are now embedded in our continuum of support for your people from 11-25yrs who have 'fallen through the gaps' and are not in employment, education or training.

In addition, in January 2025 we carried out a second Big Conversation in Flintshire. Like the first one, we spoke to young people aged 18-21yrs, employers and communities. We chose to speak to young people aged 18-21yrs because we recognised that they would have been 14-16yrs old during the COVID 19 pandemic, and we would like to track the impact of the pandemic across generations. Also young people aged 18-21yrs are the key age group that are referred to WeMindTheGap.

For the Big Conversation in Flintshire we wanted to build on the learnings and build on the opportunities we found from Wrexham. Therefore we partnered with Wrexham University and carried out the Big Conversation across a one month period. We spoke to 509 young people and over 50 employers. We asked two questions, 'What life is like for young people in Flintshire?' and 'What could make it better' The findings of our Flintshire Big Conversation were collated by Wrexham University and shared with partners and will be used to inform our continuous improvement of the work we do to support young people.

We also produced a film of the Big Conversation and gained coverage on local news sites as 'shining a beacon of hope' on what is a UK wide crisis.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

Objectives and activities (continued)

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

b. Main activities undertaken to further the Charity's purposes for the public benefit

The Charity's objects and principal activities are for the benefit of the public generally but specifically to act as a resource for young people aged between 16 and 30 living in the UK by providing advice and assistance and organising programmes of work experience, physical, educational, and other activities as a means of:

- advancing in life and helping young people by developing their skills, capacity and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- advancing education;
- relieving unemployment;
- providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

We have submitted a change of Charitable Objects to the Charity Commission to cover include the work of our new Programme Welnspire. Our new Objects will cover young people from 11-30yrs.

Structure, governance and management

a. Constitution

We Mind The Gap is a registered charity, number 1161504, and is constituted as a Charitable Incorporated Organisation.

b. Trustees

Trustees are appointed by a resolution of the Trustees passed at the board meeting. The minimum number of Trustees is three. The Board undertakes a skills analysis annually to identify current skills amongst Trustees and gaps and agree to appoint new Trustees to meet those outstanding skill sets.

New trustees undergo an orientation day to brief them on their legal obligations under charity law, the Charity Commission guidance on public benefit, inform them of the charity's strategy and objectives, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction day they meet key employees and other trustees. Trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role as well as meet with programme participants and attend events held with and for them.

The Trustee Board provides strategic oversight and governance rather than running and operating the Charity on a day to day basis. All Trustees give of their time freely. The Trustees have appointed directors and managers to manage the day to day operations of the charity. To facilitate effective operations, the directors and managers have delegated authority, within terms of delegation approved by the trustees, for operational matters including finance, employment and trainee related activity.

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee, director or senior manager of the charity with a company, supplier, donor or other charity must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

Structure, governance and management (continued)

The Trustees are committed to ensuring that all WeMindTheGap employees are paid fairly and in a way which ensures the charity attracts and retains the right team with the right skills to have the greatest impact in delivering our charitable objectives. The Trustees' approach to executive pay is in line with the Association of Chief Executives of Voluntary Organisations (ACEVO) Good Pay Guide.

During the period of this report, we accepted the resignation of our Trustee Emma Degg. We thank Emma for all her support and guidance, and she remains an ambassador for our work.

c. Organisation

The organisation was registered as a Charity (Registration no 1161504) on 30 April 2015 as amended on 26 August 2017. The organisation was established as a charitable incorporated organisation (CIO).

During the year, the Charity's office is based at Ty Avow, 21 Egerton Street, Wrexham, LL11 1ND. Individual programmes are run in locations appropriate to the communities that they serve: Wrexham from the Hub; Flintshire from Jade Jones in Flint.

d. Our access policies

The Charity welcomes participants from all backgrounds. Key to joining any of our programmes is assessing whether our young people are ready to make the most of the opportunities on offer. On all programmes our potential participants (we call them 'Gappies' when they are participants) need to demonstrate to our teams their will to engage to the best of their potential and in line with the general standards achieved by their peers. We work closely with local agencies, education teams, voluntary projects etc to create a pipeline of possible participants. Those expressing an interest for WeDiscover have an informal virtual conversation exploring what the young person wants to get out of the experience and also ensuring that any eligibility criteria from our partner colleges are met. For our WeGrow programme young people are invited to a 'Discovery Day' a relaxed, engaging recruitment day that allows participants to shine – from which successful candidates will be chosen. On both programmes an individual's economic status, gender, ethnicity, race, religion, or education attainment do not form part of this assessment process, rather their attitude to the world and the opportunity ahead of them.

We believe that our participants benefit from learning within a diverse community. A great deal of learning occurs through social interaction, conversation and shared experiences which helps our Gappies develop an understanding of other people that will be vital in their future lives.

We have clear insight into the neurological effect of Adverse Childhood Experiences on the child's brain and the implications for adolescence and beyond. We use these to complement best practice childhood development practices in the design of our programmes. Our cohort – many of whom score highly on the ACEs scales – are supported in a compassion driven way which allows them to make the most of the opportunities on offer. Every workshop, every interaction stretches neuroplasticity and creates new neural pathways, which in turn promote maturation, independence and autonomy. We strive to keep abreast of current thinking and research, particularly post pandemic research, and have a clear continuing development programme for our team. We share learnings and best practice with other organisations within this field and our funders. We have begun to establish ourselves as 'thought leaders' and experts in supporting young people and delivering meaningful and lasting change. This has been recognised nationally as we were finalists of the 2024 Centre for Social Justice National Awards, and have been shortlisted as finalists for 2025. Our Gappies and team have represented us at local and national government and regularly deliver keynotes and talks.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

Structure, governance and management (continued)

e. Related parties and organisations

Volunteers undertake valuable work by supporting our individual programmes, each of which has at least one volunteer to support each delivery team on a weekly basis. WeGrow cohorts benefit from an 'intern' system whereby an experienced Gappie volunteers to spend time with the new cohort and share that all important lived experience. WeBelong encourages graduates of all programmes to volunteer at fundraising events, community projects we support and by being an advocate for WeMindTheGap meeting funders and other stakeholders. In addition, many talented individuals share their knowledge and expertise through offering workshops and learning experience either in person or virtually for our WeDiscover and WeGrow programmes.

Our WeGrow and WeBridge programmes rely on employer partners working with us on a voluntary basis to provide 10 day work placements: some employers provide work placements for up to ten Gappies, others for just one. Their support and involvement are what allows our Gappies to have experience of meaningful work, and therefore our programme to have the impact it does.

The development of English and Maths skills is a vital part of our programmes. This element is delivered cost free by partners Coleg Cambria (in North Wales). Tutors are well aware of the challenges our cohort may have had with mainstream education and develop a learning environment that is practical and supportive. Several graduates have continued working with the colleges to gain their equivalent of GCESs in both subjects and then moved on to take Level 2 and University qualifications.

The Charity does not currently include a valuation of volunteers' time within the financial statements.

Plans for future periods

2025/26

- Embed our new Programme WeInspire in Cheshire West as we have secured 5 Years' funding through the Duke of Westminster Foundation
- Implement our 5 Year plan which starts with the growth of our Programmes in Wrexham and Flintshire and growth of our staff number to 28. This is underpinned from securing 5 Years' funding from The National Lottery Community Fund
- Grow the WeBelong offerings to ensure there is something for all graduate members. With a dedicated team to offer constancy and prioritise progression
- Continue to secure new funding to continue to grow WeMindTheGap
- Grow our Board with the appointment of new Trustees to mind the gaps of our skills and experiences
- Continue to develop our Thought Leadership and Impact approach, to enhance our profile and be recognised as exemplars in our field
- Continue to build relationships with like minded organisations to mind their 'Social' gap in the Environment, Social and Governance conversation
- Develop our own SROI and Impact reports
- Continue to develop our staffing model and website to include Welsh Speakers and Welsh Language
- Develop a Great Youth Employment Toolkit to support employers employing young people

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

Plans for future periods (continued)

By 2026 we will

- Be running new programmes adapted to the wants and needs of young people informed by the Big Conversation Wrexham and Flintshire
- Be perceived and recognised as exemplars with clear impact on policy
- Evidence the model has lasting impact across generations: our graduates' parent differently and grow our Alumni into a peer support model
- Continue to influence national and local policies so there are fewer gaps to mind
- Carry out a feasibility study to see if we can take employability 'on the road' in a bus

Achievements and performance

a. Review of activities

The priority for the year 2024/25 was to establish a continuum of support across our Programmes in the areas where we had constancy of delivery, that being Wrexham, Flintshire and North Wales. In addition, we would begin the implementation of our WeInspire Programmes in 4 schools in Chester.

We secured funding from UKSPF, Westminster Foundation and The National Lottery Community Fund which has enabled us to start the delivery of our 5 Year Plan.

All Gappies across all our four Programmes can now take part in all elements of our growing WeBelong programme.

Through WeBelong we also enjoyed many in person visits to places like Chester and Llandudno, held a Summer Party and our graduates also enjoyed a trip to the Panto at Theatr Clwyd.

In January 2025 we undertook and began to share, the findings of our Big Conversation with young people aged 18-21yrs in Flintshire. The Big Conversation is an unprecedented piece of research to find the voices and experiences of young people aged 18 21yrs old whose lives had changed during the pandemic. We built on the first Big Conversation in Wrexham and now have two powerful banks of data and insights into the lives, wants, needs and aspirations of young people.

The Big Conversation was our response to WeMindTheGap recognising the world had changed for young people. The young people we were working with were presenting with different challenges, employer partners were sharing that they were finding it more difficult to recruit and retain young people in employment and statutory services said that many young people had not re-engaged with services either online or face to face post pandemic.

At the same time as talking to young people, we committed to carrying out research with employers to find out their experiences, challenges and opportunities in employing young people. In addition, we wanted to speak to as many statutory and local support providers as possible to see how their engagement and support for young people had changed since the pandemic.

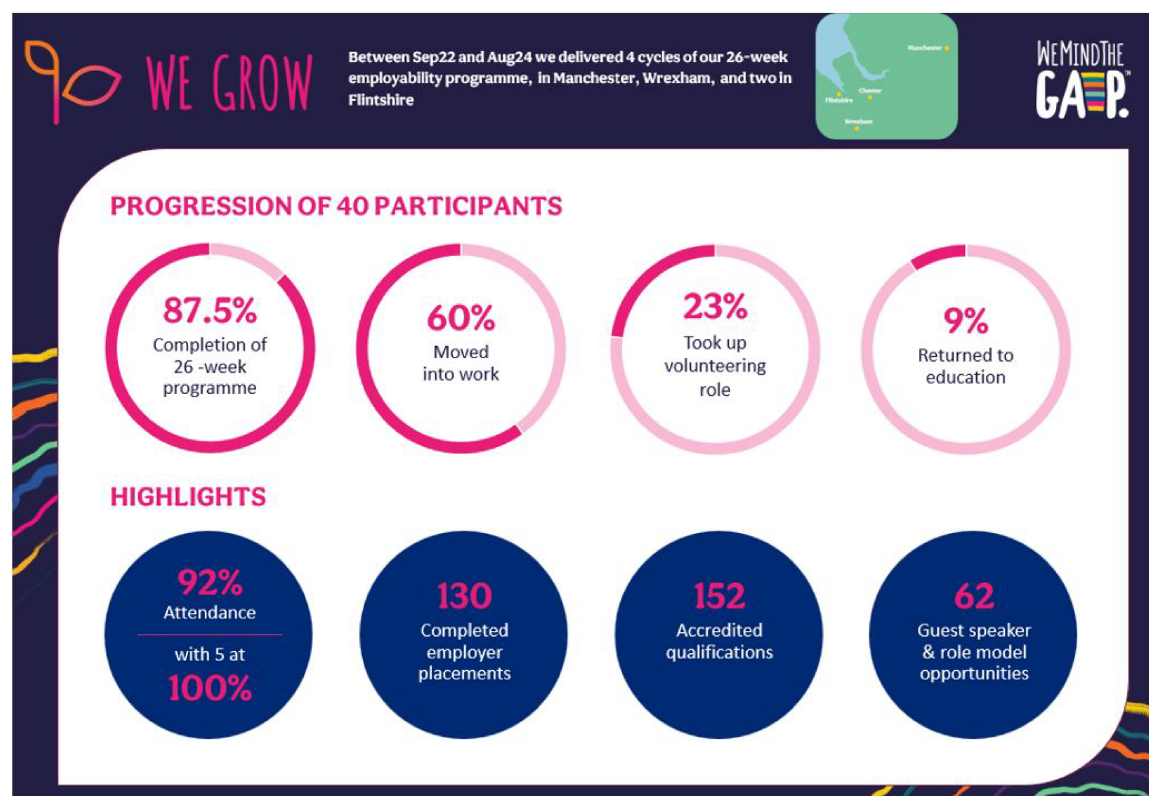
In our 5 Year Plan we have committed to carrying out a Big Conversation in each of our 'Villages' to really understand the community and young people. We committed to using the findings to engage support to enable people and communities to build the social capital for young people to thrive. WeMindTheGap was also awarded a place on the Rank Foundation Network Profit for Good Programme which is a year-long programme to support charities to develop income generating activities.

TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)

What changes did we see:

All programmes delivered in 2024-25 were successfully completed across Wrexham and Flintshire, and wider North Wales. We produced a two year Impact Report covering 2022 – 2024. The highlights showcase the many and varied achievements of our young people, demonstrating impact beyond the bare statistics.




TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)





TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)



Our differentiator, this is our alumni of over 500 members - Gappies who have participated in any programme since 2014. Designed to mind the bumps in the road, help with progression, and celebrate together **WeBelong** has 4 key themes







Education

Health & Wellbeing

Employment

Volunteering





29
Big Events

3
Progression Events

4
Transition events from WeGrow and WeDiscover

154
Gappies actively engaged during the period for support

AND TWO NEW PILOT PROGRAMMES...





As a direct result of the findings of the Big Conversation we have worked with early adopters in our community to create the Bridge to Employment offer in Wrexham.

Listening to the challenges from our employers and young people we recognised that there are too many young people wanting to work but needed help to do so...getting into jobs but crucially retaining employment.

Wrexham CBC who are partnering with us have identified 1754 economically inactive young people in our community.



As a direct result of sharing the findings of the Big Conversation with the wider team at Wrexham CBC, the education policy makers recognised an opportunity to create an immersive in school support programme for those pupils not attending regularly or wishing to attend but with too many barriers to take the first step.

In April 2024 we began a small pilot project in Ysgol Bryn Alyn delivering sessions that focus on exploring pupils' interests, emotions and motivations. The aim was to support them with care to manage their challenges effectively and develop their resilience so they can attend school. The group co-created on a passion project, delivering a TEDtalk at Wrexham University in June 2024. The pilot group also named the programme **WeInspire!**

The pilot demonstrated that outcomes should not merely be about measuring attendance but creating confidence, resilience and aspiration in pupils so when they do return to school, they can maintain attendance. For **WeMindTheGap** the pilot project has allowed us:

- To demonstrate we can deliver the in-person support to the persistent non-attenders AND have a digital offer to the non-engagers;
- To demonstrate that the space we deliver in is crucially important for a trauma informed approach;
- That we must work with parents from the outset to reframe the fractured relationship that is existing between too many of our pupils, their parents and our schools, understand the real and perceived barriers and improve communication between all parties.
- Create a sense of belonging to their friendship group and to school so they are more able to progress and be ready to learn.








TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance (continued)

Financial review

a. Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

b. Reserves policy

At the year end the Charity held net assets of £392,965. Within this were £160,037 of restricted funds. The remaining £232,928 were unrestricted, with £80,542 of this designated for specific purposes.

The Trustees have reviewed the reserves policy to ensure it is fit for purpose and in line with expected growth in addition to being compliant with the current Charity Commission guidelines. The Charity's aim is to maintain reserves in unrestricted funds at a level which equates to at least three months of unrestricted charitable expenditure.

The free reserves for accounting purposes are calculated as the unrestricted funds, less any designated funds and less unrestricted fixed and intangible assets. Free reserves at the yearend were £146,200 (2024: £229,162).

c. Principal risks and uncertainties

The Trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. The Trustees have a risk management strategy which comprises: An annual review of the principal risks and uncertainties that the charity faces; the establishment of policies, systems and procedures to mitigate those risks identified in the annual review; and the implementation of procedures designed to minimise or manage any potential impact on the charity should those risks materialise. This work has identified that financial sustainability is the major financial risk for the charity. A key element in the management of financial risk is a regular review of available liquid funds to settle debts as they fall due, regular liaison with the bank, and active management of trade debtors and creditors balances to ensure sufficient working capital by the Charity. It is the clear objective of the Trustees to agree a funding strategy as part of the 5 Year Business Plan which mitigates the above risks and ensures sustainability for the Charity.

**TRUSTEES' REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales 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 Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Karen Campbell-Williams

Trustee

Date: 21st October 2025

**INDEPENDENT EXAMINER'S REPORT
FOR THE PERIOD ENDED 31 MARCH 2025**

Independent Examiner's Report to the Trustees of We Mind The Gap ('the Charity')

I report to the charity Trustees on my examination of the accounts of the Charity for the period ended 31 March 2025.

Responsibilities and Basis of Report

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**INDEPENDENT EXAMINER'S REPORT (CONTINUED)
FOR THE PERIOD ENDED 31 MARCH 2025**

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 ICAEW, which is one of the listed bodies.

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

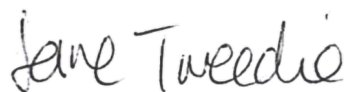
I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.

Signed:



S J Tweedie

Dated: 28 November 2025

BSc FCA DChA

WR Partners

Chartered Accountants
Belmont House
Shrewsbury Business Park
Shrewsbury
Shropshire
SY2 6LG

WE MIND THE GAP

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 11 months ended 31 March 2025 £	Total funds 2025 £	Total funds 2024 £
	Note				
Income from:					
Donations and legacies	3	71,130	7,500	78,630	162,443
Charitable activities	4	10,000	818,949	828,949	756,666
Other trading activities	5	636	-	636	108
Investments	6	1,587	-	1,587	2,195
Other income	7	-	-	-	157
Total income		83,353	826,449	909,802	921,569
Expenditure on:					
Raising funds	8	-	168	168	894
Charitable activities		170,114	753,614	923,728	893,295
Total expenditure		170,114	753,782	923,896	894,189
Net (expenditure)/income		(86,761)	72,667	(14,094)	27,380
Transfers between funds	16	(77,073)	77,073	-	-
Net movement in funds		(163,834)	149,740	(14,094)	27,380
Reconciliation of funds:					
Total funds brought forward		396,762	10,297	407,059	379,679
Net movement in funds		(163,834)	149,740	(14,094)	27,380
Total funds carried forward		232,928	160,037	392,965	407,059

The Statement of Financial Activities includes all gains and losses recognised in the period.

The notes on pages 18 to 36 form part of these financial statements.

WE MIND THE GAP

BALANCE SHEET AS AT 31 MARCH 2025

	Note	31 March 2025 £	30 April 2024 £
Fixed assets			
Tangible assets	13	6,186	7,793
		<u>6,186</u>	<u>7,793</u>
Current assets			
Debtors	14	43,990	92,115
Cash at bank and in hand		365,862	326,577
		<u>409,852</u>	<u>418,692</u>
Current liabilities			
Creditors: amounts falling due within one year	15	(23,073)	(19,426)
Net current assets		<u>386,779</u>	<u>399,266</u>
Total assets less current liabilities		<u>392,965</u>	<u>407,059</u>
Total net assets		<u><u>392,965</u></u>	<u><u>407,059</u></u>
Charity funds			
Restricted funds	16	160,037	10,297
Unrestricted funds	16	232,928	396,762
Total funds		<u><u>392,965</u></u>	<u><u>407,059</u></u>

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



Karen Campbell-Williams

Trustee

Date: 21st October 2025

The notes on pages 18 to 36 form part of these financial statements.

**STATEMENT OF CASH FLOWS
FOR THE PERIOD ENDED 31 MARCH 2025**

	Note	11 months ended 31 March 2025 £	2024 £
Cash flows from operating activities			
Net cash used in operating activities	18	40,258	(127,486)
Cash flows from investing activities			
Purchase of tangible fixed assets		(973)	(1,231)
Net cash used in investing activities		(973)	(1,231)
Change in cash and cash equivalents in the period		39,285	(128,717)
Cash and cash equivalents at the beginning of the period		326,577	455,294
Cash and cash equivalents at the end of the period	19	365,862	326,577

The notes on pages 18 to 36 form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

1. General information

The charity is a Charitable Incorporated Organisation, situated in the United Kingdom. The principal place of business is the principal office, the address of which is provided on Page 1.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance 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 Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following the Charities SORP (FRS 102) published in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

We Mind The Gap meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Comparative figures relate to a 12-month period and are therefore not directly comparable to the current 11-month period.

2.2 Going concern

After making enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Charity therefore continues to adopt the going concern basis of accounting in preparing the annual financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

2. Accounting policies (continued)

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from donations and legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

2. Accounting policies (continued)

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures & fittings	-	20% straight line
Computer equipment	-	20% straight line

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

2. Accounting policies (continued)

2.12 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the period.

2.13 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.

Designated funds comprise unrestricted funds that have been earmarked by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

3. Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 11 months ended 31 March 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Donations	70,725	7,500	78,225	161,944
Gift Aid reclaimed	405	-	405	499
Total 2025	<u>71,130</u>	<u>7,500</u>	<u>78,630</u>	<u>162,443</u>
<i>Total 2024</i>	<u>147,443</u>	<u>15,000</u>	<u>162,443</u>	

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

4. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 11 months ended 31 March 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Grants	-	241,101	241,101	136,766
Government Grants	10,000	577,848	587,848	619,900
Total 2025	<u>10,000</u>	<u>818,949</u>	<u>828,949</u>	<u>756,666</u>
<i>Total 2024</i>	<u>10,000</u>	<u>746,666</u>	<u>756,666</u>	

Government grants comprise of £577,700 from the UK Shared Prosperity Fund, £148 from Wrexham County Borough Council, £10,000 from Flintshire County Council.

5. Income from other trading activities

Income from fundraising events

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Fundraising events	636	636	108
Total 2025	<u>636</u>	<u>636</u>	<u>108</u>
<i>Total 2024</i>	<u>108</u>	<u>108</u>	

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

6. Investment income

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Interest income	1,587	1,587	2,195
Total 2025	<u>1,587</u>	<u>1,587</u>	<u>2,195</u>
<i>Total 2024</i>	<u>2,195</u>	<u>2,195</u>	

7. Other incoming resources

	Unrestricted funds 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Other income	-	-	157
<i>Total 2024</i>	<u>157</u>	<u>157</u>	

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

8. Expenditure on raising funds

Fundraising trading expenses

	Restricted funds 11 months ended 31 March 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
Fundraising event costs	168	168	894
Total 2025	<u>168</u>	<u>168</u>	<u>894</u>
<i>Total 2024</i>	<u>894</u>	<u>894</u>	

9. Analysis of expenditure by activities

	Activities undertaken directly 11 months ended 31 March 2025 £	Support costs 11 months ended 31 March 2025 £	Total funds 2025 £	<i>Total funds 2024 £</i>
WeGrow	-	-	-	29,382
WeBelong	11,893	-	11,893	11,252
WeDiscover	42,932	839	43,771	81,884
Head Office	73	180,638	180,711	143,830
Flintshire	334,554	29,527	364,081	289,531
Wrexham	270,757	50,926	321,683	337,416
Cheshire West & Chester	1,489	100	1,589	-
Total 2025	<u>661,698</u>	<u>262,030</u>	<u>923,728</u>	<u>893,295</u>
<i>Total 2024</i>	<u>662,815</u>	<u>230,480</u>	<u>893,295</u>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

9. Analysis of expenditure by activities (continued)

Analysis of direct costs

	WeGrow 11 months ended 31 March 2025 £	WeBelong 11 months ended 31 March 2025 £	WeDiscover 11 months ended 31 March 2025 £	Head Office 11 months ended 31 March 2025 £	Flintshire 11 months ended 31 March 2025 £
Staff costs	-	6,505	31,707	-	248,629
Programme costs	-	5,388	11,225	73	85,925
Total 2025	-	11,893	42,932	73	334,554
<i>Total 2024</i>	29,382	11,252	74,504	87	266,421

	Wrexham 11 months ended 31 March 2025 £	Cheshire West & Chester 11 months ended 31 March 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	202,360	1,289	490,490	510,615
Programme costs	68,397	200	171,208	152,200
Total 2025	270,757	1,489	661,698	662,815
<i>Total 2024</i>	281,169	-	662,815	

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

9. Analysis of expenditure by activities (continued)

Analysis of support costs

	WeDiscover 11 months ended 31 March 2025 £	Head Office 11 months ended 31 March 2025 £	Flintshire 11 months ended 31 March 2025 £	Wrexham 11 months ended 31 March 2025 £
Staff costs	-	151,817	-	-
Depreciation	165	2,422	-	-
Vehicle costs	-	-	-	-
Insurance	-	3,311	2,915	1,881
Training and welfare	88	915	2,572	17,902
Premises costs	-	565	720	479
Travel and subsistence	4	1,643	501	401
Other costs	-	69	225	397
IT and communications	-	4,604	2,782	1,813
Office costs	-	785	631	484
HR, marketing and consultancy	582	7,488	8,139	19,087
Subscriptions	-	1,840	928	809
Rent and rates	-	4,348	7,092	4,798
Accountancy	-	504	2,520	2,520
Bank charges	-	292	502	355
Business Development	-	35	-	-
Recruitment fees	-	-	-	-
Total 2025	839	180,638	29,527	50,926
<i>Total 2024</i>	<i>7,380</i>	<i>143,743</i>	<i>23,110</i>	<i>56,247</i>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

9. Analysis of expenditure by activities (continued)

Analysis of support costs (continued)

	Cheshire West & Chester 11 months ended 31 March 2025 £	Total funds 2025 £	Total funds 2024 £
Staff costs	-	151,817	90,943
Depreciation	-	2,587	16,143
Vehicle costs	-	-	1,058
Insurance	-	8,107	7,626
Training and welfare	24	21,501	9,242
Premises costs	-	1,764	1,462
Travel and subsistence	-	2,549	3,153
Other costs	-	691	11
IT and communications	-	9,199	10,321
Office costs	-	1,900	1,417
HR, marketing and consultancy	38	35,334	50,361
Subscriptions	-	3,577	4,193
Rent and rates	38	16,276	15,664
Accountancy	-	5,544	5,648
Bank charges	-	1,149	1,188
Business Development	-	35	-
Recruitment fees	-	-	12,050
Total 2025	100	262,030	230,480
<i>Total 2024</i>	<i>-</i>	<i>230,480</i>	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

10. Independent examiner's remuneration

	11 months ended 31 March 2025 £	2024 £
Fees payable to the Charity's independent examiner for the independent examination of the Charity's annual accounts	1,320	1,140
Fees payable to the Charity's independent examiner in respect of: All other services not included above	4,440	4,368
	<u>5,760</u>	<u>5,508</u>

11. Staff costs

	11 months ended 31 March 2025 £	2024 £
Wages and salaries	582,096	552,760
Social security costs	49,215	39,276
Contribution to defined contribution pension schemes	10,996	9,522
	<u>642,307</u>	<u>601,558</u>

The average number of persons employed by the Charity during the period was as follows:

	2025 No.	2024 No.
Employees	27	26

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

11. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2025 No.	2024 No.
In the band £60,001 - £70,000	1	-
In the band £70,001 - £80,000	-	1

The 2025 disclosure relates to an 11 month period.

The total amount of employee benefits (including employer pension contributions and employer national insurance contributions) paid to the key management personnel of the Charity was £77,038 (2024: £80,788).

12. Trustees' remuneration and expenses

During the period, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the period ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

13. Tangible fixed assets

	Fixtures & Fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 May 2024	6,811	31,947	38,758
Additions	-	973	973
Disposals	-	(1,647)	(1,647)
At 31 March 2025	<u>6,811</u>	<u>31,273</u>	<u>38,084</u>
Depreciation			
At 1 May 2024	5,843	25,122	30,965
Charge for the period	123	2,457	2,580
On disposals	-	(1,647)	(1,647)
At 31 March 2025	<u>5,966</u>	<u>25,932</u>	<u>31,898</u>
Net book value			
At 31 March 2025	<u>845</u>	<u>5,341</u>	<u>6,186</u>
At 30 April 2024	<u>968</u>	<u>6,825</u>	<u>7,793</u>

14. Debtors

	31 March 2025 £	30 April 2024 £
Due within one year		
Trade debtors	144	264
Prepayments and accrued income	8,949	10,015
Grants receivable	34,897	81,836
	<u>43,990</u>	<u>92,115</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

15. Creditors: Amounts falling due within one year

	31 March 2025 £	30 April 2024 £
Trade creditors	9,892	7,500
Other creditors	6,303	6,418
Accruals and deferred income	6,878	5,508
	<u>23,073</u>	<u>19,426</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

16. Statement of funds

Statement of funds - current period

	Balance at 1 May 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2025 £
Unrestricted funds					
Designated funds					
We Belong	22,655	16,073	(11,745)	-	26,983
Big Conversation / Wrexham	105,726	-	-	(105,726)	-
Flintshire	31,426	436	(6,956)	-	24,906
Wrexham	-	535	(535)	28,653	28,653
	<u>159,807</u>	<u>17,044</u>	<u>(19,236)</u>	<u>(77,073)</u>	<u>80,542</u>
General funds					
The Hub - Head Office	236,955	66,309	(150,878)	-	152,386
	<u>236,955</u>	<u>66,309</u>	<u>(150,878)</u>	<u>-</u>	<u>152,386</u>
Total Unrestricted funds	<u>396,762</u>	<u>83,353</u>	<u>(170,114)</u>	<u>(77,073)</u>	<u>232,928</u>
Restricted funds					
WeDiscover North Wales	10,297	95,797	(43,771)	-	62,323
Flintshire	-	357,125	(357,125)	-	-
Cheshire West & Chester	-	99,304	(1,590)	-	97,714
WeBelong	-	148	(148)	-	-
Wrexham	-	244,075	(321,148)	77,073	-
Salaries	-	30,000	(30,000)	-	-
	<u>10,297</u>	<u>826,449</u>	<u>(753,782)</u>	<u>77,073</u>	<u>160,037</u>
Total of funds	<u>407,059</u>	<u>909,802</u>	<u>(923,896)</u>	<u>-</u>	<u>392,965</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

16. Statement of funds (continued)

Designated and restricted funds (some of these fund exist as both restricted and designated owing to the different nature of the income).

WeDiscover North Wales - a virtual programme in North Wales for young people aged 16 to 25 to find and meet young people where they are and engage those who isolated and lack confidence to make the next step into the world.

WeBelong – our programme for graduates of WeMindTheGap programmes providing support and friendship with opportunities to connect and challenge themselves whilst supporting each other. A programme to help and support their continue progression in life and the world of work and education.

Big Conversation/Wrexham – a piece of research to find the voices and experiences of young people aged 18 to 21 whose lives had changed during the pandemic, followed by a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Wrexham.

Wrexham - a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Wrexham.

Flintshire - a community based programme encompassing our virtual WeDiscover programme and in person WeGrow employment programme run for the people of Flintshire.

Cheshire West & Chester - work with secondary schools in Cheshire West & Chester delivering of our Welnspire programme

Salaries - funding received to cover a particular job role.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

16. Statement of funds (continued)

Statement of funds - prior period

	<i>Balance at 1 May 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 30 April 2024 £</i>
Unrestricted funds					
Designated funds					
We Discover North Wales	6,819	-	-	(6,819)	-
We Belong	34,038	-	(11,383)	-	22,655
Flintshire Men 2	21,694	108	(9,386)	(12,416)	-
Manchester Mixed 1	15,609	203	(4,472)	(11,340)	-
Big Conversation / Wrexham	(24,227)	100,030	-	29,923	105,726
Flintshire	-	34,856	(3,430)	-	31,426
	<u>53,933</u>	<u>135,197</u>	<u>(28,671)</u>	<u>(652)</u>	<u>159,807</u>
General funds					
The Hub - Head Office	<u>263,687</u>	<u>24,706</u>	<u>(44,515)</u>	<u>(6,923)</u>	<u>236,955</u>
Total Unrestricted funds	<u>317,620</u>	<u>159,903</u>	<u>(73,186)</u>	<u>(7,575)</u>	<u>396,762</u>
Restricted funds					
WeDiscover North Wales	-	82,766	(79,288)	6,819	10,297
Big Conversation / Wrexham	-	362,875	(362,875)	-	-
Flintshire	-	278,025	(278,025)	-	-
WeDiscover Chester	-	30,000	(30,756)	756	-
National lottery funding	62,059	-	(62,059)	-	-
Manchester Mixed 1	-	8,000	(8,000)	-	-
	<u>62,059</u>	<u>761,666</u>	<u>(821,003)</u>	<u>7,575</u>	<u>10,297</u>
Total of funds	<u>379,679</u>	<u>921,569</u>	<u>(894,189)</u>	<u>-</u>	<u>407,059</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 31 March 2025 £	Restricted funds 31 March 2025 £	Total funds 31 March 2025 £
Tangible fixed assets	6,186	-	6,186
Current assets	249,815	160,037	409,852
Creditors due within one year	(23,073)	-	(23,073)
Total	232,928	160,037	392,965

18. Reconciliation of net movement in funds to net cash flow from operating activities

	31 March 2025 £	30 April 2024 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(14,094)	27,380
Adjustments for:		
Depreciation charges	2,580	5,621
Amortisation charges	-	10,522
Decrease/(increase) in debtors	48,125	(65,626)
Increase/(decrease) in creditors	3,647	(105,383)
Net cash provided by/(used in) operating activities	40,258	(127,486)

19. Analysis of cash and cash equivalents

	31 March 2025 £	30 April 2024 £
Cash in hand	365,862	326,577
Total cash and cash equivalents	365,862	326,577

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025**

20. Analysis of changes in net debt

	At 1 May 2024	Cash flows	At 31 March 2025
	£	£	£
Cash at bank and in hand	326,577	39,285	365,862
	<u>326,577</u>	<u>39,285</u>	<u>365,862</u>

21. Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £10,955 (2024: £9,522). £Nil (2024: £Nil) were payable to the fund at the balance sheet date.

22. Related party transactions

The Charity has not entered into any related party transaction during the period, excluding personal donations to the Charity, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025.