

Charity registration number 1162592 (England and Wales)

THIRD SECTOR LEADERS KIRKLEES
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

THIRD SECTOR LEADERS KIRKLEES

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Z Ahmad
K Bedeau-White
P Bridges
A I Brown
M Farmer
A J Petrie
P Roberts-Popham
H A Thompson/Ellis

Chair of Board of Trustees

A Petrie

Senior management

M Pitchford
A Galvin

CEO (Resigned 28 February 2025)
Interim CEO (Appointed 17 March 2025)

Charity number

1162592

Registered office

Brian Jackson House Lg12
2 New North Parade
Huddersfield
West Yorkshire
HD1 5JP

Auditor

BK Plus Audit Limited
52 St Johns Lane
Halifax
West Yorkshire
England
HX1 2BW

Bankers

Unity Trust Bank
4 Brindleyplace
Birmingham
B1 2JB

Shawbrook Bank Limited
Lutea House
Warley Hill Business Park
The Drive
Great Warley
Brentwood
Essex
CM13 3BE

THIRD SECTOR LEADERS KIRKLEES

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THIRD SECTOR LEADERS KIRKLEES

CHAIR'S REPORT

FOR THE YEAR ENDED 31 MARCH 2025

Over the past 12 months, TSL has experienced a period of internal change coupled with external uncertainty. As this report shows, it is a testament to the people and organisations we work with that through this time we have not only continued to deliver our core objectives but also grown engagement, participation, and resources to benefit Kirklees' voluntary and community organisations and the people they serve.

Alongside these achievements, TSL also underwent changes in leadership that shaped our direction for the year ahead. Michael Pitchford was appointed as Chief Officer in January 2024. Michael's contributions to strategic thinking were valued by the trustee board and prompted constructive discussions with external partners. Michael departed TSL in January 2025; the board is grateful for his leadership during this pivotal period.

Aligned with our objective of 'Tackling Inequalities,' we are continuing to review and strengthen our strategic direction and consider how we can best focus on building connection and capacity in communities facing the greatest inequalities.

We have seen increased engagement and participation across TSL's activities and networks – almost 40% more community organisations being funded with grants and contracts, reaching 13,000 individuals through the health and well-being work delivered by Community Champions and others, increased participation in and demand for all aspects of our volunteering service. There has rarely been a clearer picture of the need for a vibrant, well supported, and resourced VCSE than the snapshots of our work contained in this report.

Yet as we all know, despite strong progress, barriers remain in reaching those most in need of support, in exploring innovation, in resourcing our projects, measuring our social impact and providing stability, consistency and legacy.

The most recent **UK Government: Charity Sector Risk Assessment** provides stark figures to back up what we have been witnessing for several years - VCS organisations getting squeezed to the point where increasingly difficult decisions need to be made.

With over 40% of charities reporting expenditure exceeding income, some feel the need for painful action, including to stepping away from contracts, or using their limited resources to make up project shortfalls to the detriment of other activities.

TSL is in the process of developing robust plans for the next three years and beyond; those plans will be informed by the activity, expertise and approach outlined here - building on the vital work across and within the VCSE and meeting the challenges with a consistently open, learning-based and responsive approach.

Change happens. Sometimes we can control it. We are determined to shape that change, influence policy and improve the stability of our sector and our communities.

Andy Petrie

Chair of TSL Kirklees' Board of Trustees

Date: 10 October 2025

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)".

Objectives and activities

The charity aims to promote the voluntary sector for public benefit by:

- Facilitating collaboration among charities, organisations, and government.
- Offering training, conferences, and seminars to improve efficiency.
- Identifying sector needs and creating relevant projects or policies.
- Supporting funding programmes, monitoring grants, and assisting with applications.
- Disseminating information to press and public on sector operations.
- Enabling access to legal, accountancy, and management advice.
- Advising on fundraising techniques.
- Representing the sector in policy discussions.
- Encouraging charitable giving and employee volunteering.
- Supporting new organisations that address unmet needs.
- Extending charity activities into new areas of public benefit.
- Increasing representation from under-represented community groups.
- Improving organisational services through greater effectiveness and quality.

'Voluntary sector' refers to charities and voluntary organisations established for community benefit and not for private profit; local authorities are excluded.

Public benefit

Trustees consider Charity Commission guidance on public benefit when reviewing objectives and planning activities. In particular, the trustees consider how activities will contribute to the aims and objectives they have set. The trustees have had regard to the Charities Commission's guidance on public benefit when planning, delivering and evaluating any new services.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

Significant activities and achievements against objectives

During 2024-25, Third Sector Leaders Kirklees (TSL) made significant progress in strengthening the voluntary, community, and social enterprise (VCSE) sector, tackling inequalities, and expanding opportunities within local communities. Through strategic support, project funding, and targeted initiatives, TSL has delivered measurable improvements in organisational capacity, health and wellbeing, and skills development, while identifying ongoing challenges and shaping future priorities.

Our efforts were underpinned by:

- Continued partnership with **Kirklees Council**, which remains our principal funder.
- TSL's highly skilled, committed, and **dedicated staff team**
- **Community Networks** and **Community Anchors** adding vital capacity and playing a valued and valuable role to 'Support, Connect and Unite' place-based organisations and communities. Their work is supported by funding received from UK Shared Prosperity Fund (UKSPF) via Kirklees Council under TSL's 'Infrastructure Contract.'
- Responding to a landscape of decreasing tolerance and increased polarity in our communities by engaging positively, supportively, and authentically with migrants, asylum seekers, and refugees through projects such as **This Way for English** (language support), **Welcome Mentors** (guidance, support and friendship) and working in partnership with Kirklees Council as part of the **Error in formula ->#kirkleeswelcomes<-** programme. TSL's intention is to foster inclusion, understanding and awareness across all our activities.
- Growing TSL's engagement, learning and influence in West Yorkshire-wide conversations through hosting **Business for Good West Yorkshire** (BfGWY), and **Sport for Good**, through connection with **NHS Integrated Care Board** commissioning, and partnership with **WY Local Infrastructure Organisations**.

TSL is encouraged by the success of the BfGWY in 2024-25. This UKSPF funded contract for West Yorkshire Combined Authority has seen the 18-month programme exceed its targets and objectives for engagement, support and development with social enterprises, co-operatives, community businesses, potential entrepreneurs, new markets, and new technologies. While capturing learning and best practice from the programme, TSL notes the potential impact of short-term funding on consolidation of this legacy, continuation, and growth.

Trustees recognise the risks associated with reliance on a limited pool of short-term funding and are proactively reviewing funding arrangements, such as the Infrastructure Contract, to support longer-term sustainability.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Summary of main activities

- Access to vital funding streams and capacity-building support.
- Strengthened community engagement and organisational sustainability.

By empowering a growing number of organisations, TSL has helped deliver essential services, create opportunities, and address local needs, resulting in stronger, more connected communities.

Aligned with our strategic objective of 'Tackling Inequalities,' TSL provided tailored support to new and established grassroots organisations, focusing on fundraising, organisational development, governance, safeguarding, and volunteering.

In 2024-25, TSL successfully secured £2,029,767 for the sector through funding bids and contracts, marking an 8.4% increase from the previous year. This financial growth enabled us to increase support for organisations, reflecting both our effectiveness and the sector's growing needs in a challenging economic environment.

TSL supported a total of 162 organisations to secure grants from nine key funding streams. This represents a 38% year-on-year increase in organisations supported, directly contributing to improved community engagement and enabling funded groups to expand their activities and impact, including:

- Core20plus5 (NHS West Yorkshire ICB): 72 organisations
- UK SPF (NHS West Yorkshire ICB): 29 organisations
- Immunisation (NHS West Yorkshire ICB): 13 organisations
- Well Connected (National Lottery): 22 organisations
- Business for Good WY Growth & Resilience (WYCA): 17 organisations
- Creative Steps (Kirklees Council): 30 organisations
- Community Anchors (Kirklees Council): 12 organisations
- Energy Saving (Kirklees Council): 6 organisations
- Smoking Cessation (Kirklees Council): 3 organisations

Challenges & Next Steps:

Ongoing reliance on short-term project funding remains a key risk. TSL will focus on diversifying funding sources, reviewing major contracts, and deepening partnerships, while building sector resilience against future uncertainties.

For 2025-26 TSL hopes to influence data and monitoring to capture the social value and impact of our work with partners and communities.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

TACKLING INEQUALITIES IN HEALTH & WELLBEING

Summary:

TSL's community-rooted approach has facilitated participation, addressing barriers to access and engagement. In 2024-25 TSL has:

- *Broadened reach to over 13,000 residents through health and well-being initiatives*
- *Trained and supported a diverse team of Community Champions*
- *Enhanced local capacity to respond to health inequalities.*
- *Enabled Community Anchors to engage in health and well-being programmes.*

TSL's health and wellbeing activities have tangibly improved lives by increasing health literacy, promoting preventative care, and fostering inclusive, supportive environments for vulnerable populations.

In 2024-25 TSL continued to drive positive changes in community health and wellbeing through its network of **Community Champions, Networks, Anchors, and Volunteers.**

Trustees recognise the importance of health research and community participation in shaping effective policy and practice, with our 'Research Champions' model gaining recognition and offering a basis for future development.

Achievements in 2024-25 include:

- 95 Community Champions across 15 organisations, speaking 20 languages, delivering health workshops, campaigns, and support groups.
- Core20PLUS5 initiatives reached 5,400 residents through one-to-one conversations and 3,016 through 338 group sessions, covering 25 health and welfare topics.
- UKSPF-funded activity expanded Champions' knowledge, engaged 3,340 residents individually and 1,299 through 280 group sessions on topics such as domestic violence, falls prevention, and women's health.
- Supported 12 NHS-led pop-up clinics for vaccine uptake and launched the VCSE Hub – Mental Health Champions
- Lead and Local Anchors continued to 'Support, Connect and Unite' by providing vital capacity building work through this place-based model in Batley and Spen, Dewsbury and Mirfield, Huddersfield, and Rural (Denby Dale and the Valleys) communities.
- Anchors also supported Smoking Cessation and Energy Saving projects.
- The Community Networks grew from 7 to 10 with the addition of Kirklees Women's, LGBTQ+, and North Kirklees Interfaith networks.
- The networks organised almost 40 meetings and saw attendance by groups and individuals more than double, to 250.
- The network lead organisations provided additional one-to-one support to 80 community organisations.

These and other interventions led to improved health outcomes, increased awareness, and stronger community ties, particularly among marginalised groups.

Challenges & Next Steps:

Sustaining engagement and scaling impact in the face of resource constraints are ongoing challenges. TSL will continue to develop its research and evidence base, strengthen volunteer networks, and seek new collaborations to maximize reach and effectiveness.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

TACKLING INEQUALITIES IN ENGAGEMENT & OPPORTUNITY

The **Well-Connected** programme

Summary

Well Connected has enabled individuals and communities to overcome isolation, develop new skills, and access support, contributing to improved mental health and a more vibrant voluntary sector.

These achievements have promoted community inclusion, built individual confidence, and expanded pathways to volunteering and personal growth.

- *Expanded partnerships and reach to new groups.*
- *Increased volunteer opportunities and skills development*
- *Strengthened community resilience and wellbeing.*

Funded by the National Lottery, Well Connected addresses social isolation and marginalisation by partnering with grassroots organisations to boost mental health, confidence, and skills.

- In 2024-25, Well Connected:
- Collaborated with 44 local groups (30 of whom were new to the programme)
- Engaged 1,227 participants from underserved neighbourhoods.
- Created 120 new volunteering opportunities.
- Delivered bespoke volunteer training in areas such as sign language, food safety, first aid, teaching, and finance management.

Challenges & Next Steps:

Ongoing challenges include sustaining engagement among hard-to-reach populations and measuring longer-term outcomes. The programme will focus on deepening relationships with new groups and enhancing support for volunteer development.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Multiply

Summary

Multiply has improved participants' confidence, life skills, and progression opportunities, with many expressing renewed aspirations to further their education or contribute as volunteers and peer mentors.

- *Consistently exceeded engagement targets*
- *Expanded partnership and course provision.*
- *Delivered tangible improvements in numeracy and self-confidence.*

Multiply has empowered individuals to overcome barriers to numeracy and ESOL, enhancing employability, self-esteem, and community participation.

Delivered in partnership with four VCS groups and funded by the West Yorkshire Combined Authority through Kirklees Council, Multiply supports numeracy skill development using creative, confidence-building approaches. Over three years, 1,074 participants have completed courses and workshops.

In 2024-25, the programme:

- Exceeded annual engagement target by 11%, reaching 384 participants.
- Secured growth funding for a third year to expand course offerings.
- Launched additional Maths and ESOL classes from early 2025.
- Brought two new community groups into the delivery partnership.

Challenges & Next Steps:

Despite strong progress, barriers remain in reaching those most disengaged from formal learning. Future strategy will focus on targeted outreach, flexible delivery models, and collaboration with community partners to address persistent challenges and ensure inclusive access to numeracy and literacy support.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Volunteering: Inclusive Engagement and Community Impact

Summary

TSL has continued to promote high-quality volunteering opportunities in Kirklees, intentionally increasing our impact, inclusion, and diversity. There has been a year-on-year rise in referrals from partner agencies such as Community Plus, Employment Advisors, and Mental Health Practitioners. Additionally, we have seen growth in requests from VCSE organisations for assistance with safeguarding policies, procedures, and training. It is encouraging to witness the sector's growing recognition of the importance of safeguarding and supporting individuals with complex needs.

As the accredited Volunteer Centre for Kirklees, TSL is committed to promoting inclusive volunteering across the borough. Our inclusive approach has demonstrably increased diversity and confidence within organisations.

We support both VCSE organisations and individuals by improving access to meaningful volunteer opportunities and community connections. In 2024-25 we delivered targeted training, support and promotion including:

- Targeted training for people with learning disabilities, for asylum seekers, and for refugees.
- During Volunteers' Week and Trustees' Week we celebrated volunteer contributions, supporting 40 grassroots groups, and sending over 500 thank you cards, helping build stronger community connections.
- The 'Creative Steps' programme, funded by UKSPF, enabled 178 people to volunteer with 44 creative organisations; 15 moved into paid work, and many reported greater confidence and showcased their talents locally.
- Our online matching system resulted in 3,171 applications—a 16% increase—and direct support reached 428 individuals.
- The Volunteer Buddy scheme grew by 40%
- We attended 43 outreach events, ran 42 sector training sessions, and responded to 102 requests for support, strengthening partnerships and sector capacity.
- With rising demand for volunteering, especially among those facing barriers, we aim to secure more funding to expand our services and ensure accessible, safe, and valuable opportunities for everyone in Kirklees.

Challenges & Next Steps

Demand for volunteering opportunities has increased, particularly among those facing barriers, as evidenced by more referrals from partner agencies and heightened requests for safeguarding support. Our focus going forward is to secure funding and resources to expand our capacity, ensuring that safe and meaningful volunteering opportunities remain accessible to all in Kirklees.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Financial review

TSL's overall income increased to £2,099,374 (2024: £1,740,862).

TSL's overall expenditure increased to £1,962,993 (2024: £1,672,983).

In this period TSL's main source of funding continued to be Kirklees Council but funding is increasingly coming from health commissioners, including West Yorkshire Integrated Care Board.

TSL is reporting a net surplus for the year of £136,381 (2024: £67,879), split between

Unrestricted funds of £126,241

Restricted funds of £10,140

Reserves policy

The TSL board continues to review its reserves policy to reflect the growth in staff, contracts, and services. Reserves are now differentiated by the following types:

Contingency Reserves:

Equipment	3,250
Long Term Sick	5,900

Continuity Reserves:

Project Lead Retained	13,400
Project Redundancies	25,845
Restructuring Reserves	85,500

Dissolution Reserves

Staff redundancies	50,200
Leased premises & equipment	5,800

TOTAL RESERVES REQUIRED 189,895

At the end of the financial year, the charity has total reserves of £469,228, of which £311,477 relates to unrestricted funds and £157,751 relates to restricted funds.

The trustees have designated funds of £67,599, which leaves free reserves of £243,878. These free reserves exceed the reserves policy total of £189,895 by £53,892.

Major risks

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Trustee Board considers individual project proposals and appropriate attention is given to implications and risk. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent delivery for all operational aspects of the charitable company.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Major risks

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The Trustee Board considers individual project proposals and appropriate attention is given to implications and risk. Internal risks are minimised by the implementation of procedures for authorisation of all transactions and projects and to ensure consistent delivery for all operational aspects of the charitable company.

Structure, governance and management

Third Sector Leaders Kirklees is a charitable incorporated organisation (CIO) and registered with the Charity Commission on 9 July 2015. As a registered charity it is controlled by its constitution.

The trustees who served during the year and up to the date of signature were:

Z Ahmad	
K Bedeau-White	
P Bridges	
A I Brown	
M Farmer	
R Firth	(Resigned 5 December 2024)
M S Laher	(Resigned 5 December 2024)
A J Petrie	
P Roberts-Popham	
H A Thompson/Ellis	
C Whistlecraft	(Resigned 24 January 2025)

Recruitment and appointment of trustees

In accordance with the constitution one third of the members of the Trustee Board are elected at the AGM to serve for a period of three years.

Organisational structure

The charity is managed by a voluntary Trustee Board which meets on a bi-monthly basis, and which makes all major policy and strategic decisions. As an organisation set up to further the development of the voluntary and community sector in Kirklees, these decisions are informed by network meetings and other communications with the sector.

The charity employs a small number of experienced staff to carry out the administration of the charity and to deliver individual projects.

Induction and training of trustees

All new trustees are given the following information about the charity:

- TSL constitution
- Latest accounts/finance reports
- TSL policies
- Details of sub groups of the Board
-

In addition trustees can access via the website:

- Minutes of Trustee Board minutes
- Minutes of Members Meetings
- Copies of newsletters
-

All trustees are appointed on a voluntary basis and do not receive any remuneration for their time.

THIRD SECTOR LEADERS KIRKLEES

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Relationship with wider network

The charity has an active membership of over 280 organisations that are at the heart of the organisation. Our members range from Kirklees largest third sector organisations with a turnover of millions to much smaller organisations which are volunteer led. This breadth in size is matched by diversity in purpose with excellent representation from organisations working in health and social care; arts; sports and leisure; housing and with families and young people.

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The trustees' report was approved by the Board of Trustees.

Paul Bridges

P Bridges

Trustee

Date: 22/01/2026

THIRD SECTOR LEADERS KIRKLEES

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

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 and 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 the incoming resources and application of resources of the charity for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping sufficient accounting records that 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.

THIRD SECTOR LEADERS KIRKLEES

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF THIRD SECTOR LEADERS KIRKLEES

Opinion

We have audited the financial statements of Third Sector Leaders Kirklees (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

THIRD SECTOR LEADERS KIRKLEES

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THIRD SECTOR LEADERS KIRKLEES

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

THIRD SECTOR LEADERS KIRKLEES

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THIRD SECTOR LEADERS KIRKLEES

Other matters

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with directors and other management, and from our commercial knowledge and experience of the industry sector;
- We focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including taxation legislation and data protection, anti-bribery, employment, environmental and health and safety legislation;
- We assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence; and
- Ensured laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- Making enquiries of management as to where they considered there was a susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- Considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- Understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we;

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risks of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance;
- Enquiring of management as to actual and potential litigation and claims; and
- Reviewing correspondence with HMRC, relevant regulators and the company's legal advisors.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from the financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

THIRD SECTOR LEADERS KIRKLEES

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF THIRD SECTOR LEADERS KIRKLEES

Your attention is drawn to the fact that the charity has prepared financial statements 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)" (as amended) 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 now been withdrawn.

This has been done in order for the financial statements to provide a true and fair view in accordance with current Generally Accepted Accounting Practice.

Use of our report

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. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

(Senior Statutory Auditor)

For and on behalf of BK Plus Audit Limited, Statutory Auditor

Chartered Certified Accountants

52 St Johns Lane

Halifax

West Yorkshire

HX1 2BW

England

Date: 23 January 2026

BK Plus Audit Limited

BK Plus Audit Limited is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

THIRD SECTOR LEADERS KIRKLEES

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income and endowments from:							
Donations and legacies	3	-	2,086,417	2,086,417	6,036	1,718,948	1,724,984
<u>Charitable activities</u>							-
Payroll Services	4	5,684	-	5,684	5,776	-	5,776
TSL Services	4	-	-	-	75	1,160	1,235
Investments	5	6,283	-	6,283	8,867	-	8,867
Other income	6	117	873	990	-	-	-
Total income		<u>12,084</u>	<u>2,087,290</u>	<u>2,099,374</u>	<u>20,754</u>	<u>1,720,108</u>	<u>1,740,862</u>
Expenditure on:							
<u>Charitable activities</u>							
Core	7	(4,544)	-	(4,544)	(14,990)	-	(14,990)
Employment and Skills	7	-	226,883	226,883	-	171,167	171,167
Health and Wellbeing	7	-	397,674	397,674	-	667,682	667,682
Migration Support	7	-	301,526	301,526	-	228,110	228,110
Supporting Communities	7	-	132,660	132,660	-	185,209	185,209
Third Sector Support	7	-	908,794	908,794	-	435,805	435,805
Total charitable expenditure		<u>(4,544)</u>	<u>1,967,537</u>	<u>1,962,993</u>	<u>(14,990)</u>	<u>1,687,973</u>	<u>1,672,983</u>
Total expenditure		<u>(4,544)</u>	<u>1,967,537</u>	<u>1,962,993</u>	<u>(14,990)</u>	<u>1,687,973</u>	<u>1,672,983</u>
Net income		<u>16,628</u>	<u>119,753</u>	<u>136,381</u>	<u>35,744</u>	<u>32,135</u>	<u>67,879</u>
Transfers between funds		109,613	(109,613)	-	-	-	-
Net movement in funds	9	126,241	10,140	136,381	35,744	32,135	67,879
Reconciliation of funds:							
Fund balances at 1 April 2024		185,236	147,611	332,847	149,492	115,476	264,968
Fund balances at 31 March 2025		<u>311,477</u>	<u>157,751</u>	<u>469,228</u>	<u>185,236</u>	<u>147,611</u>	<u>332,847</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 20 to 35 form part of these financial statements.

THIRD SECTOR LEADERS KIRKLEES

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	13	200,062		194,014	
Cash at bank and in hand		635,833		537,174	
		<u>835,895</u>		<u>731,188</u>	
Creditors: amounts falling due within one year	14	<u>(366,667)</u>		<u>(398,341)</u>	
Net current assets			469,228		332,847
The funds of the charity					
Restricted income funds	16		157,751		147,611
Unrestricted funds	17		311,477		185,236
			<u>469,228</u>		<u>332,847</u>

The notes on pages 20 to 35 form part of these financial statements.

The financial statements were approved by the trustees on 22/01/2026

Paul Bridges

P Bridges

Trustee

THIRD SECTOR LEADERS KIRKLEES

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash generated from operations	21		92,376		60,584
Investing activities					
Investment income received		6,283		8,867	
Net cash generated from investing activities			6,283		8,867
Net cash generated from financing activities			-		-
Net increase in cash and cash equivalents			98,659		69,451
Cash and cash equivalents at beginning of year			537,174		467,723
Cash and cash equivalents at end of year			635,833		537,174

The notes on pages 20 to 35 form part of these financial statements.

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Third Sector Leaders Kirklees is a registered charity, registered with the Charity Commission in England and Wales. The registered office is Brian Jackson House, 2 New North Parade, Huddersfield, HD1 5JP.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements 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 Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 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 are allocated on the portion of the asset's use.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies (Continued)

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Grants received are as follows:	-	2,086,417	2,086,417	6,036	1,718,948	1,724,984
Grants receivable for core activities						
Groundwork	-	49,999	49,999	-	-	-
Kirklees Council - Community Anchors	-	256,586	256,586	-	25,250	25,250
Kirklees Council - Community Champions: Genetics	-	4,356	4,356	-	54,400	54,400
Kirklees Council - Community Champions: Immunisation	-	-	-	-	38,000	38,000
Kirklees Council - Community Champions: Winter Health	-	-	-	-	1,263	1,263
Kirklees Council - Community Networks	-	75,000	75,000	-	50,081	50,081
Kirklees Council - Creative Steps (PACE)	-	53,234	53,234	-	34,966	34,966
Kirklees Council - Disability Network	-	-	-	-	6,000	6,000
Kirklees Council - Multiply	-	115,783	115,783	6,036	97,030	103,066
Kirklees Council - MESOL	-	131,600	131,600	-	-	-

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies (Continued)

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Kirklees Council - Supporting 3rd Sector in Kirklees	-	175,000	175,000	-	179,845	179,845
Kirklees Council - This Way for English	-	165,000	165,000	-	165,000	165,000
Kirklees Council - Welcome Mentors	-	54,882	54,882	-	56,200	56,200
Kirklees Council - Youth Alliance	-	50,000	50,000	-	-	-
Lawrence Batley Theatre	-	-	-	-	75,808	75,808
Locala - Social Enterprise	-	-	-	-	5,400	5,400
National Lottery Community Fund - Well Connected (ID: 20195036)	-	83,751	83,751	-	82,784	82,784
National Lottery Community Fund - Energy Neighbours (ID: 20264707)	-	68,122	68,122	-	-	-
NHS West Yorkshire ICB - CC UKSPF	-	137,931	137,931	-	80,943	80,943
NHS West Yorkshire ICB - Community Champions	-	25,000	25,000	-	-	-
NHS West Yorkshire ICB - Core20Plus5	-	78,583	78,583	-	185,517	185,517
NHS West Yorkshire ICB - Diabetes	-	-	-	-	155,385	155,385
NHS West Yorkshire ICB - Stroke Support	-	12,588	12,588	-	14,650	14,650
NHS West Yorkshire ICB - Health Inequalities (ICB VCSE)	-	67,314	67,314	-	111,777	111,777
NHS West Yorkshire ICB - Immunisation	-	104,020	104,020	-	20,000	20,000
NHS West Yorkshire ICB - Research	-	-	-	-	28,818	28,818
South West Yorkshire Foundation Trust - Community Support	-	-	-	-	21,120	21,120
Sport England	-	4,000	4,000	-	-	-
Sport for Good	-	16,471	16,471	-	-	-
West Yorkshire Combined Authority - Business for Good	-	340,247	340,247	-	159,711	159,711
West Yorkshire Combined Authority - City Connect (TW4E)	-	4,950	4,950	-	5,000	5,000

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3 Income from donations and legacies

(Continued)

West Yorkshire Combined
Authority - Violence
Reduction Partnership

-	12,000	12,000	-	64,000	64,000
-	2,086,417	2,086,417	6,036	1,718,948	1,724,984

4 Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Payroll Services						
Practical services	5,684	-	5,684	5,776	-	5,776
TSL Services						
Practical services	-	-	-	75	1,160	1,235
	5,684	-	5,684	5,851	1,160	7,011

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	6,283	8,867

6 Other income

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Other income	117	873	990	-	-	-

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

	Core 2025 £	Employment and Skills 2025 £	Health and Wellbeing 2025 £	Migration Support 2025 £	Supporting Communitie s 2025 £	Third Sector Support 2025 £	Total 2025 £
Direct costs							
Staff costs	(31,375)	67,871	76,720	193,753	43,136	208,997	559,102
Other staff costs	1,914	471	80	1,726	3,730	1,067	8,988
Consultancy	17,859	-	80	-	18,175	31,144	67,258
Volunteering expenses	-	324	-	27	-	486	837
Project delivery	134	149,013	268,785	97,427	7,409	598,605	1,121,373
Marketing	1,114	21	-	-	15	4,561	5,711
Training and development	1,359	3,190	835	-	2,575	113	8,072
Office costs	(117)	3,590	6,071	4,936	6,953	12,301	33,734
Premises costs	136	1,683	3,064	2,537	685	7,238	15,343
Board costs	808	-	-	-	-	-	808
	(8,168)	226,163	355,635	300,406	82,678	864,512	1,821,226
Grant funding of activities (see note 8)	-	-	40,739	-	49,870	43,498	134,107
Share of support and governance costs (see note)							
Support	3,624	720	1,300	1,120	112	784	7,660
	(4,544)	226,883	397,674	301,526	132,660	908,794	1,962,993
Analysis by fund							
Unrestricted funds	(4,544)	-	-	-	-	-	(4,544)
Restricted funds	-	226,883	397,674	301,526	132,660	908,794	1,967,537
	(4,544)	226,883	397,674	301,526	132,660	908,794	1,962,993

Charitable expenditure above is split into relevant activities. Core activities show negative expenditure to represent the impact of salary and management recharges made to projects during the year.

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

7 Expenditure on charitable activities

(Continued)

Previous year:	Core	Employment and Skills	Health and Wellbeing	Migration Support	Supporting Communities	Third Sector Support	Total
	2024	2024	2024	2024	2024	2024	2024
	£	£	£	£	£	£	£
Direct costs							
Staff costs	(37,864)	62,439	73,963	166,156	61,977	130,213	456,884
Other staff costs	1,081	251	21	2,452	419	1,014	5,238
Consultancy	4,351	-	16,464	76	-	43,705	64,596
Volunteering expenses	-	4,157	-	100	-	251	4,508
Project delivery	-	75,008	443,014	50,694	10,049	184,078	762,843
Marketing	1,008	1,092	-	-	7,725	9,444	19,269
Training and development	120	7,589	503	-	3,856	431	12,499
Office costs	(839)	6,850	12,126	5,294	4,226	12,808	40,465
Premises costs	(2,049)	1,048	3,235	2,883	660	5,376	11,153
Board costs	1,188	-	-	-	-	-	1,188
	(33,004)	158,434	549,326	227,655	88,912	387,320	1,378,643
Grant funding of activities (see note 8)	17,025	12,370	116,020	-	96,077	47,019	288,511
Share of support and governance costs (see note)							
Support	989	363	2,336	455	220	1,466	5,829
	(14,990)	171,167	667,682	228,110	185,209	435,805	1,672,983
Analysis by fund							
Unrestricted funds	(14,990)	-	-	-	-	-	(14,990)
Restricted funds	-	171,167	667,682	228,110	185,209	435,805	1,687,973
	(14,990)	171,167	667,682	228,110	185,209	435,805	1,672,983

8 Grants payable

	Health and Wellbeing	Supporting Communities	Third Sector Support	Total
	2025	2025	2025	2025
	£	£	£	£
Grants to institutions:				
Other	40,739	49,870	43,498	134,107

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8 Grants payable (Continued)

Previous year:	Core Employment and Skills	Health and Wellbeing	Supporting Communities	Third Sector Support	Total
	2024	2024	2024	2024	2024
	£	£	£	£	£
Grants to institutions:					
Other	17,025	12,370	116,020	96,077	288,511

9 Net movement in funds

	2025	2024
	£	£

The net movement in funds is stated after charging/(crediting):

Fees payable for the audit of the charity's financial statements	7,200	5,508
--	-------	-------

10 Trustees

There were costs incurred of £808.36 (2024: £1,188) in relation to trustee board costs.

There were no trustees' remuneration or other benefits for the year ended 31st March 2025 nor for the year ended 31st March 2024.

Trustees' liability cover of £250,000 is provided as part of the charity's main insurance policy. No separate premium is paid for this insurance and is not possible to split the cost of the policy from the main policy.

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Community advice and training	6	5
Management and administration	13	11
Total	19	16

Employment costs	2025 £	2024 £
Wages and salaries	507,767	415,809
Social security costs	41,398	32,198
Other pension costs	9,937	8,877
	559,102	456,884

There were no employees whose annual remuneration was more than £60,000.

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

11 Employees

(Continued)

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	51,435	44,239

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	110,257	4,968
Prepayments and accrued income	89,805	189,046
	200,062	194,014

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	9,949	9,563
Trade creditors	64,606	29,121
Other creditors	1,893	-
Accruals and deferred income	290,219	359,657
	366,667	398,341

15 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	9,937	8,877

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2025
	£	£	£	£	£	£
Community Support	457	-	(457)	-	-	-
Groundwork	-	49,999	(49,999)	-	-	-
Kirklees Council - Community Anchors	528	256,587	(254,468)	-	-	2,647
Kirklees Council - Community Champions: Genetics	(1)	4,356	(4,355)	-	-	-
Kirklees Council - Community Networks	10,048	75,043	(75,195)	(9,896)	-	-
Kirklees Council - Creative Steps (PACE)	28,622	53,234	(69,952)	-	-	11,904
Kirklees Council - Kirklees Youth Alliance	-	50,000	(50,000)	-	-	-
Kirklees Council - MESOL	-	131,600	(74,950)	-	-	56,650
Kirklees Council - Multiply	32,698	115,863	(106,932)	(41,629)	-	-
Kirklees Council - Supporting 3rd Sector in Kirklees	15,145	175,000	(176,758)	-	-	13,387
Kirklees Council - This Way for English	13	165,000	(167,135)	-	-	(2,122)
Kirklees Council - Welcome Mentors	(4)	54,882	(54,878)	-	-	-
National Lottery Community Fund - Energy Neighbours (ID: 20264707)	-	68,121	(32,241)	-	-	35,880
National Lottery Community Fund - Well Connected (ID: 20195036)	(217)	83,751	(87,966)	-	-	(4,432)
NHS West Yorkshire ICB - CC UKSPF	11,475	137,931	(147,606)	(1,800)	-	-
NHS West Yorkshire ICB - Community Champions	22,266	25,000	(28,695)	-	-	18,571
NHS West Yorkshire ICB - Core20Plus5	8,500	78,583	(76,279)	(10,804)	-	-
NHS West Yorkshire ICB - Diabetes	4,604	-	(1,472)	(3,132)	-	-
NHS West Yorkshire ICB - Health Inequalities (ICB VCSE)	-	67,314	(39,223)	(22,091)	-	6,000
NHS West Yorkshire ICB - HPoC	11,308	2,203	(1,447)	-	-	12,064
NHS West Yorkshire ICB - Immunisation	-	104,020	(83,759)	(20,261)	-	-
NHS West Yorkshire ICB - Maternity	2,283	(2,203)	(80)	-	-	-
NHS West Yorkshire ICB - Stroke Support	-	12,588	(12,588)	-	-	-
Sport England	-	4,000	(1,720)	-	-	2,280
Trust Primary Care - HPoC	-	750	(450)	-	-	300
West Yorkshire Combined Authority - Business for Good	(113)	340,247	(340,134)	-	-	-
West Yorkshire Combined Authority - City Connect (TW4E)	-	4,950	(4,560)	-	-	390
West Yorkshire Combined Authority - Sport for Good	-	16,471	(12,238)	-	-	4,233
West Yorkshire Combined Authority - Violence Reduction Partnership	-	12,000	(12,000)	-	-	-
	147,612	2,087,290	(1,967,537)	(109,613)	-	157,752

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

(Continued)

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
Community Support	16,172	21,120	(36,834)	-	-	457
Kirklees Council - Community Anchors	2,622	25,250	(27,344)	-	-	528
Kirklees Council - Genetics	(68)	54,400	(54,333)	-	-	(1)
Kirklees Council - Community Networks	-	50,081	(40,033)	-	-	10,048
Kirklees Council - Creative Steps (PACE)	-	34,966	(6,344)	-	-	28,622
Kirklees Council - Multiply	24,731	97,030	(89,063)	-	-	32,698
Kirklees Council - Supporting 3rd Sector in Kirklees	8,009	181,005	(173,871)	-	-	15,143
NHS West Yorkshire ICB - Stroke Support	-	750	(750)	-	-	-
Kirklees Council - TW4E	1,115	170,000	(171,102)	-	-	13
Kirklees Council - Welcome Mentors	813	56,200	(57,017)	-	-	(4)
National Lottery Community Fund - Well Connected (ID: 20195036)	1,374	82,784	(84,375)	-	-	(217)
NHS West Yorkshire ICB - CC UKSPF	-	80,943	(69,468)	-	-	11,475
NHS West Yorkshire ICB - Community Champions	10,050	28,818	(16,602)	-	-	22,266
NHS West Yorkshire ICB - Core20Plus5	8,839	185,517	(185,856)	-	-	8,500
NHS West Yorkshire ICB - Diabetes	(840)	155,385	(149,941)	-	-	4,604
NHS West Yorkshire ICB - Health Inequalities (ICB VCSE)	-	111,777	(111,777)	-	-	-
Kirklees Council - Disability Network	17,284	6,000	(23,284)	-	-	-
NHS West Yorkshire ICB - Immunisation	239	58,000	(58,239)	-	-	-
NHS West Yorkshire ICB - HPoC	18,581	3,900	(11,173)	-	-	11,308
NHS West Yorkshire ICB - Maternity	-	10,000	(7,717)	-	-	2,283
Locala - Social Enterprise	6,050	5,400	(11,450)	-	-	-
Lawrence Batley Theatre - Volunteering Futures	(57)	75,808	(75,751)	-	-	-
CHFT - Winter Health Messages	562	1,263	(1,825)	-	-	-
West Yorkshire Combined Authority - Business for Good	-	159,711	(159,824)	-	-	(113)
West Yorkshire Combined Authority - Violence reduction	-	64,000	(64,000)	-	-	-
	<u>115,476</u>	<u>1,720,108</u>	<u>(1,687,972)</u>	<u>-</u>	<u>-</u>	<u>147,612</u>

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

(Continued)

UNRESTRICTED FUNDS:

General Fund :- general funds which can be applied by the charity in achieving its charitable objective

RESTRICTED FUNDS:

Community Anchors - To fund the management costs of the Kirklees Community Anchor Network, supporting the development of strong, sustainable community anchors across Kirklees

Community Champions - To support partner organisations to employ local trusted individuals to engage with local residents and to deliver health messages in an accessible and non-threatening way.

Community Fund : Well Connected (ID : 20195036) - National Lottery Reaching Communities Fund to support community groups to develop and deliver a range of social and learning opportunities to reduce social isolation and support people into community learning

Core20Plus5 - To support community champions and community groups to raise awareness of key health issues and to encourage take up of cancer screening and other health services

Covid Booster - To support community champions and community groups to encourage the take -up of Covid vaccinations

Creative Steps Fund – Funds creative and educational projects that help individuals develop new skills, improve confidence, and access learning opportunities

Disability Network - To develop a network for disabled people and organisations working with disabled people to shape services, raise issues and develop mutual support

Diabetes - To support community champions and community groups to raise awareness of diabetes and to encourage take up of services

Energy Neighbours Fund – Supports energy efficiency initiatives, community sustainability projects, and advice services to help reduce energy costs and environmental impact

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

(Continued)

Genetics - To train and support community champions to hold targeted conversations with people from the Pakisatani community with the aim of supporting healthy pregnancies and maternal health

Groundworks Fund – Supports unemployed individuals in developing skills, confidence, and wellbeing through creative arts workshops and holistic therapies to improve employability.

Health Inequalities - to work with partners in marginalised communities to develop health improvement programmes

Infrastructure Support - To build capacity in the local third sector through the provision of funding support, training and other specialist help.

Kirklees Council : Infrastructure Support - To build capacity in the local third sector through the provision of funding support, training and other specialist help.

Kirklees Council : Integrated Communities Language Fund (TW4E) - to fund the coordination of ESOL provision; assessment of learner needs and the tracking of learner progression.

KYA Fund ; Provides financial support for projects and activities delivered by Kirklees Youth Alliance, focusing on youth engagement and development

MESOL Fund – Supports learners with limited English and numeracy skills in Kirklees, providing practical English and math training to improve everyday life, employability, and community engagement.

Multiply - To support a partnership of community learning providers to deliver creative community learning programs aimed at developing key numeracy skills

PCC Innovation - to work with partners engaged in community safety work, promoting collaboration, good practice and information sharing

Social Enterprise - To share knowledge and expertise with the aim of developing existing and new social enterprises across Kirklees

Sport England Fund – Funds programmes promoting physical activity, health and wellbeing through accessible sports and active lifestyle initiatives.

Sport for Good Fund – Supports community sports organisations in West Yorkshire through bespoke skills masterclasses, one-to-one mentoring, and bid/fundraising support to strengthen engagement, sustainability, diversity, and community impact.

Training/Wellbeing Fund – Supports TSL staff and volunteer training, mental health initiatives, and wellbeing programmes to enhance skills and workplace support.

Volunteering - To support more organisations to offer high quality volunteering opportunities and to reduce barriers for Kirklees residents that want to volunteer

Volunteering Futures - To develop creative opportunities for young volunteers and to encourage youth volunteering with Kirklees Year of Music.

Welcome Mentors - This fund is to help migrants access services and to join in with local community life

WYCAS - To provide specialist support to improve finance systems and financial management in VCSE organisations

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2025 £
General funds	185,236	12,084	4,544	42,014	-	243,878
Designated Funds						
Development fund	-	-	-	40,000	-	40,000
Development and delivery of GDPR fund	-	-	-	500	-	500
Software fund	-	-	-	1,790	-	1,790
Safeguarding funding scoping exercise	-	-	-	1,050	-	1,050
NCVO membership fund	-	-	-	709	-	709
Anchor evaluation fund	-	-	-	2,500	-	2,500
Social value opportunities fund	-	-	-	10,000	-	10,000
Data system fund	-	-	-	7,500	-	7,500
Staff training and wellbeing fund	-	-	-	2,800	-	2,800
Promotional items fund	-	-	-	750	-	750
	<u>185,236</u>	<u>12,084</u>	<u>4,544</u>	<u>109,613</u>	<u>-</u>	<u>311,477</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	Gains and losses £	At 31 March 2024 £
General funds	<u>149,492</u>	<u>20,754</u>	<u>14,990</u>	<u>-</u>	<u>-</u>	<u>185,236</u>

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Current assets/(liabilities)	311,477	157,751	469,228
	<u>311,477</u>	<u>157,751</u>	<u>469,228</u>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Current assets/(liabilities)	185,236	147,611	332,847
	<u>185,236</u>	<u>147,611</u>	<u>332,847</u>

19 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	14,832	16,292
Between two and five years	2,178	2,970
	<u>17,010</u>	<u>19,262</u>

20 Related party transactions

Income from Related Parties

During the year the charity has received income of £216,514 (2024: £220,274) from membership organisations linked to trustees of the charity, balances outstanding at the year end totalled £Nil (2024: £81).

Expenditure with Related Parties

During the year costs of £287,362 (2024: £195,052) have been incurred from membership organisations linked to trustees of the charity, these costs relate to the costs of funding awards, project delivery, training and rent and room hire, balances outstanding at the year end totalled £1,238 (2024: £4,293).

THIRD SECTOR LEADERS KIRKLEES

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21	Cash generated from operations	2025	2024
		£	£
	Surplus for the year	136,381	67,879
	Adjustments for:		
	Investment income recognised in statement of financial activities	(6,283)	(8,867)
	Movements in working capital:		
	(Increase)/decrease in debtors	(6,048)	267,860
	(Decrease) in creditors	(31,674)	(266,288)
	Cash generated from operations	<u>92,376</u>	<u>60,584</u>

22 Analysis of changes in net funds

The charity had no material debt during the year.