



**THE
AMBULANCE
STAFF
CHARITY**

The Ambulance Staff Charity

Annual Report and Accounts
for the year ended 31st March 2025

Registered Charity Numbers England and Wales
1163538, Scotland SC046384

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Report of the Trustees for the year ended 31 March 2025

Chair's Introduction to the Annual Report and Accounts

As the Chair of The Ambulance Staff Charity (TASC) I would like to say a huge thank you to Vice Chair, Gordon Enstone, and former Chair, Diane Scott QAM, for guiding the charity to this point and for their support.

Ambulance staff are astonishingly resilient but unsurprisingly, ongoing challenges continue to cause frontline and support staff to contact The Ambulance Staff Charity (TASC) to access support for their own mental health and wellbeing.

To address this challenge, TASC has continued to provide access to high-quality support and expanded our range of self-help guides and support tools. Our Ambulance Staff Crisis Line, which provides 24/7 support to ambulance staff experiencing a crisis, has completed its second full year. The service has been developed in conjunction with the Association of Ambulance Chief Executives and with funding provided by NHS England. Callers are assessed and immediately offered intensive support, which transitions into ongoing assistance for those who need it. In recognition of TASC's unique approach to supporting staff, TASC are now also providing a crisis line for the Fire Fighters and the Police Forces through our trading company, TASC Wellbeing Ltd.

The TASC Sexual Safety phonenumber was launched in March 2025 to offer ambulance staff and student paramedics a safe space to talk if they have experienced sexually inappropriate behaviours, for example:

- Sexually inappropriate behaviour that is dismissed as "banter"
- Sexual coercion or bullying
- Sexually inappropriate due to sexuality

Staff provide a supportive, non-judgmental listening ear to help the caller to take back control and understand what options are available for them.

In summer 2025, we launched the TASC Gratitude page on our website, a dedicated platform for the public to share their personal stories and interactions with the Ambulance Service and its staff. It will offer an opportunity for individuals to express their appreciation to those who have cared for them, while also supporting the charity's ongoing work. The Gratitude page will serve as a central hub for acknowledging the vital contributions of ambulance staff, showcasing the impact of TASC's efforts, and encouraging donations to help sustain and expand support for these essential workers.

At the end of May 2025, Helen Poole resigned as trustee. We are grateful for the great support Helen provided to the Charity. TASC will be actively recruiting new Board members in 2025.

Every year is special due to the efforts of the many people who support us both from within the ambulance community and externally. When you read the stories behind these fundraising efforts, they truly are remarkable and deeply moving. I would like to personally thank all of those who have donated and raised funds for TASC: everyone at the charity and the people we help are truly grateful.

Tracy Nicholls OBE FCPara

Chair of The Ambulance Staff Charity and Trustee

Report of the Trustees for the year ended 31 March 2025

Objectives and Activities

Our Charitable Objects

TASC is a Charitable Incorporated Organisation (CIO) that supports the Ambulance Community at their times of need. The following paragraphs are extracts from our governing document and set out what we do, how we do it and most importantly who we support.

The objects for which the CIO is established are –

- (1) The relief of financial hardship, either generally or individually, of the Beneficiaries by making grants of money for providing or paying for items services or facilities.
- (2) The relief of illness, disability or distress through provision of welfare, respite, support and therapeutic services, either generally or individually, of the Beneficiaries through -
 - (a) direct provision of such services;
 - (b) the acquisition, maintenance and operation of facilities to provide such services;
 - (c) indirect provision of such services, including commercial contracting, or contributing or donating to other charities with similar objectives;
 - (d) arrangement of access to other providers of such services;
 - (e) provision of financial support to other providers of such services which are used by the Beneficiaries; or
- (3) The promotion of the education or re-education of the Beneficiaries (including social and physical training) in such ways as the charity trustees think fit, including by:
 - (a) Awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college or institution of higher or further education; or
 - (b) Supporting the education of such persons following retirement from the Service so as to promote their financial self-sustainability.
- (4) The relief of poverty, sickness and distress of the bereaved dependents of those employed by, or volunteering for, the emergency services (for these purposes defined as the UK Police, UK Fire, Ambulance Service, and Search and Rescue) who have been killed whilst on active service.
- (5) The relief of sickness and suffering of Ambulance Service and Search and Rescue employees or volunteers by facilitating their access to rehabilitation and treatment in respect of physical injuries they have incurred whilst on active service.'
- (6) For the objects (1) to (3) above the Beneficiaries for whom the CIO is established are:
 - (a) Any serving or retired member of, or volunteer under the control of, an Ambulance Service, their carers or family members shall be eligible as a beneficiary -
 - (i) For the purposes of these objects, a family member has the same meaning as a connected person in clause 51 except that reference to Trustee in that clause shall read as Beneficiary for the purpose of this clause;
 - (ii) For the purposes of these objects, carer has the meaning from time to time attributed by the Carers Trust, a registered charity in England and Wales (1145181) and in Scotland (SC042870) which for the time being is "a carer is anyone who cares, unpaid, for a friend or family member who due to illness, disability, a mental health problem or an addiction cannot cope without their support";
 - (iii) For the purposes of these objects, a serving or retired member of, or volunteer under the control of, an Ambulance Service means a natural person who was employed by, or volunteered for, an Ambulance Service for a period of not less than 12 consecutive calendar months.

Report of the Trustees for the year ended 31 March 2025

TASC defines the Ambulance Community in the following way:

- Everyone who is or who has been employed by an NHS Ambulance Service or Trust for at least 12 months, and their close family.
- People employed or who have been employed by a CQC registered private ambulance service for at least 12 months and their families.
- Paid member of charitable ambulance services and their families.
- Volunteers under the direction and control of an Ambulance Service.
- Students who have been employed by an NHS Trust for at least 12 months.

Main Activities

Mental Wellbeing

Support is offered to Ambulance staff who contact TASC's helpline and through a 24/7 Crisis phonenumber, funded and supported by the Association of Ambulance Chief Executives (AACE). The aim of the crisis phonenumber is to particularly support those whose mental wellbeing is so low that they are considering suicide. After the initial call, intensive support is offered which will then transition into ongoing counselling if appropriate.

Through TASC's trading subsidiary, TASC Wellbeing Ltd, a 24/7 crisis phonenumber using the same model of intensive support after the initial call has been provided to the Fire Fighters. A proof-of-concept 24/7 crisis phonenumber was launched for the Police in June 2024 and will be expanded to a national service from July 2025.

All TASC's mental wellbeing support is confidential and independent from employers. We provide funding for support with qualified counsellors, who understand the needs of ambulance staff, that is tailored to meet the specific needs of the individual. We have also started to use a coaching programme called SHAPE to particularly support those suffering from post-traumatic stress. The demand for the services continues to increase and as a result now we have a waiting list. Those on the waiting list are directed to online support modules and TASC staff maintained regular contact with them until counselling or coaching can be provided.

Support is also provided through the Rightsteps Wellbeing platform on our website which allows ambulance staff to access the latest information and advice for their minds, body and behaviour, and through our range of self-guide and toolkits.

Physical Wellbeing

Throughout the year we have been able to provide some physical rehabilitation for those who require a stay at a treatment centre. We are grateful to the support we receive from PC David Rathbone's Blue Lamp Foundation which helps us provide physical rehabilitation for those injured in the line of duty.

Financial Wellbeing

We provide financial advice, particularly support with benefits. From summer 2025 we are planning to partner with Community Money Advice to provide debt advice.

Bereavement Support

If a member of the ambulance service staff dies in service, either suddenly or if they die by suicide, it causes ripples throughout their station/hub. When this happens, we offer colleagues the opportunity to speak to our in-house counsellor either collectively

Report of the Trustees for the year ended 31 March 2025

or individually to help them process their feelings; as well as providing copies of our Bereavement Grief and Loss booklet and online support modules.

Our Money Advisor can also work with the family of the deceased to ensure they claim any bereavement benefits and allowances they are entitled to. In addition to this our advisor will work with them to help them adjust to the consequent reduction in income. Grants are available to help with funeral costs.

Memorial service

A funded annual memorial service is held in September at the National Memorial Arboretum.

Raising Awareness

We have continued to develop a range of products, material, and information, available in both printed and digital formats that allow ambulance staff to access TASC's services - including the Crisis phonenumber and the Sexual Safety phonenumber.

TASC's presence in the news media has increased, by producing news articles and press releases that publicise the support that we provide, plus case studies that help build understanding of the issues facing the Ambulance Community.

Public benefit

The trustees have complied with the duty set out in Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit. As explained above, those who benefit from TASC services are the ambulance community and more broadly the wider public who are supported by the ambulance community.

Volunteers

In 2023 we changed our approach to volunteers and now focus on volunteers to raise awareness of TASC as opposed to supporting their peers in the workplace. They do this by promoting our work and through the sale of badges and other merchandise to raise awareness of TASC and raise funds to support our work. These volunteer champions make a significant contribution, raising awareness and signposting people to us for support and contribute through their fund-raising activity to TASC's sustainability. We remain grateful and amazed by their energy and the time they give.

Fundraising

Our fundraising activities are managed by our income generation team, drawing on the expertise of external fundraising consultants for approaching trusts and grant-making organisations. We do not contract out main fundraising to third parties, but we do have a contract with a provider for clothing banks. The team maintain oversight of all third-party suppliers and have written agreements where necessary with them under the Data Protection Act 2018 and UK General Data Protection Regulation 2021. We are committed to the highest standards in fundraising practice. We are regulated by the Fundraising Regulator and abide by the Fundraising Code of Practice. In 2025 we had no fundraising complaints in 2024 the one complaint was resolved. We do not undertake donor profiling or sell data to third parties at any time.

Report of the Trustees for the year ended 31 March 2025

Achievements and Performance

There is further information about the impact of TASC and case studies from clients on our website www.theasc.org.uk. Below are the key achievements:

- Through TASC, the charity, we have supported 356 clients (2024: 798). The reduction in numbers was due to the increased complexity of cases, complex Post traumatic stress disorder (PTSD) and funding constraints.
- TASC launched a phonenumber which provides a safe space for ambulance staff concerned about their sexual safety to call in February 2025.
- TASC continued to provide 24/7 crisis phonenumber for Ambulance staff experiencing suicide ideation - (see mental Wellbeing section below). Through our trading subsidiary TASC Wellbeing Ltd we provided a 24/7 crisis phonenumber for the Fire Fighters and from June 2024 a proof-of-concept 24/7 crisis phonenumber for the Police, which will be expanded to a national service from July 2025.

Mental Wellbeing

In the year 2024-2025 the 24/7 crisis phonenumber for Ambulance staff there were 1887 (April 2023 to March 2024: 1031) calls received.

From those calls 186 (April 2023 to Mar 2024: 188) people received support, 142 people (April 2023 to March 2024: 156) were experiencing suicide ideation at the time of the call and an additional 131 (April 2023 to March 2024:95) people had experienced suicide ideation in the weeks before they called.

86% (2024 90%) of people who used our mental health services saw an improvement in their mental wellbeing. There has been a significant decrease in the number of mental health applications we have been able to support with formal 1:1 counselling this year, due to funding constraints. To mitigate this, we have limited the support we offer to family members, enhanced our online wellbeing platform, and introduced a managed waiting list for our mental health work.

Physical Wellbeing

Ambulance staff have a very physically demanding job and last year we provided 5 in-house stays at the Police Treatment Centre in Harrogate (2024: 4) for staff injured in the line of duty.

Financial Wellbeing

We helped people to claim an additional £207,361 (2024: £101,621) annualised benefit payments. People who came to TASC for support with their finances were, on average, £494 (2024: £368) a month better off.

Bereavement Support

We made grants to families to help with funeral expenses totalling £15,000 (2024: £7,500). These families were also supported with bereavement counselling.

Memorial service

The annual memorial service was held on 19th September 2024 at the National Memorial Arboretum which was funded and supported by the Association of Ambulance Chief Executives (AACE). Over 200 people attended to remember colleagues.

Report of the Trustees for the year ended 31 March 2025

Raising Awareness

TASC continues to promote our work through a range of digital and printed channels. In March 2025, we launched the new Sexual Safety Support Service to support ambulance staff and student paramedics, which has been very well received by all. Throughout 2024/25 we've continued to publish regular podcasts on a range of topics featuring industry experts, including senior leaders from Welsh Ambulance Service and the Association of Ambulance Chief Executives. Our social media continues to highlight important issues of ambulance staff wellbeing, and we achieved over 1 million impressions in the last year alone. Finally, we've continued to raise awareness of key wellbeing issues in the ambulance service with our online self-care resources on our website which were accessed over 4,400 times last year.

The fundraising team have been working on a Gratitude page on the main website which will provide a platform for supporters and the public to share stories, give thanks to their local Ambulance services, and contribute to the charity's ongoing work by donating. The Gratitude page will serve as a central hub for expressing thanks, highlighting the impact of the charity's work, and encouraging donations to support it. It will be launched in 2025-26.

Financial Review

Review of the current year financial activities

TASC's gross income from all sources, including its wholly owned trading subsidiary, for this period totalled £817,421 (2024: £558,885), an increase of 46%. It was encouraging that all income streams have increased; donations and legacies by 3% to £222,949 (2024: £215,942), charitable activities by 10% to £196,473 (2024: £178,083) and trading subsidiary operations by 305% to £293,350 (2024: £72,370). We thank everyone who fundraised.

Expenditure increased to £971,737 (2024: £800,210) which included £182,809 (2024: £53,820) for the trading subsidiary operations. For the charity alone, expenditure increased to £788,928 (2024: £746,390). The net deficit for the year reduced by 36% £154,316 (2024: £241,325). The deficit in funds for the year after revaluations of investments totalled £127,417 (2024 £190,956).

In March 2025 legal advice provided to the trustees clarified that the endowment fund was a permanent, expendable endowment fund. A decision was made to use £300k from the endowment fund as described in the reserves policy below, which was transferred from the TASC endowment fund to the restricted endowment income fund.

Reserves policy

TASC has been rebuilding income streams after the initial substantial government grant funding ceased. The plan is to continue reducing the underlying budgeted deficit as income levels increase, while also seeking to reduce the waiting times for mental health support. To achieve this the trustees have agreed to use £300k of the endowment, which is restricted to supporting the physical and mental wellbeing of ambulance staff, to increase spending on mental health support and fund Wellbeing Team salaries. By funding Wellbeing Team salaries from the restricted endowment income fund the level of free unrestricted reserves will be rebuilt during 2025-26. On 31 March 2025 the reserves level should cover the planned deficit for 2025-26 of £61k, additional mental health support in 2025-26 and 2026-27 of £100k and three months ongoing expenditure (£150k). TASC's free unrestricted reserves together with restricted endowment income fund are

Report of the Trustees for the year ended 31 March 2025

Reserves policy (continued)

£346k which is above this agreed level giving some margin for unforeseen circumstances. The trustees recognise that further action may need to be taken to reduce the level of the deficit if income doesn't increase as planned. The free unrestricted reserves on 31 March 2025 were £40,826 (2024: £71,761).

Investment policy and objectives

TASC holds all free funds as cash in interest-bearing bank accounts. The two endowments granted by the Cabinet Office are invested to generate an income which is used to fund services and the operating cost of those services. These funds are managed under a discretionary agreement by TASC's investment manager. From 1st April 2024 the Department of Culture, Media and Sport has agreed that the endowment funds can be merged as long as a ring fenced amount of £6,000 is kept for bereavement grants.

Grant making policy

Each application for financial assistance is subject to a thorough assessment, taking into consideration the household income and expenditure and circumstances. Applicants are assessed to ensure they meet the criteria for residency, service, with evidence that there is financial need and that the support provided is beneficial to the service user.

If the grant application is for a bereavement grant, applicants are assessed to ensure that their loved one met the criteria for residency and service.

Future Plans

In 2025-26 we plan to:

- Expand support and training which aims to provide strategies and tools for Ambulance staff to increase their mental wellbeing.
- Continue providing support in moments of crisis through the crisis phonenumber.
- Continue providing a safe space for those concerned about their sexual safety.
- Enhance our work with ambulance staff seeking our support to maximise their incomes and reduce their debt.
- Provide an annual memorial service to honour those who have worked for the ambulance service.

We aim to make TASC support more sustainable by:

- Raising the awareness of TASC to those who may benefit from TASC support.
- Providing an opportunity for the public to thank ambulance staff, who have supported them, by giving to TASC.
- Applying for grants from trusts and foundations.
- Building more corporate partnerships.
- Offer further fundraising opportunities including a will writing service and clothing collections.
- Continuing to expand and develop the services offered through the trading subsidiary, TASC Wellbeing Ltd.

Report of the Trustees for the year ended 31 March 2025

Structure, Governance and Management

The Ambulance Staff Charity (TASC) is a Charitable Incorporated Organisation. The CIO operates under a constitution which was updated in January 2017. A wholly owned subsidiary, TASC Wellbeing Ltd, was set up as a company in June 2023.

TASC is governed by its Board of Trustees which meets on a bi-monthly basis to; provide oversight on the progress of the charity in achieving its objectives, to ensure the appropriate use of resources and to manage risk. From April 2025 trustees will meet 5 times a year.

The Board is assisted in this role by its four sub-committees: Finance; Income Generation; Marketing, Communications and Digital; Human Resources, Operations and Clinical and Remuneration.

All the committees are chaired by Trustees and have their own terms of reference. The committee's functions are to provide scrutiny on behalf of the Board and to support each of the operational areas of TASC in their work. Each committee has its own set of corporate risks to monitor and manage on behalf of the Board. We regularly review the structure of the committees and their terms of reference to ensure that they provide the appropriate level of scrutiny to enable good governance of the Charity.

There is a scheme of delegation in place which sets out the roles, responsibilities and powers of the trustees and the executives. The day to day running of the Charity is delegated to the Chief Executive Officer who is supported by the unremunerated Chair of the Board of Trustees.

The recruitment of trustees is led by an audit of the skills held by the members of the Board, who are appointed by an open recruitment process using both search and advertisement as appropriate, against an agreed person profile and job specification. Shortlisted candidates are interviewed by the Chair and Vice Chair of the Board who make a recommendation to the Board. The AGM of the Charity confirms all appointments. New trustees undergo a formal induction process covering, governance, risk management, financial systems and agreed procedures. The Board holds an annual away day to consider strategy and review Board performance. Diversity and Inclusion training was undertaken by Board members, and opportunities for training and knowledge development are raised with the Board, for example the training offered by our auditors and investment managers.

Remuneration

The trustees have well-established systems and internal controls in setting the pay and remuneration of all the charity's staff including key management personnel. The Remuneration Committee assists with advising the board with this process. Those systems and controls include a review of salaries each year to factor in cost of living and periodic benchmarking against salaries for the wider charity sector,

Risk Management

The charity has a risk register and risk policy with control systems designed to respond to and mitigate risks. High and emerging risks are reviewed at each Board meeting and the trustees discuss if any new risks have emerged or if any current risks have changed in severity. Each Committee is responsible for risks that are relevant to that Committee and the risks are monitored at every meeting. The full risk register is reviewed by the Board annually.

The charity's main risks are: being able to obtain sufficient income to ensure the sustainability of the charity and a reduction in support offers made compared to last year, which impacts our beneficiaries and could adversely impact our ongoing fundraising.

The Ambulance Staff Charity

Report of the Trustees for the year ended 31 March 2025

Reference and Administrative details

Registered Charity number	1163538	England & Wales
	SCO46384	Scotland
Registered Office	12, Ensign Business Centre, Westwood Way, Coventry CV4 8JA	
Trustees	Tracy Nicholls	Chair (Appointed 19.11.2024)
	Gordon Enstone	Vice Chair
	Carl Ledbury	
	Gerald Brown	
	Edward Weiss	
	Anthony Arrowsmith	(Resigned 24.9.2024)
	Diane Scott	Chair (Resigned 30.4.2024)
	Helen Poole	(Resigned 31 May 2025)
	Rebecca Hughes (Allen)	
	Peter (Joey) Evans	
TASC Wellbeing Directors	Reverend Kevin Charles	(Returned from leave of absence from 23.01.24)
	Linda Millinchamp	(Resigned 22.04.24)
	Anna MacArthur	(Resigned 14.06.24)
	Anthony Fossey	(Appointed 21.05.24)
TASC Wellbeing Directors	Anthony Fossey	Chair
	Gordon Enstone	Director
	Mark Norton	Independent Director
	Karl Demian	CEO
	Imogen (Jenny) Cole	Director of Finance
Advisers to the Board	Dr Jennifer Wild	Clinical Adviser
Staff	Karl Demian	CEO
	Imogen (Jenny) Cole	Director of Finance
	Jasmin Rana	Director of Income Generation

Auditors: Harrison Beale & Owen, Chartered Accountants Highdown House, 11 Highdown Road, Leamington Spa, CV31 1XT

Bankers: Lloyds Bank PLC 30 High Street, Coventry, CV1 5RA

Investment Managers: Rathbones incorporating Investec Wealth & Management Limited Quartermile One, 15 Lauriston Place, Edinburgh, EH3 9EN

Report of the Trustees for the year ended 31 March 2025

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and Scotland requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of resources and application of resources, including the income and expenditure, of the charity for that affairs of the charity and of the incoming period. In preparing those financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice.
- 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008, the Charities and Trustee Investment (Scotland) Act 2005, the Charity Accounts (Scotland) Regulations 2006 (as amended), and the provision 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.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Trustees



Tracy Nicholls
Chair of The Ambulance Staff Charity and Trustee

Date 2nd September 2025

The Ambulance Staff Charity

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

Independent Auditor's Report to the Trustees of TASC The Ambulance Staff Charity

Opinion

We have audited the financial statements of The Ambulance Staff Charity (the 'parent charity') and its subsidiary (the 'group') for the year ended 31 March 2025 which comprise the Consolidated Statement of Financial Activities, the Consolidated Balance Sheet, Consolidated Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent 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 requirements of 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent 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 group's and the parent 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 Report of the Trustees, other than the financial statements and our Report of the Independent Auditors thereon. The trustees are responsible for the other information. 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.

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

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

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 group and parent 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 liquidate the group or parent charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 152 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 a Report of the Independent Auditors 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:

The audit process includes an assessment of the group's and charity's risk environment, through enquiry of and discussion with management, including an assessment of any key laws and regulations with which the group and charity must comply in the ordinary course of its business. We have concluded that there are no such key laws and regulations that are particular to the group and charity's activities.

Additionally, the overall risks of irregular transactions occurring are assessed following our observations and confirmation of the design and implementation of management's controls. Whilst we are mindful of these risks, our audit focus is geared towards the risk of material misstatement in the financial statements as a whole.

As such, our procedures cannot guarantee that all transactions have been fully compliant with all relevant laws and regulations, including those regulations relating to fraud, as our procedures are not designed to detect all instances of non-compliance.

Nevertheless, nothing has come to our attention that has given us significant cause for concern in the course of the procedures we have undertaken in order to give our opinion on whether the financial statements are free from material misstatement, as shown above.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

The Ambulance Staff Charity

Report of the Independent Auditors to the Trustees of The Ambulance Staff Charity

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 auditors' 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.

HBO Ltd

Harrison Beale & Owen Limited
Chartered Accountants and Statutory Auditor
Highdown House
11 Highdown Road
Leamington Spa
Warwickshire
CV31 1XT

Date: 2/9/2015

Harrison Beale & Owen 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

The Ambulance Staff Charity

Consolidated Statement of Financial Activities for the year ended 31 March 2025

		Unrestricted funds	Restricted funds	Endowment funds	2025 Total funds	2024 Total funds
	Notes	£	£	£	£	£
Income and Endowments from:						
Donations & legacies	3	190,935	32,014	-	222,949	215,942
Charitable activities	4	60,009	136,464	-	196,473	178,083
Trading subsidiary operations	5	293,350			293,350	72,370
Other trading activities	6	27,215	-	-	27,215	22,191
Investments	5&7	2,874	74,560	-	77,434	70,299
Total		574,383	243,038	-	817,421	558,885
Expenditure on:						
Raising funds (charity)	8	182,590	15,788	-	198,378	195,527
Trading subsidiary operations	5	182,809	-	-	182,809	53,820
Charitable activities	9	242,550	348,000	-	590,550	550,863
Total		607,949	363,788	-	971,737	800,210
Net deficit before gains and losses		(33,566)	(120,750)	-	(154,316)	(241,325)
Net gains/(losses) on investments		0	10,118	16,781	26,899	50,369
Transfers between funds		-	300,000	(300,000)	-	-
Net movement in funds		(33,566)	189,368	(283,219)	(127,417)	(190,956)
Total funds brought forward		214,049	128,374	1,734,558	2,076,981	2,267,937
Total funds carried forward		180,483	317,742	1,451,339	1,949,564	2,076,981

All income and expenditure has arisen from continuing activities.

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

The allocation of communication costs between fundraising and charitable activities has been restated for year ended 31 March 2024 to reflect the work undertaken by the Communication Team.

The prior year Statement of Financial Activities is provided in note 23.

The Ambulance Staff Charity

Consolidated Balance Sheet at 31 March 2025

		Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
	Notes				
Fixed assets					
Tangible assets	15	139,644	142,288	139,644	142,288
Investments	16	1,752,897	1,842,177	1,752,997	1,842,277
		<u>1,892,540</u>	<u>1,984,465</u>	<u>1,892,640</u>	<u>1,984,565</u>
Current assets					
Stocks	17	2,554	3,395	2,554	3,395
Debtors	18	50,611	58,785	33,044	55,185
Cash at bank and in hand		149,220	395,540	92,961	208,784
		<u>202,385</u>	<u>457,720</u>	<u>128,559</u>	<u>267,364</u>
Creditors:					
amounts falling due within one year	19	(145,361)	(365,204)	(71,649)	(174,948)
Net current assets		<u>57,024</u>	<u>92,516</u>	<u>56,910</u>	<u>92,416</u>
Total net assets		<u>1,949,564</u>	<u>2,076,981</u>	<u>1,949,550</u>	<u>2,076,981</u>
Represented by the funds of the charity:					
Endowment funds	21	1,451,339	1,734,558	1,451,339	1,734,558
Restricted income funds	21	317,742	128,374	317,742	128,374
Unrestricted funds	21	180,483	214,049	180,469	214,049
		<u>1,949,564</u>	<u>2,076,981</u>	<u>1,949,550</u>	<u>2,076,981</u>

The directors (trustees) have prepared group accounts in accordance with section 398 of the Companies Act 2006 and section 138 of the Charities Act 2011. These accounts are prepared in accordance with the special provisions of Part 15 of the Companies Act relating to small companies and constitute the annual accounts required by the Companies Act 2006.

The notes on pages 19 to 32 form part of these financial statements.

The financial statements were approved by the Board of Trustees on 2nd September 2025 and were signed on its behalf by:



Tracy Nicholls
Chair of The Ambulance Staff Charity and Trustee

The Ambulance Staff Charity

Statement of Cash Flows and Consolidated Statement of Cash Flows for the year ended 31 March 2025

	Notes	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Net cash used in operating activities	below	(438,850)	(14,635)	(307,380)	(201,221)
Cash flows from investing activities:					
Purchase of tangible fixed assets		(1,083)	(1,506)	(1,083)	(1,506)
Purchase of fixed asset investments		(168,152)	(592,655)	(168,152)	(592,755)
Sale of tangible fixed assets		-	-	-	-
Sale of fixed asset investments		285,967	671,780	285,967	671,780
Interest received		3,135	1,479	2,162	1,409
Dividends received		74,299	68,820	74,299	68,820
Net cash provided by (used in) investing activities		194,166	147,918	193,193	147,748
Change in cash and cash equivalents in period		(244,685)	133,283	(114,188)	(53,473)
Cash and cash equivalents as at 1 April 2024		406,800	273,517	220,044	273,517
Cash and cash equivalents as at 31 March 2025		162,115	406,800	105,856	220,044

Cash and cash equivalents at the end of the reporting period represents cash at bank and in hand and cash held within the investment portfolio.

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

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Net movement in funds	(127,417)	(190,956)	(127,431)	(190,956)
Adjustments for:				
Depreciation charges	3,728	4,703	3,728	4,703
Losses/(gains) on investments	(26,899)	(50,369)	(26,899)	(50,369)
Interest received	(3,135)	(1,479)	(2,162)	(1,409)
Dividends received	(74,299)	(68,820)	(74,299)	(68,820)
Decrease/(increase) in stocks	841	1,875	841	1,875
(Increase)/Decrease in debtors	8,174	(16,287)	22,141	(12,687)
Increase/(Decrease) in creditors	(219,843)	306,698	(103,299)	116,442
Net cash provided by (used in) operating activities	(438,850)	(14,635)	(307,380)	(201,221)

Notes to the Financial Statements for the year ended 31 March 2025

1. Accounting Policies

1.1 Basis of preparing the financial statements

The financial statement of the Charitable Incorporated Organisation, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'. Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

1.2 Going concern

At the time of approving the financial statements, the trustees have assessed whether the use of going concern is appropriate and made this assessment for a period of at least one year from the date of approval of these financial statements. The trustees have given due consideration to the current risks facing TASC and are confident that there is a reasonable expectation that the charity has adequate resources to continue to meet its obligations as they fall due.

1.3 Group financial statements

The financial statements consolidate the results of the charity which is a Charitable Incorporated Organisation and its wholly owned subsidiary, TASC Wellbeing Ltd on a line-by-line basis.

1.4 Income

Income from donations and legacies are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Such income is only deferred when:

- the donor specifies that the grant or donation must only be used in future accounting periods;
- the donor has imposed conditions which must be met before the charity has unconditional entitlement.

Income from commercial trading activities is recognised as earned (as the related services are provided).

Investment income is recognised on a receivable basis.

Legacies are accounted for as incoming resources upon receipt or where the receipt of the legacy is virtually certain; this will be once confirmation has been received from the representatives of the estate(s) that payment of the legacy will be made or property transferred and once all conditions attached to the legacy have been fulfilled.

Grants received are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Gift Aid is only included when there is a valid declaration from the donor, it is considered to be part of the gift and is treated as an addition to the initial donation.

Donated services are recognised as income and an expense, as they are used.

1.5 Expenditure

Liabilities are recognised as resources expended as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

- Costs of raising funds are those costs incurred in attracting voluntary income, and those incurred in trading activities that raise funds;
- Charitable activities include expenditure associated with the delivery of the charity's activities and include both the direct costs and support costs relating to these activities;
- Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements;

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

- Support Costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, e.g. staff costs by the time spent and other costs by their usage.

1.6 Irrecoverable VAT

All resources expended, including irrecoverable VAT, are classified under activity headings that aggregate all costs related to the category.

1.7 Leased assets

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged to the statement of financial activities on a straight-line basis over the lease term.

1.8 Allocation and apportionment of costs

Restricted and Endowment Fund expenses are recognised in accordance with the grant terms and restrictions placed by the provider.

1.8 Tangible fixed assets

Items with an individual cost greater than £1,000 are capitalised and depreciated over their useful economic lives. Assets are depreciated on a straight line basis over:

Leasehold	the lease term	Fixtures and fittings	3& 5 years
Improvements to property	5 years	Computer Equipment	2 years

1.9 Investments

Investments held as fixed assets are revalued at market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.10 Stock

Stock is valued at the lower of cost and net realisable value, after making allowance for obsolete and slow-moving items.

1.11 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Endowment funds relate to Cabinet Office (now DCMS) awards made to TASC as the host charity for the operation of two distinct activities:

- Rehabilitation endowment - the charity has the benefit of the income for the purpose of funding physical rehabilitation of personnel in the Ambulance Services and Search and Rescue;
- Bereavement endowment - the charity has the benefit of the income for the purpose of funding bereavement support.

The endowment funds were merged in April 2025 with DCMS agreement and legal advice confirmed the combined fund is a permanent, expendable endowment fund.

Costs relating to the management of the endowments are chargeable against the income of the fund. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.12 Taxation

The charity is exempt from tax on its charitable activities.

1.13 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 year. Some employees are contractually entitled to receive an employer contribution to a pension arrangement which they have established for their own benefit. TASC makes a contribution of 8% of eligible salary directly to the insurance companies with whom the employees have contracted.

1.14 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.

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

2. Financial performance of the charity

The consolidated Statement of Financial Activities includes the results of the charity's wholly owned subsidiary which provides 24/7 crisis phonelines for beneficiaries that are not ambulance staff.

The summary financial performance for the charity alone is:

	2025 £	2024 £
Income	523,098	486,445
Amount donated from trading subsidiary	111,500	18,620
Expenditure on fundraising charity	198,378	235,974
Expenditure on charitable activities	590,550	510,416
Net gains/losses on investments	26,899	50,369
Net income	(127,431)	(190,956)
Total funds brought forward	2,076,981	2,267,937
Total funds carried forward	1,949,550	2,076,981
Represented by		
Endowment funds	1,451,339	1,734,558
Restricted income funds	317,742	128,374
Unrestricted funds	180,469	214,049
	1,949,550	2,076,981

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

3. Donations and legacies

	Unrestricted	Restricted	Endowments	2025 Total	2024 Total
	funds	funds	funds	funds	funds
	£	£	£	£	£
Individual giving	54,083	3,200	-	57,283	42,495
Community fundraising	59,475	1,564	-	61,039	71,253
Corporations	34,494	-	-	34,494	22,924
Legacies	10,383	-	-	10,383	7,370
Trusts & grants	32,500	27,250	-	59,750	71,900
	190,935	32,014	-	222,949	215,942

Grants received, included in the above, are as follows:

Civil Service Insurance Society	10,000	10,000
Association of Ambulance Chief Executives	15,000	15,000
The General Charities of the City of Coventry	4,000	4,000
HA Holliday Charitable Settlement	1,500	2,000
Garfield Weston Foundation	-	25,000
Westfield Health	-	4,750
The Sir Bernard and Lady Schreier Foundation	-	2,500
The Hospital Saturday Fund	-	2,000
The Blue Lamp Foundation	7,500	-
Edith Murphy Foundation	5,000	-
The WO Street Charitable Foundation (Zedra UK Trusts)	5,000	-
O'Brien Charitable Trust	4,000	-
Frank Litchfield Charitable Trust	3,000	-
The 29th May 1961 Charitable Trust	2,000	-
Other trusts	2,750	6,650
	59,750	71,900

4. Income from charitable activities

	Unrestricted	Restricted	Endowments	2025 Total	2024 Total
	funds	funds	funds	funds	funds
	£	£	£	£	£
Commissioned services	24,050	136,464	-	160,514	149,084
Wellbeing Training	35,959	-	-	35,959	28,999
	60,009	136,464	-	196,473	178,083

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

4. Income from trading subsidiary

The wholly owned trading subsidiary, TASC Wellbeing Ltd was incorporated in the United Kingdom (company number 14923687) on 8th June 2023 and pays all its profits to the charity. TASC Wellbeing operates 24/7 crisis phonelines for beneficiaries that are not ambulance staff.

The summary financial performance of the subsidiary alone is:

	2025 £	2024 £
Turnover	293,350	72,370
Cost of Sales and administration costs	(182,809)	(53,820)
Interest receivable	973	70
Net profit	111,514	18,620
Amount donated to the charity	(111,500)	(18,620)
Retained in subsidiary	14	-

The assets and liabilities of the subsidiary were:

Current assets	73,826	190,356
Current liabilities	(73,712)	(190,256)
Total net assets	114	100
Aggregated shares and reserves	114	100

6. Other trading activities

	Unrestricted funds £	Restricted funds £	Endowments funds £	2025 Total funds £	2024 Total funds £
Shop sales	20,546	-	-	20,546	15,380
Lottery	6,669	-	-	6,669	6,811
	27,215	-	-	27,215	22,191

7. Investment income for group

	Unrestricted funds £	Restricted funds £	Endowments funds £	2025 Total funds £	2024 Total funds £
Investment portfolio income	-	74,299	-	74,299	68,820
Deposit account interest charity	1,901	261	-	2,162	1,409
Deposit account interest subsidiary	973	-	-	973	70
	2,874	74,560	-	77,434	70,299

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

8. Raising funds

	Unrestricted funds	Restricted funds	Endowments funds	2025 Total funds	2024 Total funds
	£	£	£	£	£
Fundraising costs	140,870	-	-	140,870	146,573
Communication and marketing costs	28,968	1,480	-	30,448	28,285
Shop costs	12,752	-	-	12,752	7,509
Investment management costs	-	14,308	-	14,308	13,160
	182,590	15,788	-	198,378	195,527

In accordance with current reporting requirements, amounts shown here for Raising Funds and in Note 9 below, for Charitable Activities include apportionments of the amounts shown under Note 11 - Support Costs totalling £196,705 (2024 - £191,852), on a relevant basis, as decided by the charity. Some of the communication team costs directly support beneficiaries and therefore have been apportioned according, 2024 figures have been re-stated to reflect this change in apportionment.

9. Charitable activities

	Unrestricted funds	Restricted funds	Endowments funds	2025 Total funds	2024 Total funds
	£	£	£	£	£
Beneficiary support	242,550	335,664	-	578,214	536,684
Volunteer costs	-	-	-	-	484
Memorial service	-	12,336	-	12,336	13,695
	242,550	348,000	-	590,550	550,863

Some of the communication team costs directly support beneficiaries and therefore have been apportioned according, 2024 figures have been re-stated to reflect this change in apportionment.

10. Grants payable

	Unrestricted funds	Restricted funds	Endowments funds	2025 Total funds	2024 Total funds
	£	£	£	£	£
Beneficiary support grants	-	15,000	-	15,000	8,480

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

11. Support costs

	Unrestricted funds	Restricted funds	Endowments funds	2025 Total funds	2024 Total funds
	£	£	£	£	£
Property running costs	9,360	-	-	9,360	10,045
Information technology	9,788	1,000	-	10,788	10,414
Office expenses	126,099	2,100	-	128,199	120,270
Board & Committee	702	-	-	702	1,355
Finance function	36,701	-	-	36,701	43,870
Human resources	1,694	-	-	1,694	352
Professional fees	3,591	-	-	3,591	-
Staff training	1,132	810	-	1,942	843
Depreciation	3,728	-	-	3,728	4,703
Recharges	(23,393)	23,393	-	-	-
	169,402	27,303	-	196,705	191,852

Support costs considered to be governance costs

	Unrestricted funds	Restricted funds	Endowments funds	2025 Total funds	2024 Total funds
	£	£	£	£	£
Auditors' remuneration	5,600	-	-	5,600	4,660

12. Net expenditure and net movement in funds

This is stated after charging:

	2025 £	2024 £
Depreciation	3,728	4,703
Auditors' remuneration	5,600	4,660

13. Trustees remuneration and benefits

	2025 £	2024 £
Trustees' expenses	702	635

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

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

14. Staff costs

	2025	2024
	£	£
Wages and salaries	401,999	372,625
Social security costs	34,181	30,878
Pension costs	36,472	29,529
Other employee benefits	3,570	2,957
	<u>476,222</u>	<u>435,989</u>

The average monthly number of employees during the year was as follows:

Fundraising costs	2	2
Communication and marketing costs	1	1
Beneficiary support	6	5
Office administration	2	2
Finance function	2	2
	<u>13</u>	<u>12</u>

Full time equivalent staff - average for year	11	10
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The number of higher paid employees were as follows:

In the band £60,001 to £70,000	1	1
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All staff are employed by the charity.

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

15. Tangible fixed assets

	Leasehold £	Property improvements £	Fixtures and £	Computer equipment £	Totals £
Cost					
At 1st April 2024	153,450	22,067	8,995	16,888	201,400
Additions	-	-	-	1,083	1,083
Disposals	-	-	(144)	(1,098)	(1,242)
At 31st March 2025	153,450	22,067	8,851	16,873	201,241
Depreciation					
At 1st April 2024	13,046	21,210	8,995	15,861	59,112
Charge for year	1,550	734	-	1,444	3,728
Eliminated on disposal	-	-	(144)	(1,098)	(1,242)
At 31st March 2025	14,596	21,944	8,851	16,206	61,598
Net book value					
At 31st March 2025	138,854	123	-	667	139,644
At 31st March 2024	140,404	857	-	1,028	142,288

16. Fixed asset investments

	Listed Investments £
Market value	
At 1st April 2024	1,842,177
Additions at cost	168,152
Disposals at market value	(285,967)
Unrealised gains	26,899
Movement in cash balances	1,636
At 31st March 2025	1,752,897
Net book value	
At 31st March 2025	1,752,897
At 31st March 2024	1,842,177

Fixed asset investments are all held in the charity and comprise a portfolio of equities and funds managed by Rathbones (incorporating Investec Wealth & Management Ltd) on behalf of the charity. The funds are valued on a regular basis by the Investment managers with reference to current market prices.

Included within the investment balance above, there is cash held by Investec totalling £12,897 (2024 - £11,261).

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

17. Stock

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Stock	2,554	3,395	2,554	3,395

18. Debtors: amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade debtors	8,215	26,733	4,615	23,133
Prepayments and accrued income	42,396	32,052	28,429	32,052
	50,611	58,785	33,044	55,185

19. Creditors: amounts falling due within one year

	Group		Charity	
	2025	2024	2025	2024
	£	£	£	£
Trade creditors	10,952	6,662	10,382	6,662
Social security and other taxes	8,320	8,813	8,320	8,813
Other creditors	2,251	2,146	2,251	2,146
Deferred income	81,095	304,759	28,335	149,569
Accrued expenses	24,224	9,801	22,361	7,758
VAT	18,519	33,023	-	-
	145,361	365,204	71,649	174,948

Deferred Income

	2025	2024	2025	2024
	£	£	£	£
At 1st April 2024	304,759	27,330	149,569	27,330
Amount released to income in the year	(304,759)	(27,330)	(149,569)	(27,330)
Amount deferred in the year	81,095	304,759	28,335	149,569
At 31st March 2025	81,095	304,759	28,335	149,569

Deferred income comprises work invoiced in advance of services/goods provided for in the following period mainly delivering 24/7 crisis phonelines.

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

20. Leasing agreements

Minimum lease payments under non-cancellable operating leases fall due as follows:

	2025 £	2024 £
Within one year	4,162	4,846
Between one and five years	2,894	3,034
	<u>7,056</u>	<u>7,880</u>

All the leases agreements are with the charity.

21. Movement in funds

	1 April 2024 £	Net movement in funds £	31 March 2025 £
Unrestricted funds			
General fund	214,049	(33,579)	180,469
Restricted funds			
Bereavement fund	111,997	(105,943)	6,054
Rehabilitation fund	9,655	(9,655)	0
Endowment income fund	-	306,655	306,655
Memorial service	119	(96)	22
Mental health	2,904	74	2,978
Coventry ambulance staff fund	1,647	-	1,647
Crisis phoneline	2,052	(1,667)	385
	<u>128,373</u>	<u>189,368</u>	<u>317,742</u>
Endowment funds			
Bereavement fund	933,384	(933,384)	-
Rehabilitation fund	801,174	(801,174)	-
TASC endowment fund	-	1,451,339	1,451,339
	<u>1,734,558</u>	<u>(283,219)</u>	<u>1,451,339</u>
Total funds	<u>2,076,980</u>	<u>(127,431)</u>	<u>1,949,550</u>

Notes to the Financial Statements for the year ended 31 March 2025

21. Movement in funds - continued

Net movement in funds, included in note 21 are as follows:

	Incoming resources £	Resources expended £	Gains and losses £	Transfers £	Movement in funds £
Unrestricted Funds					
General fund	391,561	(425,140)	-	-	(33,579)
Restricted Funds					
Bereavement fund	2,833	(16,740)	2,294	(94,329)	(105,943)
Rehabilitation fund	6,855	(39,683)	-	23,173	(9,655)
Endowment income fund	72,372	(144,697)	7,824	371,157	306,655
Memorial service	15,000	(15,096)	-	-	(96)
Mental health	9,514	(9,440)	-	-	74
Coventry ambulance staff fund	-	-	-	-	-
Crisis phonenumber	136,464	(138,131)	-	-	(1,667)
	<u>243,037</u>	<u>(363,787)</u>	<u>10,118</u>	<u>300,000</u>	<u>189,368</u>
Endowment Funds					
Bereavement fund	-	-	4,062	(937,445)	(933,384)
Rehabilitation fund	-	-	8,082	(809,256)	(801,174)
TASC endowment fund	-	-	4,637	1,446,701	1,451,339
	<u>-</u>	<u>-</u>	<u>16,781</u>	<u>(300,000)</u>	<u>(283,219)</u>
Total funds	<u>634,598</u>	<u>(788,927)</u>	<u>26,899</u>	<u>-</u>	<u>(127,431)</u>

Restricted Funds

Bereavement fund

TASC acts as lead for a consortium of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service. When it was agreed with Department of Culture Media and Sport (DCMS) that the endowment funds and associated income could be merged from April 2024 this was with the understanding that £6,000 would be ringfenced in a restricted fund to ensure it was available for bereavement grants.

Rehabilitation fund and Endowment income fund

From April 2024 the endowment funds and associated income were merged with the agreement of DCMS. The balances from the rehabilitation and bereavement fund, except for the ringfenced amount noted above, were combined into the endowment income fund and the rehabilitation fund has been discontinued. This is to be used to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health support and physical injuries incurred whilst on active service.

Notes to the Financial Statements for the year ended 31 March 2025

21. Movement in funds – continued

Memorial service

Funding from Association of Ambulance Chief Executives to enable memorial service to be an annual event.

Mental health fund

Funds to support ambulance staff with their mental health.

Coventry ambulance staff fund

The General Charities of the City of Coventry have awarded the charity a grant to support ambulance staff members in and around the Coventry area.

Crisis phonenumber

The Crisis phonenumber fund is a restricted fund created to record all income and costs related to the delivery of a 24/7 crisis phonenumber for ambulance staff experiencing suicide ideation in accordance with the terms and conditions set out in the agreement with Association of Ambulance Chief Executives.

Endowment funds

From 1st April 2024 DCMS have agreed that the two endowments funds and their associated income can be merged as long as £6,000 is ring fenced for bereavement grants (see restricted bereavement fund note above).

In March 2025 legal advice was presented to the trustees which clarified that the now combined endowment fund was a permanent, expendable endowment fund. The income to be applied to the restricted purposes

- as lead for a consortium of emergency service organisations (police, fire, ambulance and search and rescue), to deliver bereavement support to dependents of those killed while on active service and those who died by suicide.
- to support ambulance services and search and rescue personnel to access rehabilitation and treatment services for mental health support and physical injuries incurred whilst on active service

The endowment fund is invested with Rathbones (formerly Investec Wealth Management).

Bereavement fund

Merged and closed as described above.

Rehabilitation fund

Merged and closed as described above.

TASC Endowment fund

New merged endowment fund

22. Related Party Disclosures

Aside from the trustees' expenses as outlined previously, there were no related party transactions in the year.

The Ambulance Staff Charity

Notes to the Financial Statements for the year ended 31 March 2025

23. Prior year Statement of Financial Activities

		Unrestricted funds	Restricted funds	Endowment funds	2024 Total funds	2023 Total funds
	Notes	£	£	£	£	£
Income and Endowments from:						
Donations & legacies	3	186,192	29,750	-	215,942	299,871
Charitable activities	4	36,479	141,604	-	178,083	87,952
Trading subsidiary operations	5	72,370			72,370	-
Other trading activities	6	22,191	-	-	22,191	27,880
Investments	5&7	1,777	68,522	-	70,299	69,952
Total		<u>319,009</u>	<u>239,876</u>	<u>-</u>	<u>558,885</u>	<u>485,655</u>
Expenditure on:						
Raising funds (charity)	8	180,986	14,541	-	195,527	228,325
Trading subsidiary operations	5	53,820	-	-	53,820	-
Charitable activities	9	255,798	295,065	-	550,863	536,447
Total		<u>490,604</u>	<u>309,606</u>	<u>-</u>	<u>800,210</u>	<u>764,772</u>
Net deficit before gains and losses		<u>(171,595)</u>	<u>(69,729)</u>	<u>-</u>	<u>(241,325)</u>	<u>(279,117)</u>
Net gains/(losses) on investments		(577)	8,018	42,928	50,369	(181,610)
Transfers between funds		-	-	-	-	-
Net movement in funds		<u>(172,172)</u>	<u>(61,712)</u>	<u>42,928</u>	<u>(190,956)</u>	<u>(460,727)</u>
Total funds brought forward		386,221	190,086	1,691,630	2,267,937	2,728,664
Total funds carried forward		<u>214,049</u>	<u>128,374</u>	<u>1,734,558</u>	<u>2,076,981</u>	<u>2,267,937</u>

Some of the communication team costs directly support beneficiaries and therefore have been apportioned according, 2024 figures have been re-stated to reflect this change in apportionment.