

The Fenner Frost Foundation

CIC Registration - 1167049

Trustees Annual Report – 2024/25

The Fenner Frost Foundation is a CIO that was registered on the 11<sup>th</sup> May 2016.

The aim of the Fenner Frost Foundation is to support people with a learning disability to develop the skills required to access paid employment opportunities. They are supported to set up retail businesses, being involved with all aspects of running that business, including identifying and sourcing stock, serving customers, handling money and undertake general shop duties.

Its charitable objectives are to advance the education of adults with learning difficulties by developing their skills, capacities and capabilities, enabling them to participate positively in society as independent, mature and responsible adults.

We seek to promote social inclusion for adults with learning difficulties who are socially excluded by providing them with an opportunity to build capacity by establishing and growing a business to relieve the needs of those people and assist them to integrate into society.

Since its creation at the start of May 2016 the Fenner Frost Foundation has continually provided an excellent level of support to its service users and a useful service to the local community.

The charity provides education and work experience for its end users via the operation of a second-hand record/music shop in Sittingbourne called RPM (Reaching People through Music).

## **Overview**

This year has been one of continued growth and consolidation for the Fenner Frost Foundation. We remain committed to supporting adults with learning disabilities to gain valuable workplace skills, build confidence, and progress towards volunteering and paid employment. With all 17 available places filled, our students—aged between 24 and 44—have taken part in a wide range of training opportunities, placements, and community activities.

What makes this year particularly significant is the growing evidence of how these experiences are translating into tangible long-term benefits for our students. Many are building independence through travel, financial management, and social inclusion, while others are taking the next step towards stable employment.

These outcomes highlight the importance of our structured approach and personalised support framework.

## **Student Activities and Achievements**

Throughout the year, students engaged in a broad mix of experiences designed to enhance independence and community inclusion. Highlights included:

- Attending courses in First Aid, Online Safety, and Cooking on a Budget at Sittingbourne Adult Education Centre.
- Regular karaoke and pizza nights, cinema trips, and social gatherings such as the annual Christmas meal and Easter crafts.
- Taking part in a visit to Sittingbourne Police Station and attending the Royal Foundation Together at Christmas Community Carol Service at Rochester Cathedral.
- A well-received annual holiday at Harts Holiday Park, Leysdown.

These activities are more than simply recreational: they build confidence, strengthen social bonds, and encourage students to try new experiences in safe and supportive settings. Each opportunity contributes to our mission of fostering greater independence and resilience among our learners.

## **Work Placements and Employment**

A core focus of our mission continues to be helping students progress into external placements and work.

- Nine students gained additional work placements through FF.
- Placements included an estate agent, a local café, several Co-op stores, and Asda.
- Three students are now in paid employment, one working in administration at an accountant's office, and two employed directly by the charity in the RPM shop every other Saturday.

These achievements are a testament to the hard work of our students and the dedication of our staff. By creating clear pathways into employment and actively supporting students through training and mentoring, we are helping to break down barriers that people with learning disabilities often face in the job market.

Each placement and paid opportunity not only provide financial independence but also enhances self-esteem and a sense of belonging within the wider community.

## **Organisational Developments**

This year we said farewell to long-standing colleague, who retired in July and the other long-term members of the Team, our director Alison and our support worker Jill are also retiring at Christmas 2025. As such, the charity will be reviewing its staff structure and looking to recruit for these roles over the summer/autumn of 2025.

These transitions reflect both the challenges and opportunities of managing a growing organisation. Our focus is on ensuring continuity of support for our students while also bringing in new skills and ideas that will allow us to adapt and strengthen our work for the future.

## **Community and Fundraising**

We are grateful for the strong support of families, local businesses, and funding bodies. Key contributions this year included:

- Yorkshire Building Society grant of £1,000.
- Queenborough Fisheries Trust grant of £2,500.
- Henry Smith Charity grant of £4,000.
- National Lottery Community Fund grant of £8,392 towards salaries.
- Selection as a Co-op Community Cause, with funds earmarked for student short breaks.
- Community fundraising efforts, including a tea party (£247) and quiz night (£553).

In total, 11,118 donated items of vinyl, CDs, DVDs and cassettes were processed through the RPM shop, further embedding us within the community.

These contributions are essential to our sustainability. The blend of grassroots fundraising, local support, and national funding demonstrates confidence that a wide range of stakeholder's place in our mission. We will continue to nurture these relationships while also seeking new opportunities to diversify our funding base.

## **Financial Summary**

The unaudited accounts for the year ended 31 July 2025 show:

- Turnover: £74,118 (2024: £64,323)
- Gross Profit: £72,631
- Net Loss: £2,803 (2024: £11,198)
- Cash at bank: £46,263 (2024: £48,740)
- Net Assets: £46,790 (2024: £49,593)

While we again recorded a modest deficit, income growth and careful financial management have reduced the loss significantly compared with 2024. This result underlines the resilience of the charity, particularly in a climate of rising costs. We remain in a stable position with adequate reserves to continue operations and to invest in strengthening our core services.

### Looking Ahead

As we move into the next year, our focus remains on:

- Sustaining current student capacity while ensuring high-quality support.
- Expanding partnerships with local employers to increase external work placement opportunities.
- Continuing to develop the RPM shop as both a training environment and vital community hub.
- Building resilience in our funding mix to safeguard long-term sustainability.
- Ensure the smooth recruitment and transition of a new leadership and staff team.

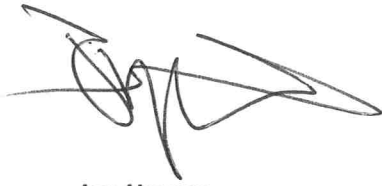
We believe that by strengthening both the financial and operational aspects of our charity, we can continue to deliver meaningful outcomes for our students and their families.

The year ahead will bring fresh challenges, but also many opportunities to innovate and deepen our impact.

### Three-Year Financial Summary (2023–2025)

Year	Turnover (£)	Gross Profit (£)	Net Result (£)	Cash at Bank (£)	Net Assets (£)
2023	67,607	66,815	-693	59,418	60,769
2024	64,323	62,809	-11,198	48,740	49,593
2025	74,118	72,631	-2,803	46,263	46,790

***FFF Trustees annual report approved by:***

A handwritten signature in black ink, appearing to be 'Jon Hymus', with a stylized, flowing script.

***Jon Hymus***

Chair – The Fenner Frost Foundation  
October 2025

A handwritten signature in black ink, appearing to be 'MB', with a stylized, flowing script.

Trustee - The Fenner Frost Foundation  
October 2025

**THE FENNER FROST FOUNDATION  
UNAUDITED ACCOUNTS  
FOR THE YEAR ENDED 31 JULY 2025**

JENNIFER M RICHARDSON LIMITED  
32 Station Road  
Rainham  
Gillingham  
Kent  
ME8 7PH

**The Fenner Frost Foundation  
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**The Fenner Frost Foundation  
Business Details  
For The Year Ended 31 July 2025**

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**Proprietor**

The Fenner Frost Foundation

**Accountants**


JENNIFER M RICHARDSON LIMITED  
32 Station Road  
Rainham  
Gillingham  
Kent  
ME8 7PH

**The Fenner Frost Foundation  
Accounts Approval Statement  
For The Year Ended 31 July 2025**

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I approve these unaudited accounts which comprise a Profit and Loss Account, Balance Sheet and related notes.  
I acknowledge my responsibility for the accounts including the provision of all the information and explanations necessary for the completion.

Signed



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The Fenner Frost Foundation

**The Fenner Frost Foundation  
Profit and Loss Account  
For The Year Ended 31 July 2025**

	2025		2024	
	£	£	£	£
<b>Turnover</b>				
Student Fees		47,386		51,067
Product Sales		9,390		9,371
Fundraising and donations		17,342		3,885
		<u>74,118</u>		<u>64,323</u>
<b>Cost of Sales</b>				
Purchases	79		-	
Waste disposal	1,408		-	
Other direct costs	-		741	
		<u>1,487</u>		<u>741</u>
<b>GROSS PROFIT</b>		72,631		63,582
<b>Other Income</b>				
Bank interest receivable		968		1,221
		<u>73,599</u>		<u>64,803</u>
<b>Expenditure</b>				
Wages and salaries	53,997		52,143	
Employers pensions - defined contributions scheme	813		903	
Staff training	365		117	
Health and safety costs	-		153	
Uniforms and clothing	47		164	
Staff and trustee entertaining	501		540	
Rent	11,805		10,800	
Rates	216		-	
Light and heat	610		1,048	
Cleaning	60		289	
Computer software, consumables and maintenance	222		332	
Insurance	887		859	
Printing, postage and stationery	513		407	
Advertising and marketing costs	200		479	
Telecommunications and data costs	1,090		616	
Website costs	-		343	
Accountancy fees	341		-	
Licences and subscriptions	1,071		855	
Bank charges	60		61	
Social events and student gifts	2,903		5,118	
Sundry expenses	701		774	
		<u>76,402</u>		<u>76,001</u>
<b>NET LOSS</b>		<u>(2,803)</u>		<u>(11,198)</u>

**The Fenner Frost Foundation  
Balance Sheet  
As At 31 July 2025**

		2025		2024	
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible Assets	2		1,987		1,987
<b>CURRENT ASSETS</b>					
Cash at bank and in hand		46,263		48,740	
<b>CURRENT LIABILITIES</b>					
Other Taxes and Social Security		1,460		1,134	
<b>NET CURRENT ASSETS</b>			44,803		47,606
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			46,790		49,593
<b>NET ASSETS</b>			46,790		49,593
<b>CAPITAL ACCOUNT</b>					
Balance at 1 August 2024			49,593		60,791
Profit/(Loss) for the period/year			(2,803)		(11,198)
<b>Balance Carried Forward</b>			46,790		49,593

**The Fenner Frost Foundation  
Notes to the Accounts  
For The Year Ended 31 July 2025**

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**1. Accounting Policy**

These unaudited accounts have been completed in accordance with UK Generally Accepted Accounting Practice guidelines and provides sufficient and relevant information to enable completion of a tax return.

**2. Tangible Assets**

	<b>Plant &amp; Machinery</b>	<b>Fixtures &amp; Fittings</b>	<b>Computer Equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>				
As at 1 August 2024	6,316	80	134	6,530
As at 31 July 2025	6,316	80	134	6,530
<b>Depreciation</b>				
As at 1 August 2024	4,543	-	-	4,543
As at 31 July 2025	4,543	-	-	4,543
<b>Net Book Value</b>				
As at 31 July 2025	1,773	80	134	1,987
As at 1 August 2024	1,773	80	134	1,987