



Bramber BAKEHOUSE

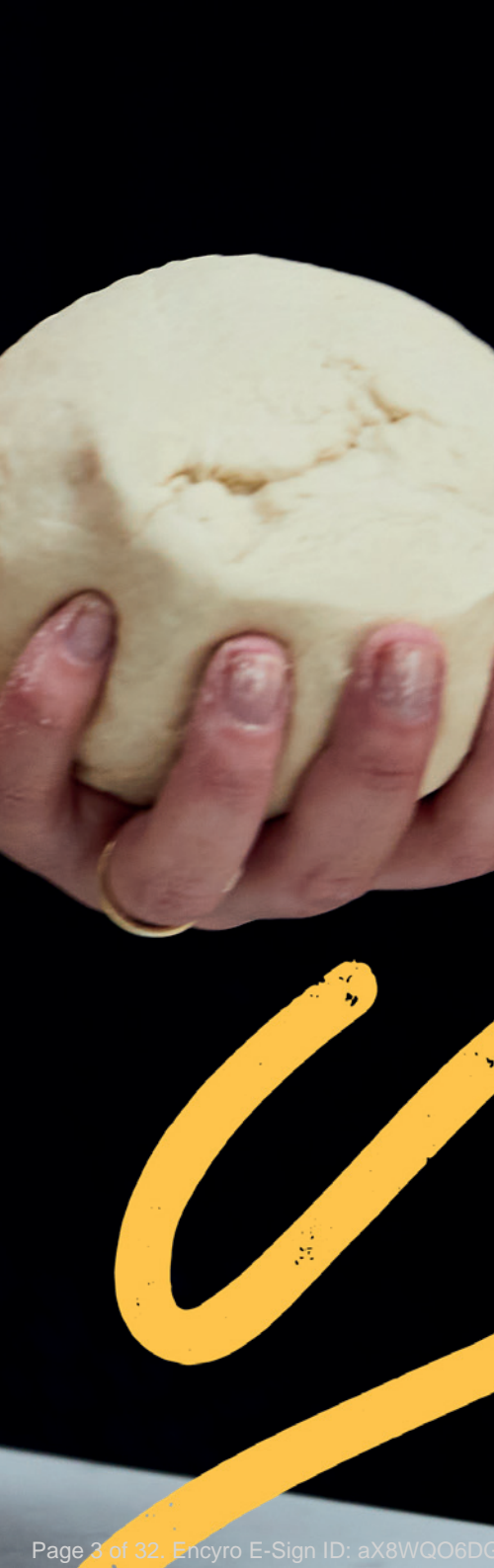
Annual Report 2024



The Queen's Award
for Voluntary Service

Registered charity 1172837 | Company number 09437477





Contents

- 04** Introduction from our Chair of Trustees and CEO
- 16** Annual Report of the Board of Trustees
- 18** Independent Examiner's Report to the Trustees
- 20** Annual Accounts
- 30** Our Partners
- 31** References & Administrative Information

Introduction from our Chair of Trustees and CEO

As we prepare to celebrate a decade of service, we are proud to present the Bramber Bakehouse Annual Report for the year ending 31 December 2024.

For ten years we've worked to create a compassionate, trauma-informed space where women across Sussex who have experienced abuse, exploitation and displacement find support, feel empowered and are equipped to envision a brighter future.

Our team brings decades of combined experience in our field. We understand that survivors often face significant challenges as they move forward, particularly with mental health, isolation and self-confidence. However we believe these obstacles can be overcome.

The impact of our work is clear. We're proud that 100% of the women we support reported learning to manage their mental wellbeing as a result of their time at Bramber Bakehouse. Moreover, every woman reported feeling accepted within our services – compared to only 47% who felt accepted outside of Bramber Bakehouse. This is made possible by our talented, highly skilled frontline team, who continue to provide a safe, welcoming and restorative community.

“Hey little one. You’ve come this far. You are more confident now. You believe you are worthy. You feel valued and accepted. You’ve met amazing women who became your support network and your friends.” *Graduate, 2024*

The environment we've created has a powerful impact, and we're seeing meaningful improvements in various aspects of women's quality of life. Measuring this progress is essential to ensure we're on the right track. This year, we saw an overall rise in quality of life scores, increasing from an average of 3.00 to 3.38 on a 1–5 scale. The most significant gains were in satisfaction with health, energy for daily life and satisfaction with self – a strong indication that women are leaving us feeling healthier, more energised and more confident.

“This has made me feel that I do belong and I am worth it.” *Graduate, 2024*

We continue to work closely with our referral partners to reach more women who can benefit from our support. As overall health outcomes improve, we continue to see a growing number of referrals from GPs, social prescribers, and midwives. However, rising demand has brought new challenges. At present, we're only able to accept 56% of referrals, with a waiting list of 3–4 months for a place at Bramber Bakehouse.

The need is great and we're only scratching the surface.

But this year has also reminded us that, following a period of rapid growth, building financial resilience is critical. With a shifting funding landscape, we've faced a financially challenging year. In response, we're focused on strengthening our financial sustainability,



working closely with Lloyds Bank Foundation and Embrace Finance to develop a new fundraising strategy aimed at growing unrestricted, multi-year income. Financial stability is essential – it allows us to plan ahead, maintain consistent delivery and continue placing women at the heart of everything we do.

We also know that none of this happens without a strong, supported team. Despite financial challenges, we remain committed to caring for our staff and volunteers, embedding reflective practice, regular 121 supervision, trauma-informed practices and opportunities to show our appreciation for their hard work. We know when our team thrive, the impact on the women we support is even greater.

To strengthen our capacity, we introduced a vital new role: a Service Manager with over two decades of experience in trauma-informed care, safeguarding and leadership.

Over the Summer and Autumn, we also enhanced our governance, welcoming new trustees to our board, bringing expertise in fundraising, ED&I, behavioural insights, frontline services and lived experience. We are so proud of our Board of Trustees – they're engaged, supportive and bring a wealth of experience which we deeply value.

These developments, along with a revised staff structure, have enabled us to provide greater continuity, support and supervision to both our beneficiaries and our dedicated team.

A particular thanks to our funders and supporters who've continued to invest and sew into our work. Without your support, we wouldn't be reaching women in need and we look forward to continuing our partnership together.

As we prepare to mark 10 years of service, we're taking this moment to reflect on how far we've come – and to look boldly toward the future. The next decade will see us expand our reach to meet rising demand, ensuring that every woman across Sussex can access our support.

A key part of this vision starts by building long-term stability and sustainability. We'll be growing our locally generated income, including through the sale of our signature baked goods – products that not only raise vital funds but also create meaningful voluntary and paid employment pathways for female graduates.

We invite you to be part of this next chapter. Together, we can build a space where every woman is seen, supported and empowered to thrive.

Lucy Butt
CEO & Co-founder

Frances Duncan
Chair of Trustees

Welcome to Bramber Bakehouse

We are an award-winning charity dedicated to empowering women who have faced abuse, exploitation or displacement. At Bramber Bakehouse, we believe in the transformative power of baking, the delivery of wellbeing sessions and life skill support within a safe, nurturing community.

Our mission is to support every female survivor to lead a healthy and purposeful life.



Charitable Objectives

Bramber Bakehouse works for the public benefit, the relief and assistance of women who are victims of oppression, domestic abuse and/or any form of violence or discrimination in any part of the world by providing support, opportunities and/or internships with Bramber Bakehouse (or any other partnered bakery) to encourage the development and learning of new skills to enable integration back into the community and society as a whole.

The Trustees have had due regard to the Charity Commission guidance on public benefit when deciding which activities to undertake.

361 beneficiaries supported in 2024

(including survivors, referral partners and volunteers)

BAKING LESSONS Our baking lessons provide a therapeutic environment where women can learn together, build a community, and grow in confidence.	WELLBEING SUPPORT Trauma-informed wellbeing sessions are designed to equip women with the tools they need to improve their mental health and wellbeing.	LIFE SKILLS Person-centred support helps women create a pathway to independence, identifying strengths and goals whilst gaining skills for education, volunteering or paid employment.	LASTING COMMUNITY Women graduate and receive regular one-to-one support through a befriender or mentor, aiding access to safe, sustainable volunteering or paid employment.
--	---	--	---

 100%	 100%	 90%	 100%
of women felt accepted or that they belonged to a community	of women felt they had learned how to look after their mental wellbeing	of women completed the programme in 2024, compared to 72% in 2023	of graduates would recommend us to another female in need

18-63 age range with 45% participants aged 18-34	45% were from the UK	100% are based in Sussex
55% were asylum seekers or refugees	25% have experienced multiple disadvantage	100% are recovering from trauma



Sarah's Story

Sarah was encouraged to join Bramber Bakehouse through her family support worker. Sarah has lived through immense challenges, including many years of domestic abuse. Despite these negative experiences, she remains committed to creating a brighter future for herself and her children.

Bramber Bakehouse marked a pivotal moment in Sarah's journey – creating a safe space to experience belonging and empowerment whilst continuing to walk towards healing and restoration. The combination of baking, wellbeing support and forward planning played a vital role in Sarah's positive experience.

"I definitely had nerves and also some excitement," Sarah shared. "The environment and people were so warm and welcoming. It put all [my] nerves at bay."

Asked how taking part in the programme at Bramber Bakehouse made her feel, Sarah shared that she felt "like I was definitely a valued member of the team – everyone valued each other. There was space to just feel like you felt, whatever was going on. You were well supported by the other women and the Bramber Bakehouse team as well. We were all united as one, despite any differences."

Sarah reflected on how her confidence blossomed during the programme. "I've kept the sheet we did with messages from the other women and Bramber Bakehouse

staff in my bedroom as a reminder to believe in myself like others do – I look at it every day,” she said.

The wellbeing sessions, led by a skilled facilitator, enable women to reflect, process and learn about the tools needed to manage their mental health & wellbeing.

“For me, the course was somewhere where the learning about self care I have done before came together. All the pieces came together towards the end of the course. It was a lightbulb moment where I recognised the achievements I’d made over the last few years and on the course and felt euphoric.

It was so much more than baking.

Baking is something practical that helps with your mental health more than you can imagine and the wellbeing side really ties it all together.”

Sarah admitted that one of her biggest challenges is “believing in myself” but shares that she “found that belief in [herself] thanks to others finding that belief and sharing.”

We loved witnessing Sarah’s gentle way of encouraging and empowering other women. She is naturally kind and nurturing, and by sharing her thoughtful insights on her own recovery and wellbeing with others, this helped her see for herself how far she’d come.

Sarah has continued to benefit from Bramber Bakehouse’s ongoing support, recently attending a CV writing workshop, co-created with our friends at Wellcombe Group.

At the end of the session she said “I feel confident and ready”.

Asked about her hopes for the future, Sarah shares “If you have that belief, the future is so open with opportunity, whatever your goals are and whatever you want – when you have that confidence...it really came together for me.”

For women considering joining Bramber Bakehouse, Sarah had this to say:

“I think if I had read all the information, I wouldn’t believe it could happen to me, that it would be so magical – it was so much more than just baking.”

We applaud Sarah for her bravery and ability to keep stepping forwards, towards a brighter future for herself and her family. We look forward to seeing all Sarah will continue to nurture in herself and others in the coming months and years.



Achievements & Performance

This Annual Report covers the second year of our three-year plan, reflecting a period of successful growth, consolidation and sustainability.

Introducing Befriending & Mentoring

In response to graduate feedback, we continue to develop and implement befriending & mentoring services, led by Progression Programme Lead, Dionne Widgerey. These services focus on increasing social connection, supporting women as they move forward into volunteering, paid work or education.

[Find out more from Dionne here.](#)

Leaning into our Business Partnerships

We partnered with Wellcombe Group working together to co-create CV writing workshops for female graduates. These sessions provide invaluable career advice and opportunities for growth, held at their offices in Central Brighton.

Improving the Quality of Life for Women

We continue to evaluate the impact of our services, with a focus on health and wellbeing. 100% of women reported improved mental health as a result of the support and services we offer. This has led to an influx of referrals from GPs, social prescribers, and midwives.

In August 2024, Sian (name changed to protect her identity) was referred by a local midwife. At 28 weeks pregnant, living alone as an asylum seeker in a local hotel, we welcomed her with open arms.*

She met women within the local community and, once her baby arrived, we celebrated together.

Our quality of life data also reveals a statistically significant improvement in womens' overall wellbeing. The domains with the largest improvements were health, energy for everyday life, and satisfaction with self, suggesting our services have made a real, measurable difference in the lives of female survivors.

"I am more confident than I was before joining the group. My mental health is better than what it used to be. I have learnt new recipes. I can now bake cookies and pizza - the two most favourite foods in my family. I have met some wonderful women and made friends. I now believe more in myself."

Graduate, 2024

Outstanding Contribution to Rebuilding Lives

We were honoured to be shortlisted for an award by the Human Trafficking Foundation and Marsh Charitable Trust, in recognition of our Outstanding Contribution to Rebuilding Lives. The award ceremony took place at the House of Lords in October 2024.



The Great Bramber Bake Off

We held several Bake Off Competitions across Sussex, raising both vital funds and awareness. A big thank you to our business partners who championed this initiative and boosted their team spirit along the way.

New Board Members

We expanded our Board of Trustees welcoming several new members, each bringing their own valuable expertise in fundraising, lived experience, ED&I, behavioural insights, and frontline service delivery.



Key Learnings

We're committed to learning openly and sharing what we discover. By doing so, we strengthen collaboration, spark new ideas and grow collectively as a team, organisation and sector.

Social Prescribing Works - and We're Playing a Key Role

Our data shows a clear, positive impact on women's health and wellbeing, affirming that trauma-informed community services like ours are a vital part of the wider health ecosystem.

Acceptance and Trust are Central to Healing

Trauma is complex and we see this. We are proud to be an accepting, non-judgemental space – offering second, third and fourth chances. We're able to do this in part because of our funding model, which enables us to act with flexibility and compassion.

Data Matters, But So Do Stories

Thanks to our new monitoring & evaluation framework, we're able to continually improve and adapt our service delivery but numbers don't tell the whole story.

Our Stories from the Kitchen bring life to the numbers.

“[The best thing about Bramber Bakehouse is] the care and support they have shown us and not forgetting the motivation they have given us.”

Graduate, 2024

Looking After Our Team is Non-Negotiable

We know that trauma-informed care must include our team. Supporting staff and volunteers through reflective practice, 121 supervision and open communication is invaluable. When our team feels physiologically safe, supported and seen, they are better able to hold space for others. Good people practices are not a luxury – they’re essential.

Partnership is Power

We don’t need to do everything alone and we’re stronger when we work together. Working in partnership with businesses has opened doors to shared learning, resource-sharing and mutual development. Collaborations like our CV workshops with Wellcombe Group show that businesses have just as much to gain by aligning with social impact organisations. By co-creating opportunities, we build better outcomes for everyone involved.

Building Financial Resilience is Vital

As Bramber Bakehouse grows, our expansion must go hand in hand with a strong financial strategy. Growth brings opportunity – but it also brings risk. To safeguard our long-term impact, we’re focusing on strengthening our financial resilience by improving our planning, building our reserves and developing strategic fundraising systems.

Unrestricted, Long-Term Partnerships Are Imperative

We’ve seen how transformative unrestricted, multi-year funding can be. These flexible partnerships provide stability, enabling responsive and high-quality care for women across Sussex.



Structure, Governance & Management

Governance

Bramber Bakehouse is a company limited by guarantee, as defined by the Companies Act 2006, and is governed by its Memorandum and Articles of Association dated 12 February 2015.

The Trustees, who are also the directors for the purpose of company law, and who served during the year are set out in the reference and administrative information on page 31.

Recruitment & Appointment of New Trustees

Regular reviews are conducted to assess the skills and expertise of the current Trustees, identifying any areas for development to ensure we continue delivering life-changing services for female survivors. New Trustees are carefully selected through a formal recruitment process, with interviews conducted by the existing Board members to ensure alignment with the charity's needs and strategic goals.

Induction & Training of New Trustees

All new Trustees receive a comprehensive induction designed to equip them with the knowledge and tools needed to fulfil their governance responsibilities effectively. This induction includes an overview of Bramber Bakehouse's mission, vision and values; an introduction to our work with female survivors; safeguarding; and an outline of financial duties, with an emphasis on building financial resilience.

New Trustees are briefed by existing Board members and provided with the Bramber Bakehouse Trustee Welcome Pack – a document reviewed annually – which details their legal obligations and the specific governance structure of the charity. They are also referred to the Charity Commission's guidance, The Essential Trustee, to further support their understanding of their role.

Operational responsibility for day-to-day management is delegated to the CEO, ensuring a clear distinction between strategic oversight and operational delivery.





Organisational Structure & Decision Making

The Trustees oversee and approve all organisational policies and are guided by a three-year strategic plan spanning from 1 January 2023 to 31 December 2025. They meet quarterly to monitor progress, provide governance, and ensure alignment with the charity's objectives. In addition, two annual away days are held to review and refresh the strategy, reflect on impact and undertake any necessary training or development.

Policies

We hold a comprehensive suite of policies covering all key operational and governance areas, including Safeguarding Adults at Risk, Privacy (including GDPR), Health & Safety, Conflict of Interest, Complaints Handling and Equity, Diversity & Inclusion. These policies are regularly reviewed to ensure they remain up-to-date, legally compliant, and aligned with best practice.

All staff have access to the Staff Handbook, which includes clear summaries of each policy and guidance on their implementation. This handbook is also provided to all new Trustees as part of their induction, ensuring consistent understanding and accountability across the organisation.

Volunteers

The Trustees are deeply grateful for the invaluable contribution of our dedicated volunteers, whose commitment and generosity enable Bramber Bakehouse to deliver life-changing support to women across Sussex. In the 2024 accounting year, we were supported by 25 volunteers, who played vital roles across our core services, including the baking and wellbeing programme, as well as our befriending and mentoring support services.

To ensure the highest standards of safety and safeguarding, all staff and volunteers are required to complete an enhanced DBS check and provide two satisfactory references before engaging in any work with Bramber Bakehouse or the women we support. Alongside this, they also participate in a series of training sessions, led by our expert in-house services team.

Trustees' Responsibilities Statement

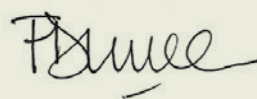
The Trustees, who are also the Directors of Bramber Bakehouse for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law 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, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 adequate 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 Companies Act 2006. 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' report was approved by the Board of Trustees on 17th July 2025, and signed on its behalf by:



Frances Duncan
Chair of Trustees
Bramber Bakehouse
4th August 2025



Chanel Naidoo
Trustee of
Bramber Bakehouse
4th August 2025



Financial Review

Bramber Bakehouse ended the year with a surplus of £23,257 (2023: deficit of £17,921), resulting in a year-end balance of £69,814 (2023: £67,771) in unrestricted funds and £50,607 (2023: £29,393) in restricted funds.

As we continue to diversify our income streams, Bramber Bakehouse currently remains supported by three key sources: grants from trusts and foundations, corporate partnerships, and regular contributions from our valued individual donors.

Our primary expenditure is dedicated to supporting female survivors across Sussex. This includes significant investment in staff, enabling us to operate as a trauma-informed organisation and meet growing demand through our baking and wellbeing programmes, alongside long-term support services such as befriending and mentoring.

Additional expenditure covers essential costs including accountancy, fundraising, and administration – core elements in building a resilient, sustainable charity positioned for continued growth and impact.

Risk Management

The Trustees continue to assess the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Reserves Policy

In line with our strategic objectives and commitment to financial resilience, the Trustees have reviewed and updated the Charity's reserves policy. The revised policy establishes a target range for free reserves equivalent to **three to six months of annual expenditure**.

This range is considered appropriate given the changing funding landscape. It provides flexibility to manage temporary shortfalls in income, ensures continuity of services and enables the Charity to respond effectively to unforeseen challenges.

As part of our long-term strategy to strengthen financial sustainability, we are actively growing and diversifying our income streams, and our unrestricted income. The Trustees are confident that this approach strikes a prudent balance between maintaining service delivery and building resilience before any further growth takes place to meet demand.

As of 31 December 2024, the Charity's unrestricted funds totalled **£69,814** (2023: £67,771), of which **£4,614** (2023: £5,928) was tied up in fixed assets. This leaves **free reserves of £65,200** (2023: £61,843), which represents **3.8 months of running costs**.

The Trustees remain committed to further strengthening the Charity's financial position. In 2025, efforts will continue to build unrestricted income through a range of fundraising activities, laying a stronger foundation for future growth.

Independent Examiner's Report

I report to the Trustees on my examination of the financial statements of Bramber Bakehouse (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the Trustees of the charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.



Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 386 of the Companies Act 2006.
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Michelle Westbury FCCA

Michelle Westbury FCCA

4th August 2025 04/08/2025

West & Berry Limited
Nile House
Nile Street
Brighton
BN1 1HW



“I feel the change from last year, I did not trust a person. I was afraid a lot and I did not have the courage to mix with people, until I came here. I learned many things like joy, optimism, self-confidence and love.”

Graduate, 2024

Accounts

Statement of financial activities including income and expenditure account

For the period ended 31 December 2024

		Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
Notes		£	£	£	£	£	£
Income from:							
Donations and legacies	3	97,394	132,908	230,302	78,598	147,247	225,845
Charitable activities	4	271	-	271	960	50	1,010
Total income		97,665	132,908	230,573	79,558	147,297	226,855
Expenditure on:							
Raising funds	5	47,072	-	47,072	70,546	-	70,546
Charitable activities	6	48,550	111,694	160,244	51,808	122,422	174,230
Total expenditure		95,622	111,694	207,316	122,354	122,422	244,776
Net income/(expenditure)		2,043	21,214	23,257	(42,796)	24,875	(17,921)
Transfers between funds		-	-	-	626	(626)	-
Net movement in funds		2,043	21,214	23,257	(42,170)	24,249	(17,921)
Fund balances at 1 January 2024		67,771	29,393	97,164	109,941	5,144	115,085
Fund balances at 31 December 2024		69,814	50,607	120,421	67,771	29,393	97,164

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

Statement of financial position

As at 31 December 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		4,614		5,928
Current assets					
Debtors	12	900		9,550	
Cash at bank and in hand		121,137		86,713	
		122,037		96,263	
Creditors: amounts falling due within one year	13	(6,230)		(5,027)	
Net current assets			115,807		91,236
Total assets less current liabilities			120,421		97,164
The funds of the Charity					
Restricted income funds	15		50,607		29,393
Unrestricted funds	16		69,814		67,771
			120,421		97,164

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 4th August 2025.



Chanel Naidoo

Trustee

Company Registration No. 09437477 (England and Wales)

Notes to the financial statements

For the period ended 31 December 2024

1 Accounting policies

Company information

Bramber Bakehouse is a private company limited by guarantee incorporated in England and Wales. The registered office is C/o West & Berry, Nile House, Nile Street, Brighton, BN1 1HW.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, 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 charity has taken advantage of the provisions in the SORP for charities not to prepare a statement of cash flows.

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. 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.

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.

Donated goods are measured at fair value, with an equivalent amount recognised as charitable expenditure.

The charity relies significantly upon volunteers. However in line with the Charities SORP, volunteer contributions have not been included as income.

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 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	20% straight line
-----------	-------------------

Tangible fixed asset purchases above £500 are capitalised.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 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.

1.9 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.

Notes to the financial statements (continued)

For the period ended 31 December 2024

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.

1.10 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.

1.11 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 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Donations and gifts	14,288	4,717	19,005	16,259	-	16,259
Grants	83,106	128,191	211,297	62,339	147,247	209,586
	97,394	132,908	230,302	78,598	147,247	225,845
Donations and gifts						
Donations	11,650	4,717	16,367	13,704	-	13,704
Gift aid	2,638	-	2,638	2,555	-	2,555
	14,288	4,717	19,005	16,259	-	16,259

4 Income from charitable activities

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Baking and wellbeing						
Sale of goods	271	-	271	960	50	1,010

5 Expenditure on raising funds

	Unrestricted funds 2024	Unrestricted funds 2023
	£	£
Fundraising and publicity		
Fundraising platform fees	1,890	1,227
Fundraising agents	3,059	19,413
Advertising	1,311	7,926
Subcontracted staff	28,860	21,180
Staff costs	11,952	20,800
	47,072	70,546

Notes to the financial statements (continued)

For the period ended 31 December 2024

6 Expenditure on charitable activities		
	2024	2023
	£	£
Direct costs		
Staff costs	100,196	100,874
Depreciation and impairment	2,238	2,146
Workshops	13,883	6,708
Travel	3,666	8,907
Communication and marketing	755	1,240
Postage, freight and courier	566	1,460
Staff training and reflective practice	1,198	2,115
Office equipment and storage	2,895	3,224
Interest payable	19	-
Premises rent	18,148	21,147
Other staff costs	786	1,709
	144,350	149,530
Share of support and governance costs (see note 7)		
Support	9,311	12,566
Governance	6,583	12,134
	160,244	174,230
Analysis by fund		
Unrestricted funds	48,550	51,808
Restricted funds	111,694	122,422
	160,244	174,230

7 Support costs allocated to activities		
	2024	2023
	£	£
Subscriptions and professional fees	1,930	2,220
Sundry expenses	764	1,043
Technical support	2,752	2,899
Insurance	771	645
Recruitment	3,094	5,759
Governance costs	6,583	12,134
	15,894	24,700
Analysed between:		
Charitable activities	15,894	24,700
Governance costs comprise		
Accountancy	3,133	2,580
Legal and professional	1,751	7,923
Bank fees	70	80
DBS checks	309	243
Payroll fees	1,320	1,308
	6,583	12,134

Included within accountancy fees are fees payable to the Independent Examiner for accountancy and independent examination of £2,500 + VAT (2023: £1,700 + VAT).



8 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees The average monthly number of employees during the period was:		
	2024	2023
	4	4
Employment costs		
	£	£
Wages and salaries	104,186	113,972
Social security costs	4,836	4,284
Other pension costs	3,126	3,418
	112,148	121,674

The remuneration of key management personnel was £40,531 (2023: £44,297). There were no employees whose annual remuneration was more than £60,000.

10 Taxation

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

11 Tangible fixed assets	
	Computers
	£
Cost	
At 1 January 2024	10,730
Additions	924
At 31 December 2024	11,654
Depreciation and impairment	
At 1 January 2024	4,802
Depreciation charged in the year	2,238
At 31 December 2024	7,040
Carrying amount	
At 31 December 2024	4,614
At 31 December 2023	5,928

12 Debtors		
	2024	2023
	£	£
Amounts falling due within one year:		
Other debtors	900	9,550

Notes to the financial statements (continued)

For the period ended 31 December 2024

13 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	-	2,834
Trade creditors	3,230	163
Accruals and deferred income	3,000	2,040
	6,230	5,027

14 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	3,126	3,418

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.

15 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 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Programme costs	29,393	132,908	(111,694)	-	50,607
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
Programme costs	4,790	146,297	(121,694)	-	29,393
Equipment	354	1,000	(728)	(626)	-
	5,144	147,297	(122,422)	(626)	29,393

The Programme costs fund represents monies given towards staff and other running costs of workshops.

16 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 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
Reserve Fund	55,000	-	-	(55,000)	-
Property Fund	30,000	-	-	(30,000)	-
General funds	(17,229)	97,665	(95,622)	85,000	69,814
	67,771	97,665	(95,622)	-	69,814
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
Reserve Fund	55,000	-	-	-	55,000
Property Fund	30,000	-	-	-	30,000
General funds	24,941	79,558	(122,354)	626	(17,229)
	109,941	79,558	(122,354)	626	67,771

In the year ended 31 December 2024, designated funds were transferred across to build the charity's undesignated reserves.

17 Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Tangible assets	4,614	-	4,614	5,928	-	5,928
Current assets/(liabilities)	65,200	50,607	115,807	61,843	29,393	91,236
	69,814	50,607	120,421	67,771	29,393	97,164

18 Operating lease commitments

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:

	2024	2023
	£	£
Within one year	7,765	11,448

During the year the charity recognised lease payments as an expense totalling £13,989 (2023; £14,345).

19 Related party transactions

There were no disclosable related party transactions during the year (2023 – none).

Our Partners

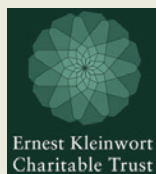
Bramber Bakehouse is generously supported by Trusts and Foundations, Corporate Partners and Individual Donors. Without them, we could not continue to impact the lives of female survivors across Sussex.

We are especially grateful for those who commit to long-term partnerships, providing multi-year funding and, where possible, offering unrestricted income. This kind of support is invaluable – it enables us to plan for the future, respond flexibly to emerging needs and cover the

full range of costs involved in running a safe, trauma-informed and sustainable charity.

As we continue to grow and diversify our income streams, we remain focused on achieving our charitable goals, strengthening financial resilience and expanding our reach.

To the public, businesses, and all those who have backed us in 2024 – thank you. Your support is not only appreciated, it is transformative, helping women work towards a brighter future.



THE ANTI-SLAVERY COLLECTIVE



Join our community, support our journey and hear from the women we serve by signing up to our newsletter, Facebook and Instagram. We would love to hear from you!

@bramberbakehouse

bramberbakehouse

funding@bramberbakehouse.co.uk

bramberbakehouse.co.uk

References & Administrative Information

Registered name: Bramber Bakehouse

Charity registration number: 1172837

Company registration number: 09437477

Corporate status:

The Company is limited by guarantee

Registered office:

West & Berry, Nile House, Nile St,
Brighton and Hove, Brighton BN1 1HW

Principal address:

PO BOX 3197, Eastbourne,
East Sussex, BN21 3NW

Telephone: 0333 344 7532

Website: www.bramberbakehouse.co.uk

Current Trustees:

Frances Duncan (Chair, appointed 19th July 2022)

Nils De Freese (Trustee, appointed 19th July 2022)

Caitlyn McCarthy (Trustee, appointed 27th June 2023)

Chanel Naidoo (Trustee, appointed 9th July 2024)

Neha Patel Hampton (Trustee, resigned 19th July 2024)

Sophia Copeman (Trustee, appointed 21st August 2024)

Priya Radia (Trustee, appointed 21st August 2024)

Gabrielle Field (Trustee, appointed 21st August 2024)

Kelly Davies (Trustee, appointed 21st August 2024)

Hollin Preston (Trustee, resigned 1st December 2024)

Catherine Cullen (Trustee, appointed 5th December 2024)


Morgan Griffiths (Trustee, appointed 5th December 2024)

Independent Examiner:

Michelle Westbury FCCA, West & Berry Limited, Nile House,
Nile Street, Brighton, BN1 1HW

Bankers:

HSBC, 94 Terminus Road, Eastbourne,
East Sussex, BN21 3ND



bramberbakehouse.co.uk

Bramber BAKEHOUSE

hello@bramberbakehouse.co.uk

Follow us on Instagram
@bramberbakehouse



Charity Number: 1172837

Tamper Verification

To check if this file has been modified after being signed, please go to:

<https://www.encyro.com/my/esign/verify>

Upload the file. The result will indicate if the file contents have been tampered with.

Signed By

Signer: Michelle Westbury (michelle@westandberry.co.uk)

Identity Check: Login with account

Signature Type: Typed

Time Zone: UTC+01:00, Europe/London (British Summer Time)

Event Log

Aug 4, 2025, 9:14:38 AM - Email notification sent to Michelle Westbury (michelle@westandberry.co.uk).

Aug 4, 2025, 9:14:38 AM - Email notification delivered to Michelle Westbury (michelle@westandberry.co.uk).

Aug 4, 2025, 9:29:22 AM - Michelle Westbury (michelle@westandberry.co.uk) viewed the document(s), from 86.130.108.253.

Aug 4, 2025, 9:29:22 AM - Michelle Westbury (michelle@westandberry.co.uk) opened the email notification (estimated), from 86.130.108.253.

Aug 4, 2025, 9:31:05 AM - Michelle Westbury (michelle@westandberry.co.uk) electronically signed or completed the document(s), from 86.130.108.253.

END OF LOG