

RECOVERY COLLEGE COLLECTIVE LTD
(A company limited by guarantee)

REPORT AND FINANCIAL STATEMENTS
For the year ended 31 March 2025

Charity Number 1174907
Company Number 10573524

RECOVERY COLLEGE COLLECTIVE LTD

(A company limited by guarantee)

ANNUAL REPORT AND FINANCIAL STATEMENTS

For the year ended 31 March 2025

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RECOVERY COLLEGE COLLECTIVE LTD TRUSTEES ANNUAL REPORT

For the year ended 31 March 2025

The trustees are pleased to present their annual Directors' report together with financial statements of the charity for the year ending 31 March 2025 which are also prepared to meet the requirements for a Directors' report and accounts for Companies Act purposes.

These financial statements comply with the Charities Act 2011, the Companies Act 2006, The Recovery College Collective's Memorandum and Articles of Association; and the document 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable to the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)'.

1. Objectives and Activities

The Objects of the Charity are to promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental health disorders or conditions of emotional or mental distress requiring advice or treatment in Northumberland and Tyne and Wear by provision of peer led education and support services in collaboration with mental health service providers.

ReCoCo works in collaboration with mental health service providers and other organisations that share our aims, in an 'open source' and non-proprietary way, to provide a safe space where people can learn from each other and form connections and friendships which aid and sustain their recovery. Since our inception, ReCoCo has brought the voluntary sector and the NHS together in a new and effective way of working in order:

- To provide a peer led, peer delivered education and support service where people can learn from each other's insights, skills and lived experience.
- To nurture a community of troupers and troopers, strivers and survivors, all moving towards a sense of belonging and acceptance for whom, what and how they are.
- To enable connection, positive relationship building, mutual support and friendship.
- To provide opportunities that allow students to aspire to be their best selves, identifying and recognising their innate strengths and talents and their ability to help others.
- To promote recovery through peer led education and activity.
- To provide a focal point, locally, regionally and nationally for peer leadership, peer support and recovery orientated practice.
- To be directed by people who use (or have used) mental health services/experienced mental distress.
- To enable collaboration between mental health service providers and organisations that supports these aims.

We are an organisation run and led by people with lived experience of mental distress and knowledge of what it is like to be on the receiving end. Our mission is to capture, convey and catalyse the lived experience; to reflect mental health service users in all our misery and glory. Not merely to ensure that we are heard, but that we are respected and able to shape our own futures and services. ReCoCo is run by the whole time equivalent of 14 staff and over 25 volunteers, plus therapeutic enablers. ReCoCo values the unique contribution of volunteers

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For the year ended 31 March 2025

and the added value they bring. It is our intention that all volunteers are supported, respected, and valued. ReCoCo has policies and procedures in place to ensure best practice is applied in volunteering. Many hours of volunteer input are delivered every week of the academic year, including co-facilitation of courses, operating reception, and a wide range of other tasks and activities. Volunteering is an incredibly significant resource upon which the successful day to day running of ReCoCo depends, and we would like to use this report to pay tribute to all those who have contributed so much. It also offers a major route for our beneficiaries to develop skills and experience, from which a considerable proportion go on to enter paid work, either with ourselves, or with partner organisations.

ReCoCo recognises the crossover between mental health, and a wide range of factors including: family life, drugs and alcohol, learning disability and autism, social isolation and exclusion and poverty, and we try to make our approach (including access to rooms and resources) as welcoming and widely available as possible. There is a strong link between the recovery process and social inclusion. We support people to regain their place in the communities where they live through volunteering and employment opportunities. We seek to facilitate entries to paid work for our users and support those organisations in embedding our users into their workforce. ReCoCo is serious about impact and shared learning. We share our resources, offer training to VCS, public and private sector colleagues, and we continue to partner with Northumbria University to more rigorously examine the impact of our work.

2. Achievements and Performance

We are delighted to again that thanks to the dedicated efforts of its staff team, sessional workers, volunteers, and Trustees, ReCoCo has had another year of successful achievements. We continue in-person delivery not only of our renowned groups and courses, but have also developed and commenced new ones, and established new partnerships with like-minded organisations in order to maximise our beneficial impact for the people we serve. We expanded our hyper-local provision in two of the most deprived areas in our footprint, bringing elements of ReCoCo closer to where people live, and this is an area in which we hope to expand further: we know that the large number of people who come to our central premises flourish and thrive with the community we've built, but we also know that coming to our premises can be a challenge for some people, and so we will come to them. We also moved forward in terms of strategic significance, both local and regionally as the architects and designers of the transforming mental health and wider health and social care systems tapped in to our expertise and experience. In the reporting period, we are proud to say that we have broadened our offer with more work with local universities, building on the Mad Studies and Research modules with Northumbria, being a key partner in several initiatives with Newcastle University and we are a major pillar for Durham University's Institute for Medical Humanities platform.

We have more people than ever before on our books, and a larger and broader range of activities than ever before. Our flexible approach has allowed us to be responsive to our students' needs, those of our partners and allies, but we still faced considerable challenges. Covering the running and maintenance costs of Carlisle Square is always a demanding ask, since funders remain reluctant to cover core costs. Indeed the year under report saw high maintenance costs, and early indications are that these will rise, quite possibly considerably

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in future years. This is obviously of high concern and is something we are not merely monitoring but actively mitigating against.

3. Plans for Future Periods

The world at large has seen several seismic events since the period being reported upon, and they contribute to a climate of uncertainty and insecurity. If pandemics, oil crises, and cost of living pressures have taught us anything, it is to expect the unexpected. Geopolitical turmoil, and a new variety of Government in the UK which, at the time of writing, has yet to truly lay out its intentions (especially with health and social care) mean that we cannot predict the future with any high degree of certainty. There is an NHS 10 year plan, but while we know its general intended direction of travel, there is nothing by way of detail, no guidance on implementation or operationalisation of the big aims. We intend to build on our hyper-local offer, to continue our full range of groups, courses and activities, to collaborate even more with like-minded and canny people and organisations, and to meet the needs of our students and their communities in these uncertain and unsettling times. It is possible that the frameworks within which we operate are altered or changed as statutory bodies get reconfigured or “transformed”, but our purpose and direction will remain steadfast: use the power of connection, of peer support, of people using their hard-earned lived experience to good effect, pulling people through from isolation and despair to belonging and purpose.

4. Reference and administrative details of the charity, its trustees and advisors

Charity Name	Recovery College Collective Ltd
Registered Company number	10573524
Registered Charity number	1174907
Operational address	No.1 Carlol Square Newcastle upon Tyne NE1 6UF
Trustees	Alan Ramsay, Chair Julia Harrison Mish Loraine Mick Hill Caroline Claisse Debbie Ash Caris Vardy
Joint Service Directors	Angela Glascott Alisdair Cameron
Independent Examiner	Lilian Hetherington Connected Voice Business Services One Strawberry Lane Newcastle upon Tyne NE1 4BX

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Bankers

Lloyds Bank Plc
25 Gresham Street
London EC2V 7HN

5. Structure, Governance and Management

Governing documents

Recovery College Collective Ltd is a charity and a company limited by guarantee defined by the Companies Act 2006. It was incorporated as a company on 19 January 2017 and registered as a charity on 2 October 2017.

Recovery College Collective Ltd operates under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up Members are required to contribute an amount not exceeding £1.

Appointment of Trustees

Trustees are recruited to reflect the skills and expertise we need on the Board. Usually this is initially by direct approach by the Chair or senior staff. Trustee selection also needs to incorporate the requirement that in our Constitution that 50% of our Trustees should be people with lived experience of mental health problems, either as a service user, or as a carer of a person with mental health problems. A proposal for a new Trustee is made to existing Trustees and if approved the new person is sent relevant information from the organisation, and from the Charity Commission, and asked to complete a formal declaration of eligibility.

Trustees' induction and training

Trustees are given initial information about their role including a written role description. Initial meetings with the Chair are arranged, and there is also an invitation to attend a Board meeting as an observer before making a formal commitment to becoming a Trustee. All potential Trustees are invited to come and visit ReCoCo and spend time meeting staff and students before signing a formal declaration of eligibility. Relevant guidance updates from the Charity Commission are circulated (e.g. the recent Welcome Pack for new Trustees), as are local and national updates around such issues as safeguarding. Training opportunities offered by the local CVS infrastructure body, local councils, national agencies and law firms are circulated to trustees.

Staff, Governance and Management

In 2024/25 we said goodbye with a heavy heart to two members of staff, Wendy Ritchie and Diane Sandford, who have served us well and loyally for many years and to a newer member of staff, Julie McAulay, who moved on to pursue other opportunities. We wish all three the very best in their new ventures.

We were also pleased to appoint Christine Tabb to our cleaning team in March 2025.

Organisation

The Recovery College Collective is an independent peer led charity

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We operate an innovative organisational model that emphasises peer leadership and collaboration between charitable and statutory sectors.

Currently, ReCoCo is mainly funded via contracts with what was Newcastle Gateshead CCG and is now the place-based elements of the North East and North Cumbria Integrated Care Board (ICB) to deliver commissioned services that focus on peer led education, community development, research, service user voice, and activities that foster connection for people with mental health problems and related difficulties. Seven of ReCoCo's seventeen staff are employed via sub-contracts with Northumberland Tyne and Wear NHS Foundation Trust and Everyturn, and ten of these are directly employed by the charity. In addition, there are a number of sessional staff who are not employees, including Therapeutic Enablers, a model that enables individuals to develop confidence in paid work, often after many years away from the jobs market. There is a wider informal collective of over 30 other charities, community groups and public sector bodies who work with ReCoCo on a collaborative basis.

Risk management

The Trustees conduct an annual review of the major risks to which the charity is exposed and systems have been established to mitigate those risks including the implementation of procedures for authorisation of all transactions and projects and for ensuring the consistent quality of the delivery of all operational aspects of the charitable company. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

6. Financial Review

In 2024/25 ReCoCo was primarily funded by the aforementioned ICB contracts with additional income from donations, awards and providing training. The total income for the period was £845,388 (2024: £704,919). This income is allocated across respective funds on the Statement of Financial Activities in accordance with the Statement of Recommended Practice.

The Statement of Financial Activities for the period ended 31 March 2025 shows a surplus across all funds of £32,953 (2024: deficit £24,268).

The Balance Sheet at 31 March 2025 shows total funds carried forward of £290,709 (2024: £257,756) of which there are £nil restricted funds, (2024: £nil).

Reserves policy

ReCoCo has retained a level of free reserves currently £290,709 (2024: £257,756) to meet the working capital requirements of the charity in the event of a significant drop in funding. It has established a policy whereby the unrestricted funds not invested in fixed assets held by the charity should eventually amount to between 3 and 6 months of annual expenditure.

Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis. The Trustees have reviewed and considered relevant information, including the annual budget and future cash flows in making their assessment. Based on these assessments, and the current resources available, the Trustees have concluded that they can continue to adopt the going concern basis in preparing the annual report and accounts.

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For the year ended 31 March 2025

7. Public Benefit Statement

The Trustees have referred to the Charity Commission's guidance on public benefit when reviewing the charity's objectives and planning its future activities. The trustees have also reviewed the charitable purposes of the Recovery College Collective, and the external environment, to make sure the Charity is still relevant and needed. This annual report will aim to demonstrate the link between our charitable activity and how this benefits our service users.

8. Statement of Trustee Responsibilities

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable group for that period. In preparing the 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that 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 Companies Act 2006. They are also responsible for safeguarding the assets of the charity and the group and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Approved by the Trustees on 17 November 2025 and signed on their behalf by:

Alan Ramsay
Chair

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INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

For the year ended 31 March 2025

I report on the financial statements of Recovery College Collective Ltd for the year ended 31 March 2025, which are set out on pages 8 to 19.

Respective responsibilities of trustees and examiner

The charity's trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2022 ("the Charities Act") and that an independent examination is needed.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a Fellow of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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

Lilian Hetherington FCA
Fellow of the Institute of Chartered Accountants in England and Wales
Connected Voice Business Services Ltd
One Strawberry Lane
Newcastle upon Tyne
NE1 4BX

Date: 20 November 2025

RECOVERY COLLEGE COLLECTIVE LTD

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STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING SUMMARY INCOME & EXPENDITURE ACCOUNT)

For the year ended 31 March 2025

		Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
<hr/>					
<u>Income from:</u>					
Donations and legacies	5	4,324	-	4,324	715
Charitable activities					
Grants and contracts	6	677,171	-	677,171	611,508
Other trading activities	7	162,673	-	162,673	92,236
Investments	8	1,220	-	1,220	460
Total income		845,388	-	845,388	704,919
<hr/>					
<u>Expenditure on:</u>					
Charitable activities					
Operation of the charity	9	812,435	-	812,435	729,187
Total expenditure		812,435	-	812,435	729,187
<hr/>					
Net income/(expenditure) and net movement of funds		32,953	-	32,953	(24,268)
<hr/>					
<u>Reconciliation of funds</u>					
Total funds brought forward		257,756	-	257,756	282,024
Total funds carried forward		290,709	-	290,709	257,756
<hr/>					

The Statement of Financial Activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities

The notes on pages 11 to 19 form an integral part of these financial statements.

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Charity Number 1174907

Company Number 10573524

BALANCE SHEET

As at 31 March 2025

	Notes	£	Total 2025 £	£	Total 2024 £
<u>Current assets</u>					
Debtors	15	81,150		66,835	
Cash at bank and in hand	16	284,148		254,158	
<i>Total current assets</i>		365,298		320,993	
Creditors: amounts falling due within one year	17	(74,589)		(63,237)	
<i>Net current assets</i>			290,709		257,756
<i>Total assets less current liabilities</i>			290,709		257,756
<i>Total net assets or liabilities</i>			290,709		257,756
<u>Funds of the charity</u>					
Unrestricted income funds			290,709		257,756
Restricted income funds			-		-
<i>Total funds</i>			290,709		257,756

The company was entitled to an exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The notes on pages 11 to 19 form an integral part of these financial statements.

These financial statements were approved by the Board
on: 17 November 2025

and are signed on its behalf by:

Alan Ramsay
Co-chair

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Charity Number 1174907

Company Number 10573524

STATEMENT OF CASH FLOWS

For the year ended 31 March 2025

	2025	2024
	£	£
<u>Cash flows from operating activities</u>		
Net movement in funds	32,953	(24,268)
Deduct interest income shown in investing activities	(1,220)	(460)
Decrease (increase) in debtors	(14,315)	122,011
Increase in creditors	11,352	3,886
<i>Net cash from operating activities</i>	<u>28,770</u>	<u>101,169</u>
<u>Cash flow from investing activities</u>		
Interest received	1,220	460
<i>Net cash used in investing activities</i>	<u>1,220</u>	<u>460</u>
 Increase in cash and cash equivalents	 29,990	 101,629
Cash and cash equivalents at start of year	254,158	152,529
Cash and cash equivalents at end of year	<u>284,148</u>	<u>254,158</u>

The notes on pages 11 to 19 form an integral part of these financial statements.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

1 Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

2 Basis of accounting

2.1 Basis of preparation

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) – Charities SORP (FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2022.

Recovery College Collective Ltd meets the definition of a public benefit entity under FRS 102.

2.2 Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis. In making their assessment the trustees have reviewed and considered relevant information, including their annual budget and future cash flows. The trustees are of the view that the immediate future of the charity for the next 12 months is secure and that on this basis the charity is a going concern.

3.1 Recognition of income

Income is recognised when the charity has entitlement to the resources, any performance conditions attached to the item(s) of income have been met, it is more likely than not that the resources will be received and the monetary value can be measured with sufficient reliability

3.2 Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by FRS102 SORP or FRS102.

3.3 Grants and donations

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of the provision of a specified service is deferred until the criteria of income recognition are met.

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For the year ended 31 March 2025

3.4 Donated goods and services

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided that the value of the gift can be measured reliably. Donated services and facilities that are consumed immediately are recognised as income with the equivalent amount recognised as an expense under the appropriate heading in the SoFA.

3.5 Volunteer help

The value of volunteer help received is not included in the accounts but is described in the trustees' annual report.

3.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

3.7 Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

4 Expenditure and liabilities

4.1 Liability recognition

Liabilities are recognised when it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

4.2 Charitable activities

Expenditure on charitable activities includes the costs of delivering a mental health support service and other activities undertaken to further the purposes of the charity and their associated support costs.

4.3 Governance and support costs

Support costs have been allocated between governance cost and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

4.4 Irrecoverable VAT

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

4.5 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

4.6 Provisions for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

Analysis of income

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
5 Donations and legacies				
Donations and gifts	4,324	-	4,324	715
	<u>4,324</u>	<u>-</u>	<u>4,324</u>	<u>715</u>
6 Charitable activities				
<u>Income from grants and contracts</u>				
NHS Newcastle and Gateshead				
CCG	582,129	-	582,129	565,658
South Tyneside Contract	35,000	-	35,000	35,000
Fundraising	-	-	-	10,850
CNTW Research	10,900	-	10,900	-
Durham University	18,242	-	18,242	-
Newcastle City Council	30,900	-	30,900	-
	<u>677,171</u>	<u>-</u>	<u>677,171</u>	<u>611,508</u>
7 Other trading activities				
Income generation	89,279	-	89,279	92,236
Building contribution	73,394	-	73,394	-
	<u>162,673</u>	<u>-</u>	<u>162,673</u>	<u>92,236</u>
8 Income from investments				
Bank interest	1,220	-	1,220	460
	<u>1,220</u>	<u>-</u>	<u>1,220</u>	<u>460</u>

Income was £845,388 (2024: £704,919) of which £845,388 was unrestricted or designated (2024: £704,919) and £0 was restricted (2024: £0)

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

Analysis of expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
9 Charitable activities				
<u>Direct costs</u>				
Staff costs	604,053	-	604,053	505,975
Other staff costs	4,945	-	4,945	8,544
Meetings and refreshments	1,859	-	1,859	3,042
Direct activity costs	21,153	-	21,153	6,695
Course costs	31,356	-	31,356	51,343
<u>Support costs</u>				
Bank charges	183	-	183	33
Office rent and rates	4,820	-	4,820	5,408
Insurance	3,497	-	3,497	3,308
Utilities	56,625	-	56,625	48,605
Office costs	22,405	-	22,405	61,768
Repairs, maintenance and renewals	54,896	-	54,896	22,950
Legal fees and professional fees	5,155	-	5,155	10,100
<u>Governance costs</u>				
Independent examiner's fees for reporting on the accounts	1,488	-	1,488	1,416
	<u>812,435</u>	<u>-</u>	<u>812,435</u>	<u>729,187</u>

Expenditure on charitable activities was £812,435 (2024: £729,187) of which £812,435 was unrestricted or designated (2024: £729,187) and £0 was restricted (2024: £0)

10 Fees for examination of the accounts

	2025	2024
	£	£
Independent examiner's fees for reporting on the accounts	1,488	1,416
	<u>1,488</u>	<u>1,416</u>

There were no other fees paid to the examiner (2024: £nil)

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

11 Analysis of staff costs and the cost of key management personnel

ReCoCo is run by 17 staff (2024: 17 staff), (equivalent to 8 WTE) plus sessional workers (equivalent to 1.6 WTE) and 12 Therapeutic Enablers (2024: 12 Therapeutic Enablers). 1 member of staff is employed by Mental Health Concern (2024: 1), 7 members of staff are employed by Cumbria, Northumberland, Tyne and Wear NHS Foundation Trust and 10 members of staff are directly employed by the charity.

The details of the 10 staff directly employed by the charity are as follows (2024: 10):	2025	2024
	£	£
Salaries and wages	211,166	170,009
Social security costs	18,803	9,117
Pension costs (defined contribution pension plan)	7,434	4,391
	237,403	183,517

No employees received remuneration above £60,000 (2024: nil).

The key management personnel of the charity, comprise the trustees and two directors. The total benefits of the key management personnel of the charity were £109,819. (2024: £97,810).

The charity has also benefitted from, but not recognised in its accounts, the contribution of services made by unpaid volunteers.

12 Transactions with trustees

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity.

Trustees' expenses

No trustee expenses have been incurred in the year.

Transaction(s) with related parties

There have been no related party transactions in the reporting period.

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

12 Transaction(s) with related parties (continued)

Name of the trustee or related party	Relationship to charity	Description of the transaction	2025 £
Alan Ramsey	Trustee	Payment to Alan Ramsey's company Roots and Wings for design services.	5,160

The trustees have made reference to the charity's conflict of interest policy to prevent a conflict of interest from affecting the relevant decision making processes. The legal authority is the charitable company's articles.

13 Defined contribution pension scheme

The employer's pension costs represent contributions payable by the charity to the fund and amount to £7,434 (2024: £4,391). There was £1,243 outstanding as at 31 March 2025 (2024: £1,260)

14 Corporation Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objectives.

15 Debtors and prepayments (receivable within 1 year)

	2025 £	2024 £
Debtors	81,150	66,835
	<u>81,150</u>	<u>66,835</u>

16 Cash at bank and in hand

	2025 £	2024 £
Cash at bank and in hand	284,148	254,158
	<u>284,148</u>	<u>254,158</u>

17 Creditors and accruals (payable within 1 year)

	2025 £	2024 £
Trade creditors	66,626	55,844
Tax and social security	5,232	4,717
Accruals		
Independent examination of accounts	1,488	1,416
Pension	1,243	1,260
	<u>74,589</u>	<u>63,237</u>

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

18 Events after the end of the reporting period

No events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

19 Analysis of charitable funds

Analysis of movements in unrestricted funds

For the year ended 31 March 2025

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	197,756	-	-	-	197,756
Designated funds					
Designated reserves fund	60,000	-	-	-	60,000
Totals	257,756	845,388	(812,435)	-	290,709

For the year ended 31 March 2024

	Fund balances brought forward £	Incoming resources £	Resources expended £	Transfers £	Fund balances carried forward £
Unrestricted funds					
General unrestricted fund	222,024	704,919	(729,187)	-	197,756
Designated funds					
Designated reserves fund	60,000	-	-	-	60,000
Totals	282,024	704,919	(729,187)	-	257,756

Purpose of unrestricted funds

General unrestricted fund	The 'free reserves' after allowing for designated funds.
Designated funds	
Designated reserves fund	To cover 2 months running costs.

20 Capital commitments

As at 31 March 2025, the charity had no capital commitments (2024 - £nil)

RECOVERY COLLEGE COLLECTIVE LTD

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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 March 2025

21 Analysis of net assets between funds

As at 31 March 2025	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Cash at bank and in hand	284,148	-	284,148	254,158
Other net current assets/ (liabilities)	6,561	-	6,561	3,598
	<u>290,709</u>	<u>-</u>	<u>290,709</u>	<u>257,756</u>

22 Guarantee

There have been no guarantees given by the charity at 31 March 2025.

23 Debt

There is no debt outstanding which is owed by the charity and which is secured by an excess charge on any of the assets of the charity at 31 March 2025.

24 Governing document

The organisation is a Charitable Incorporated Organisation - Foundation registered on 16 December 2016 as a body corporate under part 11 of the Charities Act 2011.