

Charity registration number 1178433 (England and Wales)

FIRST UK
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

FIRST UK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

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Mr T P Osborne
Ms A Gould
Prof S Peyton-Jones

Charity registration

England and Wales

1178433

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FIRST UK

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Message from the Chair

As a computer scientist by education, engineer by trade, with school-aged children - I am passionate about promoting the opportunities quality STEM education and enrichment provide. Working in the tech industry, I have witnessed the challenges of building a talent pipeline, but also the great opportunities for prosperity and innovation which evolve from a well-founded team.

I was delighted to be invited by the FIRST UK Board to take over as Chair of Trustees from Vikrant Bhargava who founded and generously seed-funded the organisation in 2018. I took the helm at a point where the Charity has recovered from Covid-19 disruption and is getting stronger each year, now looking to expand and grow. Investment by key donors such as XTX Markets, Arm, Bloomberg, RTX, Gene Haas Foundation, Smiths Group Foundation, Qualcomm, Intuitive, Garfield Weston Foundation and others - saw income grow more than 50% in year to just under £1m. At the same time, expenditure rose only 9%, ensuring cost per young person continues to represent good value for money.

Participation in the Charity's core programme is at its highest level since inception, increasing 38% in 2024-25 to 214 teams participating in *FIRST* Tech Challenge (up from 155) across all four nations of the UK. This is further reinforced by a retention rate which continues to improve (89%). In 2024 our volunteering base swelled 69% to over 600 active industry role models mentoring young people and delivering events.

These upward trends are encouraging and demonstrate the potential of the FIRST UK education model to grow. My vision for the charity is to scale participation across the UK, reaching more young people from a range of communities, raising aspirations and growing a tech-savvy talent pipeline.

The board is focussed on positioning the organisation for growth, embedding a culture of continuous improvement, and developing a scalable, cost-effective operating model, delivered in accordance with a five year strategic plan. With the solid foundations now firmly in place, this important work will propel us forward into a new era of growth, sustainability and impact.



Amelia Gould
Chair of Trustees
31 Dec 2025

1. Objectives & Activities

The charity's objective is *"for the public benefit to advance the education of school aged children in STEM (Science Technology Engineering Mathematics) subjects amongst schools through the provision of structured preparation and learning for robotics competitions."*



**FIRST
TECH
CHALLENGE**
UK & IRELAND

On average there are **10** unfilled STEM vacancies per business in the UK

Just **24%** of the STEM workforce are women

63% of young people feel they do not have the right abilities to enter the STEM sector

#MoreThanRobotsUK

Who we are

FIRST UK is an EdTech charity working with **less advantaged, less represented 12 to 18-year-olds** to improve access to STEM enrichment, education, and career opportunities.

Our primary intervention is an **industry-linked, mentor-supported robotics programme** which last year impacted over 2,500 young people, 44% were girls, 37% ethnically diverse, with 20% having neurodiversity or SEND.

1.0.1 Our Mission

To make STEM less intimidating, more diverse and inclusive, empowering young people to make informed choices about their future.

1.0.2 Our Vision

A world where young people are empowered to explore, challenge and grow into innovators who will take on tomorrow's challenges.

The charity does not hold any significant endowments or restrictions on its income, operating capital, or reserves. The policies adopted in furtherance of these objects are described in the charity's governing document and there has been no change in these during the reporting period.

"Without FIRST UK, I wouldn't have picked up all the wider skills I now have to support me in the future."

Deyan, DeGreeS of Freedom, Derby Grammar School

1.2 Activities

The charity's primary provision is an industry linked, mentor-supported robotics programme delivered in secondary schools and colleges, youth groups, in curriculum, or as after school enrichment. The charity's activities include:

1. **Equipment provision** – supplying robotics kits, hardware and software
2. **Grant-making** – issuing bursaries supporting participation (e.g. kits, travel, supply cover)
3. **Content** – developing curriculum mapped, industry linked learning resources
4. **Volunteering** – recruitment, support, quality assurance of mentors and event volunteers
5. **Events** – delivery of local, regional and national tournaments
6. **Training** – CPD for teachers, mentors and volunteers (online and offline)
7. **Marketing** – driving acquisition of teams, volunteers and income
8. **Evaluation** – research into the efficacy of STEM enrichment
9. **Influencing** – seeking to drive systemic change and policy decisions
10. **Fundraising** – supporting growth and sustainability

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

1.2.1 Programme

FIRST Tech Challenge offers young people of secondary school age (12-18) the opportunity to design, build and code a robot to take on a global challenge over 16 weeks across two academic terms (30 to 40 hours per young person). The programme is typically facilitated by a teacher, and supported by a mentor from industry. Teams comprise up to 15 learners occupying multiple roles linked to real-world jobs.

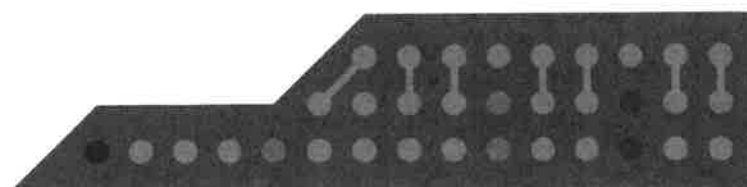
An online learning platform provides structured content and learning resources co-created by educators, industry, and young people. The platform also serves as a training and community portal for event volunteers, team mentors and teachers.

Informal local practices take place in the autumn term hosted by champion schools, universities, and science museums building towards regional competitions in the spring term held at inspirational venues often linked with industry. Successful teams progress to a national championship in April where they earn industry judged awards, accreditation and other progression opportunities.

1.2.2 Financial support

A robotics kit (c£1,200) contains the hardware and software powering team of up to 15 learners to participate. Kits are reusable year on year. The overall cost of provision is currently around £3,000 per team, or £250 per young person.

The charity offers provision bursaries – subsidising the cost of equipment to participate, access to learning resources, free events, awards and mentors. Financial support is available to non-fee paying DFE/OFSTED registered schools (their equivalents in Scotland and Northern Ireland), SEND, Alternative Providers, and recognised Youth Groups. The charity also makes available small cash grants (typically



£300) supporting less advantaged teams requiring assistance with travel or supply teacher cover to attend events.

<div> <div> FIRST TECH CHALLENGE UK & IRELAND </div> <div> £3,000 of provision for just £399 </div> </div>				
	Full bursary	Partial bursary	All other orgs	
Robotics kit	£0	£300	£1200	Robotics kits reusable, upgraded annually with game pieces. Trade value £1200. Serves up to 12 learners
Provision	£0	£0	£0	All content, resources, training/CPD, support, free events, awards, access to travel awards and supply teacher cover grants – value c£2,000
Commitment fee	£399	£399	£399	
Total (incl VAT)	£399	£699	£1599	Paid by all participating schools regardless of bursary status to ensure SLT buy-in and that provision does not go wanting.

1.2.3 Selection criteria

To access funding the team lead (usually a teacher) completes a bursary application detailing how they will identify young people to participate, implement the programme and their intended outcomes. This information is overlaid with demographics data – including social deprivation indexing and pupil premium. The charity scores applications against a matrix before allocating the appropriate support level which might be full, partial, or nil-subsidised participation (as is the case for all private/independent schools). Applications are assessed on a rolling basis throughout the year, and organisations are typically informed of the outcome within 14 days of submitting their application. A grant award letter is issued to successful applicants detailing the amount, duration, and terms.

1.2.4 Targeting

The charity focuses on improving access amongst less advantaged and less represented young people. A flexible targeting framework allows facilitators to identify young people they feel would benefit most from with a focus on driving uptake by:

- Girls,
- socio-economically disadvantaged young people,
- underrepresented groups (e.g. ethnically diverse backgrounds),
- neurodiverse or with special educational needs and disabilities (SEND),
- would be first in family to university,
- are at risk of becoming NEET or who demonstrate poor attendance, or
- Low educational engagement and attainment.

1.3 Volunteers

The charity relies extensively on volunteers from industry to act as mentors to teams and event support staff. A key USP is the interaction between role models and young people. The aspiration is that mentors engage with teams typically weekly from September until March – in person or remotely as agreed between the team and the mentor. Event volunteers donate a day or more to supporting delivery of robotics competitions occupying a variety of roles for which they receive training.



The charity supports volunteer activities through:

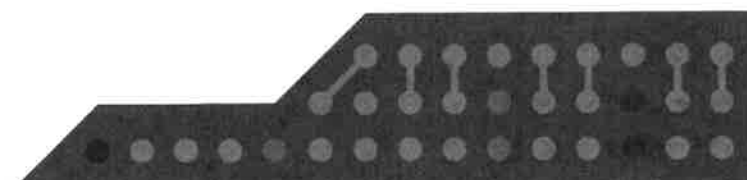
- **Recruitment** – securing and on-boarding suitable role models from industry partners
- **Training** – providing comprehensive content, resource and support for mentors
- **Safeguarding** – providing guidance on securing and working with a mentor safely
- **Technology** – curating platforms for teams and mentors to connect

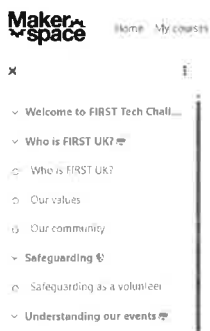
1.3.1 Volunteer recruitment

It is critically important that volunteers are drawn from diverse backgrounds with the lived experiences, knowledge, and interpersonal skills to connect with young people. The charity works closely with its industry partners as well as leading volunteering organisations (such as STEM Learning, Science Museums, Computing at School hubs) to signpost positive volunteering opportunities.

1.3.2 Volunteer training

To maintain the quality of its volunteers the charity provides guidance on the skills required in various roles, access to e-learning content, and offers in-person (and online) training. The charity runs regular volunteer training days locally in hubs and at employee engagement events. A network of more experienced, committed Key Volunteers assume lead roles at events, mentoring other volunteers, as well as providing insight on enhancing volunteer experience and quality.





Volunteer Onboarding

Course Participants Guides Activities Reports More

Welcome to FIRST Tech Challenge UK!

Onboarding all

Welcome to your onboarding course

Once you've completed this onboarding course, you'll be able to enrol in training specific to your volunteer role(s).

We'll have you feeling like a pro in no time!

1.3.4 Volunteer performance

Teams are regularly canvassed for feedback on the quality of mentor interactions. Mentors, teachers and volunteers are also surveyed. Such reporting enables the charity to maintain a dynamic, real-time picture of the volunteering experience, identify potential areas of concern or improvement. The Key Volunteer Committee meets regularly to assess feedback and provide ongoing input.

1.3.5 Safeguarding volunteers

All volunteers (mentors and event staff) must register with FIRST UK acknowledging receipt of the charity's [safeguarding policy](#) prior to being considered for volunteering opportunities.

Volunteers are provided with a safeguarding brief on the day by the designated charity safeguarding lead. Details of the nominated safeguarding lead and reporting process are issued to all volunteers and displayed at events.

FIRST UK does not contract nor employ mentors. It facilitates the brokering of a relationship between volunteers interested in mentoring and teachers/team leads.

Prior to making an introduction to a school, a prospective mentor must:

1. Complete online mentor training (which includes Safeguarding modules) via the Charity portal
2. Receive a satisfactory enhanced DBS (or PVG Scotland, Disclosure NI) check which is conducted by the Charity DBS partner.

The DBS checking service is offered by the Charity as an additional safeguard, but ultimately it remains the responsibility of the school/participating organisation to ensure the mentor is fit and appropriate. Mentor interactions are self-reported by the mentor at the end of each session – logged on the Charity's mentor portal. Feedback is regularly captured and evaluation surveys conducted.

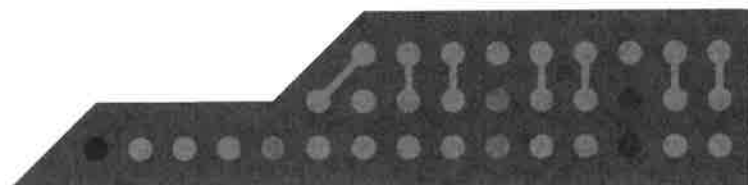
"I didn't have the chance to compete in FIRST Tech Challenge UK as a young person, but volunteering as a Game Changer as an adult has helped transform my confidence and pushed me to tackle challenges I never would have before."

Robert Stack, Digital Education Specialist, Heart of Midlothian FC Innovation Centre

2. Charity Achievements & Performance

FIRST® UK is a charity registered in England and Wales (1178433)

7 Bell Yard, London WC2A 2JR



2.1 Overview

Across 2024-25 the charity continued its growth trajectory, increasing participation 38% with 214 teams participating in *FIRST* Tech Challenge (up from 155) across all four nations of the UK.

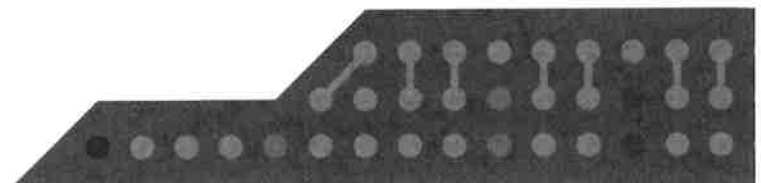
Income grew 56% to £951K (from £608K), whilst economies of scale and operational efficiencies saw expenditure increase only 9% from £696K to £758K in year. The cost per student dropped to under £295 for c40 hours per learner of industry linked, robotics-based STEM education and careers enrichment.



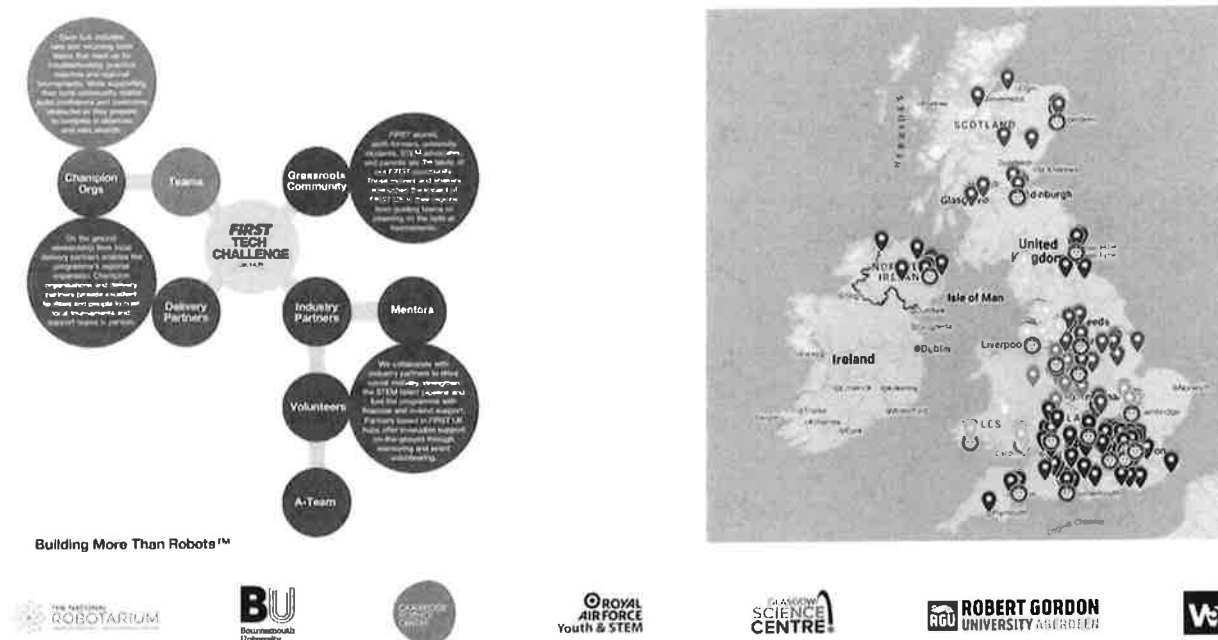
Over the course of 12 months from April 2024 to March 2025 the charity:

- Directly impacted c2,500 young people from less represented and less advantaged backgrounds: 44% girls, 37% ethnically diverse backgrounds, 20% neurodiverse or SEND >50% from lower socio-economic backgrounds
- Embedded industry linked robotics in 77 new organisations across the UK
- Achieved an 89% return rate of organisations (up from 82%)
- Grew regional hubs from 10 to 16 in all four nations of the UK
- Delivered 15 regional competitions (up from 10)
- Hosted the UK's largest robotics tournament at Cambridge University
- Delivered our second annual volunteering conference at the National Robotarium
- Grew active volunteers 69% YoY to 607
- Iterated our educational content platform and associated student, teacher, volunteer journeys
- Commenced development and piloting of alternative delivery models
- Maintained lean governance costs increasing FTE staff by only one to seven
- Created a new Head of Delivery role to support scaling
- Restructured the organisation's Delivery function to make it fit for future
- Appointed a new Chair of Trustees and additional new Trustee

2.2 Delivery model



The regional hub model adopted by FIRST UK has been validated and refined over time – it remains core to the Charity scaling sustainably whilst retaining quality, driving acquisition, community support and event delivery.



In 2024, the Delivery function was reorganised to introduce a Head of Delivery alongside establishing a ‘hyper-local’ model, improving reach, customer experience, volunteer engagement, operational quality and scalability. Regions expanded from 10 to 16, each capable of serving up to 24 schools.

New growth was seen across Scotland with the support of outreach partners like the National Robotarium, Heart of Midlothian Innovation Centre, Glasgow Science Centre and Robert Gordon University. Similar growth was experienced in Northern Ireland with the help of W5 Science Museum. In the South-West a particularly active Champion Organisation (Bournemouth School for Girls) attracted over 25 new schools to the programme whilst also establishing new relationships with Bournemouth University, and local industry partners such as the RNLI, Babcock, JP Morgan, BAE Systems and more.

At the heart of this growth is always a passionate, committed protagonist – be that a teacher, outreach partner, volunteer, or industry lead. How the charity works to identify, cultivate, steward and leverage these relationships will be key to the success of the hub model, growth and sustainability.

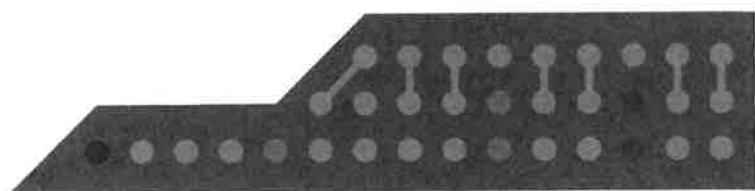
2.3 Partnerships

Strong partnerships with leading global tech-enabled businesses have endured – including with Arm, Bloomberg, XTX Markets, RTX, Qualcomm and more. New relationships established include Smiths Group, Intuitive, Marshall Wace, Garfield Weston and others.

2.4 Volunteering

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The charity's employee engagement offering is critical to maintaining and growing industry partnerships – providing highly unique, relevant, skills-based volunteerism. This enables partners to engage their workforce at all levels in activity from single day event volunteering to more intensive mentoring.

Our second annual 'Gamechanger Conference' hosted at the National Robotarium in Edinburgh provided a rich training ground for Champion Organisations and Key Volunteers. The active volunteering pool grew to over 600 in year, with 344 completing an event volunteering opportunity (many multiple).



With an initial cohort of 15 veteran volunteers, a new Volunteer Advisory Council has been created to provide insight to enhance volunteer experience, recruitment, onboarding, training and support growth. This same group will also serve as the Championship Planning Committee whilst occupying leading roles at events. With the volunteering model well proven, the Charity will be focusing on the mentor-model across 2025-26 implementing a new journey, training, and facilitation.

2.5 UK Championship

The Charity has outgrown Cambridge University Sports Centre – and moved its national Championship in June 2025 to the Copper Box Arena in London's Olympic Park. This high profile, accessible venue provided a compelling platform to showcase the Charity's impact to a wider audience – reinforcing the mantra "where STEM meets sport". The move was made possible due to Bloomberg underwriting most event costs as title partner. Bloomberg also provided support through their events team and other assets. This flagship event created a great opportunity for raising awareness and fundraising – as well as providing a highly aspirational aiming point for schools and students.

2.6 Communications

The Charity was thrilled to be approached by the technology programme BBC Click – who, with Broadcaster Spencer Kelly, spent several months following a team from Bournemouth School for Girls on their journey to the UK Champs in Cambridge. [The 30 minute episode](#) aired on BBC Click, News24 and other outlets and provides rich content for marketing and fundraising. Wider awareness of the Charity and its work is below expectation and the organisation will be redefining, refocusing, and better resourcing its fundraising and communications function in 2026 to ensure it is better positioned for growth.

2.7 Inclusion

The charity's targeting framework continues to be well adopted by schools. Trends related to diversity and inclusion remain encouraging – with participation by girls remaining steady at 44% and those from ethnically diverse backgrounds accounting for 37% of beneficiaries. This is significantly higher than wider education and workforce benchmarks which see A-level computer science entries comprising just 15% girls, whilst women make up just 29% of the wider STEM workforce, and less than 9% come from ethnically diverse backgrounds. A new monitoring and evaluation framework will run alongside a 5 year strategy to publish in 2026 which will follow subject choice and career destinations more closely.

2.8 Safeguarding

No notable incidents in respect of safeguarding, or near-misses occurred during the reporting period.

2.9 Fitness for the future

Across 2024-25 the Charity continued to refine its systems, processes and infrastructure to ensure it is fit for purpose and scaling by:

- Restructuring its Salesforce CRM to improve data management and reporting, whilst better supporting participant, teacher, volunteer, funder journeys
- Iterating its Moodle e-learning platform to improve content and information infrastructure – ensuring greater accessibility, navigation and engagement
- Reorganising its financial management platform XERO to provide better online budget management, team expenses management, driving admin efficiencies alongside more robust financial forecasting and reporting
- Updating its SAGE HR platform to provide consistent staff onboarding, training and reporting
- Refreshing the charity website to make it easier to navigate

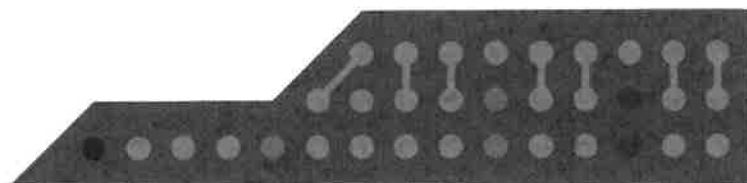


"Throughout the years, it's built me to who I am and it's got me to love who I am."

Joel Tomy, former Hotwire Rewired, Engineering Student at University

3. Financial Review

3.1 Income



The charity grew income in year 56% to £951K. This was achieved primarily through securing two new key partners each contributing significant gifts, some increase in the value of renewals from existing partners, whilst participation growth yielded a 30% rise in commitment fees from schools, which were also increased from £299 to £399.

In 2024-25 the charity underwent due diligence led by social impact accelerator Purposeful Ventures to renew an existing 3-year grant which was awarded in 2022 totalling £750K (£250K per year).

The charity ended 2024-25 with a £121K restricted grant to be spent down across 2025-26. Accordingly, fund balances year-end grew 130% from £150K to £344K as of 31 March 2025.

3.2 Donor diversification

The charity remains overly reliant on a small number of funders and must diversify and expand its income streams. There remains a strong appetite in the corporate sector to fund interventions which address the STEM skills gap and talent pipeline. The charity's hub operating model compliments an increasing move by corporates towards 'hyper-local' investment, whilst the strength of its volunteering and employee engagement proposition is attractive to employers.



Trusts and Foundations are an untapped potential funding source. The charity is now in a more evolved state (strategy, improved governance, positive anecdotal impact data, proven operating model, strong scaling potential etc) to pursue such funding routes. Such funders are also likely to engage in less volatile, multi-year commitments which are harder to extract from corporate donors.

In year the Charity was successful in grant applications to Smith's Group Foundation, Hiscox Foundation, and Garfield Weston Foundation – reinforcing credibility with respected funders and the potential for growth in Trusts & Foundation income.

3.3 Funding model

In 2024 the Charity increased its Commitment Fee from £299 to £399 with no noticeable drop in return or acquisition. Schools are paying earlier than ever (typically within 30 days). In 2025-26 the Charity intends

to test a new partially subsidised model whereby more schools are charged £699, with fully subsidised provision reserved for organisations demonstrating acute deprivation need or financial stressors.

As the charity's reputation, value and impact proposition grows it is exploring routes to generating long term sustainability less reliant on corporate donation and grants including:

- Charging some schools for more of the cost of provision
- Supporting schools to better access third party grants to fund participation
- Empowering teams to set up online fundraising pages and attract industry sponsorship
- Generating revenue from holiday clubs and other monetizable elements
- Defining the role private schools may play in supporting state school participation



Gradual adjustment to the revenue model will ensure the Charity can reduce cost base longer-term with schools ultimately assuming more responsibility for self-funding participation, allowing the Charity to support more growth and economies of scale. The main sunk cost of participation is outlay in reusable robotics equipment to participate (c£1200 per team/school). Where more of this cost is borne by new organisations, the Charity can support substantial growth without significant uplift in Direct Activity costs.

3.4 VAT relief

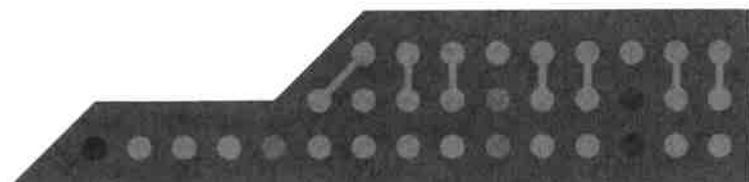
The charity maintains its classification with HMRC as a business - allowing it to charge VAT on the cost of participation whilst recovering VAT on cost of supply. This unique status allows the charity to reduce its operating costs by recovering all VAT paid to suppliers in relation to provision of its charitable activities – making the organisation a more attractive donor investment opportunity.

3.5 Investment performance

The charity currently does not carry out any investment activity.

3.6 Reserves policy

Having achieved stability, the Trustees increased the Charity's reserves policy from three months to five months. Charity reserves cover the governance and operating costs of the charity (staff salaries, NI,



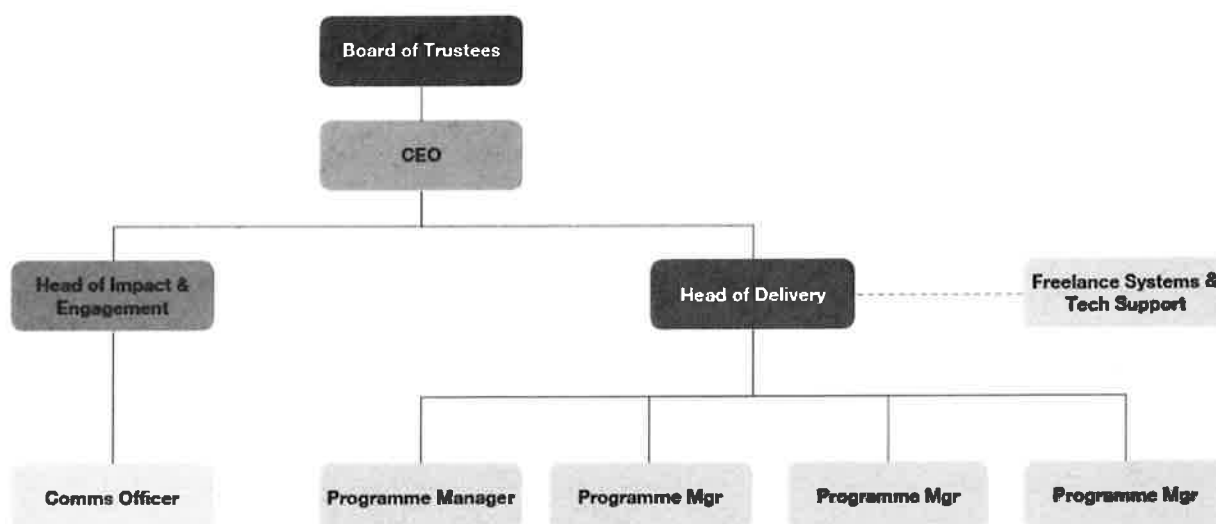
pensions and any potential redundancy liability), alongside fixed costs such as rent, subscriptions, and contractual liabilities falling due. The policy does not seek to cover variable costs related to provision nor any non-contractual liabilities. The reserves are formulated from unrestricted funds.

4. Governance, People, Risk

The charity is a company registered in May 2018 with no share capital - its governing document being the Constitution of a Charitable Incorporated Organisation whose only members are its trustees.

4.1 Org structure

Headcount grew in year by one to eight FTE with the appointment of a new Head of Delivery to oversee a reorganised Delivery Function with streamlined operational systems & processes, optimised delivery. improving ways of working whilst supporting better people management.



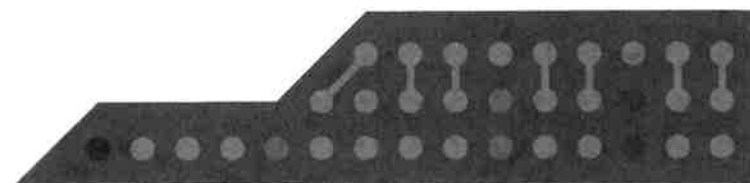
Capacity and capability gaps related to supporting income generation and growth remain. The Head of Delivery role is anticipated to free up the CEO to focus more on fundraising and sustainability. The Charity anticipates bolstering its Fundraising & Partnerships capabilities and capacity across 2025-26.

4.2 Key personnel

Trustees

Two new Trustees were appointed in year, with one resignation. The Charity intends to expand its Board to six to eight Trustees by the end of f/y 2025-26 to help enact and drive a new 5-year strategy.

Chief Executive Officer



Founding CEO Ed Cervantes-Watson was appointed by the trustees in March 2018 bringing operational and strategic experience built within the commercial and third sector. As Head of Innovation at Cancer Research UK, the country's largest fundraising charity, Ed's role spanned both income generation - responsible for developing award-winning products; and core purpose - disrupting the charity's funding model and driving collaboration on a global scale.

Head of Impact & Engagement

Patrice, has been with the Charity since 2018 and is a passionate inclusion advocate cutting her teeth at Sir Tim Berner's Lee ODI, before working both agency and client side in the tech sector.

Head of Delivery

Vicky Harrold joined FIRST UK in 2024 bringing with her many years of experience with the National Citizenship Service and Manchester Cares to oversee delivery of high-quality, scalable provision.

4.3 People management and wellbeing

The charity utilises the services of an external specialist small charity HR consultancy (Roots HR), who for a small retainer (<£250 per month) provide the Charity with oversight, support and advice with respect to people matters. Each year the Charity undertakes full HR audit of policies, contracts, conditions ensuring it remains compliant with legislative changes, competitive and robust.

The charity operates a hybrid working model where employees work from home with access to local workspaces whilst coming together regularly for team working. This model is flexible, highly cost effective, provides variety and choice whilst maintaining team dynamic and wellbeing.

In 2025-26 as part of its continuous improvement plan the Charity will be introducing a new staff wellbeing platform powered by Health Assured to provide employees with access to financial and life advice, support, counselling, perks and discounts.

4.4 Financial management

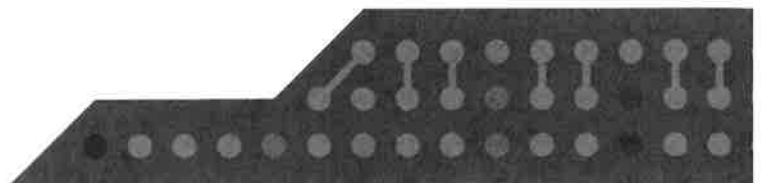
FIRST UK utilises XERO accounting software as the backbone of its financial management. This provides access to real time reporting for leadership and Trustees, forecasting, budget management, expenses, payroll in one unified platform.

A robust financial management and risk policy with associated delegated responsibility to the CEO is overseen by the Trustees. Safeguards include bank mandate specified transaction approval levels, dual authorisation, employee transaction limits (single and monthly).

The Charity holds three bank accounts:

- Metro Bank main account (to hold securely all grants, donations, income)
- Metro Bank payroll account (holding reserves)
- Wise expense account (GBP, USD, EUR)

This structure ensures monies are held securely in Metro with all movements within and from Metro requiring at minimum dual authorisation by CEO, accountant/or Trustees.



The distinct WISE expense account ensures day to day transactions can be undertaken by employees using their own cards (with associated payment limits and controls), creating greater expenses efficiencies, whilst ensuring segregation of main income from daily expenditure. WISE enables the Charity to transact in foreign currencies at competitive rates reducing FX costs previously incurred with Metro.

4.5 Risk management

The Trustees have a duty of due diligence to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

The charity's risk register is maintained by the CEO and reviewed at Trustee meetings. The Trustees are satisfied that these arrangements, combined with the annual review of financial controls and the reserves policy, will ensure that the organisation can continue to fulfil its charitable objectives.

4.6 Insurance

The Charity works with specialist insurers (Access) to ensure its activities are comprehensively insured. All risks are declared with accurate participation numbers and projections supplied annually.

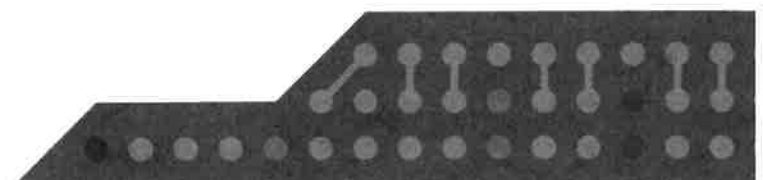
4.7 Safeguarding young people

Ensuring young people have a positive and safe experience participating in the Charity's programmes is paramount. Whilst the ultimate responsibility for Safeguarding lies with the participating organisation the charity has agreed in consultation with trustees and external independent consultants ([SAFEcic](#)) additional measures to ensure the protection of young people:

- The charity restricts provision to OFSTED or DFE registered organisations (Scottish & NI equivalents). At the discretion of the CEO, this may be expanded to recognised Youth or Community Groups where a documented Safeguarding Policy exists
- Participating organisations must appoint a designated (and a deputy) employee to act as Safeguarding Lead and these representatives must remain on site and ensure participants are adequately supervised - including when a mentor or *FIRST* UK is present.
- Participating organisations must adhere to Keeping Children Safe in Education and any additional applicable guidance and legislation. It is the participating organisation's responsibility to undertake necessary risk assessments and take into consideration any additional requirements of participants in the programme

4.8 Safeguarding employees

Charity employees (and trustees) hold enhanced DBS checks which are checked at least annually using the DBS online checking service. All staff undertake Safeguarding Children and Young People, FGM and PREVENT training which is recorded and maintained in an online HR portal. Training is renewed bi-annually. The CEO (Safeguarding Lead) and appointed Deputy Lead (Head of Delivery) hold Level 2 Safeguarding Certification. The charity safer recruitment practice includes declarations on its job adverts, screener questions and at least two references one of which must be conducted by phone.



4.9 Events

A core part of the Charity's provision is the delivery of robotics tournaments locally in schools, colleges, and universities; regionally in industry locations, museums, military bases and conference centres; and nationally in stadiums. These events attract significant numbers of young participants, teachers, mentors, and volunteers occupying multiple roles. The scale of participation and relative complexity means there is inherent risk which is under constant review.

The charity conducts site visits and risk assessments before each event which are made available to participants, volunteers, and staff. All full time Charity staff are trained in First Aid at Work on joining the organisation. Staffing of events and volunteer allocation for each event is to a clear protocol, with pre-briefings and standard operating procedures in place.



4.10 Cyber security

The Charity works with an external IT specialist obtaining ad hoc support related to management of its IT infrastructure and cyber security. *FIRST* UK is currently working towards Cyber Essentials Plus accreditation which it hopes to achieve in 2025-26.

5. Sustainability and growth

Multiple external factors impact the organisation's growth potential, some within, some without the charity's sphere of influence.

5.1 Education environment

Lack of funding; curriculum pressures; competing priorities driven by attendance and attainment; capacity and confidence of teachers; churn rate of staff; buy-in senior leadership; creates a myriad of systemic challenges faced when operating in the school environment. This is more pronounced where an activity is perceived as desirable, not essential – and typically delivered after-school as enrichment.





Word of mouth and referral by educators is the strongest route to securing participation – even then commitment and capacity of the lead teacher remain crucial. Putting in place the right on-boarding package, training and support for teachers early in the journey is a priority. Ensuring this is supplemented with solid Charity and community support via the champion organisation network is critical. A growing trend towards home education, continued under funding of youth groups, present strong potential demand and alternative delivery opportunities.

5.2 Relevance

The STEM enrichment landscape is a saturated one – with a myriad of competing offerings delivered by commercial organisations, charities, not for profits, learned societies and government. Provision varies hugely in terms of quality, impact, evidence base, duration, cost, geographical reach, target audiences, delivery models. This environment provides acute challenges in creating cut through and projecting the quality and impact potential of the provision.

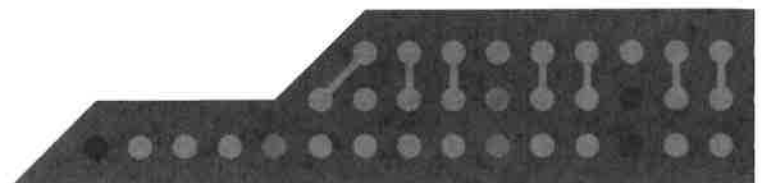
The charity must therefore develop and maintain a stand-out value proposition which:

- Reduces barriers to entry related to cost, capacity, or confidence
- Maps and delivers on areas of strategic priority, policy, and progress measures
- Offers multiple delivery styles - in the community, after-school, in curriculum
- Demonstrates unequivocal impact, is quality assured and evidence based
- Is sufficiently unique to compete or complement

Within this context the charity must deploy innovative and fresh marketing and communications to create a tone of voice which resonates. It must use technology to capture and report on data underscoring its impact. It must continue to identify and build critical friendships which allow it to amplify its share of voice and accelerate the pace at which it achieves its mission.

“They don’t just challenge themselves in terms of building a robot, mechanics, the design - they have to develop a business plan, a strategy with the game, plan their own outreach with younger primary school children and fundraise.”

Toby Osbourne, Assistant Headteacher, Bournemouth School for Girls





5.3 Retention and attrition

The charity must retain a close eye on return rates and repeat participation as it seeks to scale. It continues to prove incredibly challenging, costly and time consuming to acquire teams and organisations. Identifying the key protagonist with capacity and appetite to champion the programme is difficult. Obtaining SLT buy-in and supporting the link teacher to recruit a diverse range of young people along with a mentor to deliver the programme is harder still. Loss of this individual to a new role or different school invariably risks the programme discontinuing in the setting. The charity must:

- **Build confidence (and CPD) for teachers** to make the programme easy and fun to deliver
- **Provide flexible delivery options** and natural obvious homes for the programme
- **Maximise placement and quality of mentors** with teams
- **Increase penetration** (# teams within org) to embed the programme to fabric of school
- **Grow support within the wider school community** (governors, parents and beyond)
- **Collaborate with organisations** and networks with the relationships to expand reach

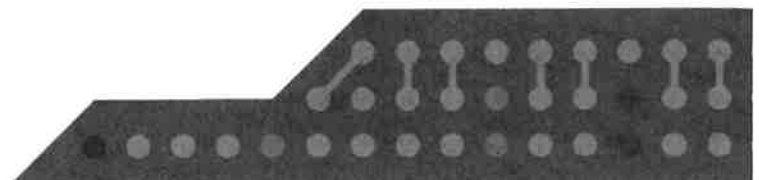
5.4 Political and economic landscape

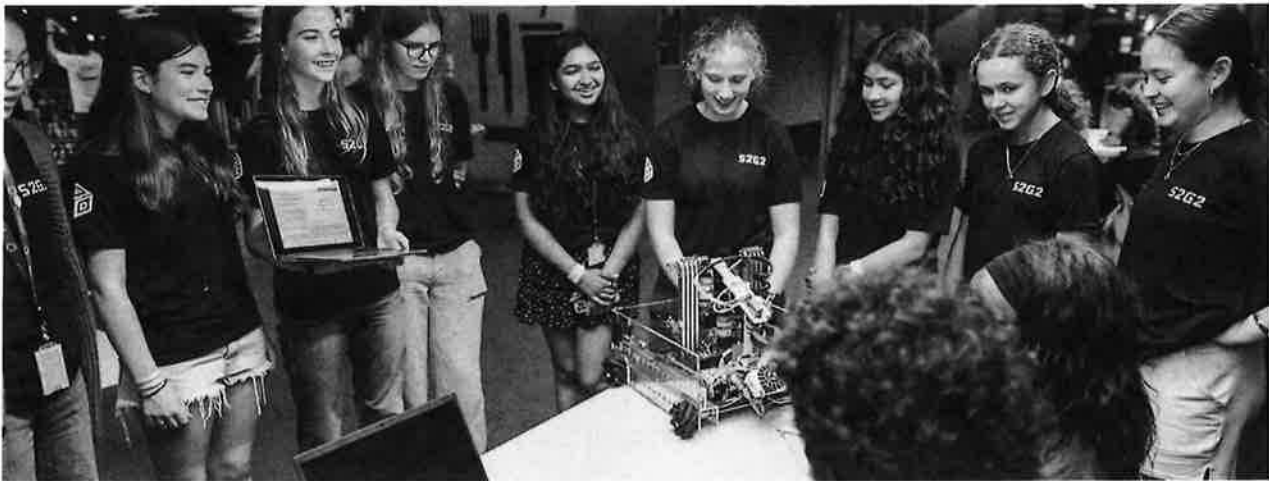
A period of relative austerity, a cost-of-living crisis, stagflation, increasing government debt and welfare costs, and low economic growth create a challenging operating and fundraising environment.

STEM, digital skills, and a talent pipeline ready to enter an increasingly tech-led workforce is likely to remain front and centre of the nation's Industrial Strategy and is reinforced by comprehensive reports by Learned Societies into the state of STEM education and careers in the UK. Credible research such as Gatsby Benchmarks are setting the bar for educators, schools, and industry to meet.

"What makes FIRST even more valuable to Arm is that they're working hard to increase engagement with student demographics that might have initially ruled out tech and robotics as being for them."

Anna Malan, Community & Inclusion Lead, Arm





The desire of UK industry to take an active role in driving a talent pipeline of future-ready young people equipped with the technical knowledge and life skills for the workplace makes the charity's core offering highly compelling – both as an investment opportunity, as well as a rich employee engagement platform.

It is hoped the much-anticipated Curriculum and Assessment review expected in 2025 will provide better definition and proposed mechanism to drive uptake in STEM subjects in schools whilst placing greater emphasis on the technical and life skills required to build a talent pipeline ready to enter the workforce.

Over time, the Charity will seek to foster deeper links with key Government departments including DfE, DSIT and equivalents in Scotland and Northern Ireland. The Education Secretary has met with participating teams, and the Charity has had several MPs attending regional events in their constituencies.

5.6 Fundraising

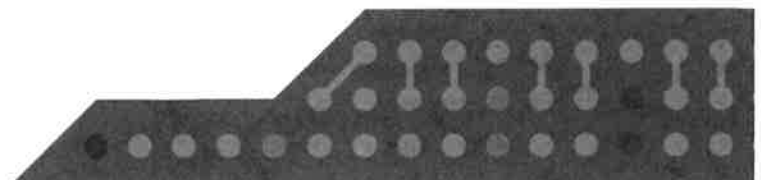
Rebuilding post-Covid with limited capacity (no dedicated fundraising resource beyond CEO) the Charity focused on cultivating and sustaining few high-value, longer term (multi-year) funding commitments, as opposed multiple lower value volatile corporate partnerships.

Whilst this strategy served the Charity well near term – assuring its survival and growth – reliance on a small number of key funders carries obvious risks which the organisation seeks to mitigate through investing in its fundraising function, alongside diversification and growth of its income pipeline.

5.7 Independence

Whilst *FIRST* UK is an independent registered charity in England and Wales, the organisation's primary product *FIRST* Tech Challenge is licenced for a small (<£4K) fee from a global not for profit based in the USA – *FIRST* Inspires. This presents benefits such as being part of a global movement, leverage of the brand, access to programmatic content, and a vast network of industry partners and foundations who have long supported *FIRST*. This could inadvertently create dependencies, exposure, or tension such as:

- Over-reliance on one product platform
- A need to comply with global brand or programmatic constraints
- Potential for negative reputational impact through association with parent brand



- Conflict of interests and relationships with partners, funders and supporters
- Ownership of IP (content, learning materials and technology, marketing, tone of voice)
- Unfavourable amendments to duration or terms of any licence

The Trustees keep the charity's position under close review particularly regards to brand identity, licensing terms and conditions, IP, product diversification to ensure it remains wholly independent, competitive and able to conduct its activities fully without impediment or concern. In 2025-26 these arrangements will be independently reviewed by lawyers and an extended licence with *FIRST* USA secured.



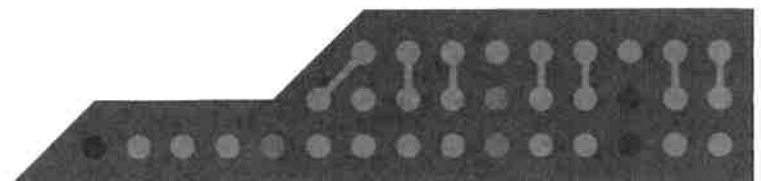
The Trustees, who are also the directors for the purpose of company law, and who served during the period and up to the date of signature of the financial statements were:

V Bhargava
 A Gould
 S Karger (resigned Jan 2024)
 T Osborne
 S Peyton Jones

None of the trustees has any beneficial interest in the company.

"I know that winning prizes is awesome but what I've seen happen today is so much bigger than that. These students have been collaborating and negotiating, thinking on their feet and strategising. It's easy to see why competitions like this really do help students develop the skills they're going to need for the rest of their lives. Honestly, I wish I had something like this when I was at school."

Spencer Kelly, Broadcaster, BBC Click



FIRST UK

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FIRST UK

I report to the trustees on my examination of the financial statements of FIRST UK (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

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 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.



Simon Kaye ACA
Lopian Gross Barnett & Co

1st Floor, Cloister House
Riverside
New Bailey Street
Manchester
M3 5FS

Dated: 30.01.2026

FIRST UK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes						
Income from:							
Donations and legacies	3	614,421	265,644	880,065	442,846	117,384	560,230
Charitable activities	4	71,815	-	71,815	48,076	-	48,076
Total income		<u>686,236</u>	<u>265,644</u>	<u>951,880</u>	<u>490,922</u>	<u>117,384</u>	<u>608,306</u>
Expenditure on:							
Raising funds	5	32,144	-	32,144	24,362	-	24,362
Charitable activities	6	581,575	144,144	725,719	553,878	117,384	671,262
Total expenditure		<u>613,719</u>	<u>144,144</u>	<u>757,863</u>	<u>578,240</u>	<u>117,384</u>	<u>695,624</u>
Net income/(expenditure) and movement in funds		72,517	121,500	194,017	(87,318)	-	(87,318)
Reconciliation of funds:							
Fund balances at 1 April 2024		149,667	-	149,667	236,985	-	236,985
Fund balances at 31 March 2025		<u>222,184</u>	<u>121,500</u>	<u>343,684</u>	<u>149,667</u>	<u>-</u>	<u>149,667</u>

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

FIRST UK

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	12		2,547		3,592
Current assets					
Debtors	13	229,737		22,126	
Cash at bank and in hand		136,414		147,283	
		<u>366,151</u>		<u>169,409</u>	
Creditors: amounts falling due within one year	14	<u>(25,014)</u>		<u>(23,334)</u>	
Net current assets			341,137		146,075
Total assets less current liabilities			<u>343,684</u>		<u>149,667</u>
The funds of the charity					
Restricted income funds	16	121,500		-	
Unrestricted funds	17	222,184		149,667	
		<u>343,684</u>		<u>149,667</u>	

The financial statements were approved by the trustees on 30.01.2026

A. Gould

Ms A Gould
Trustee

FIRST UK

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	20		(10,869)		82,276
Investing activities					
Purchase of tangible fixed assets		-		(2,500)	
Net cash used in investing activities			-		(2,500)
Net cash generated from financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(10,869)		79,776
Cash and cash equivalents at beginning of year			147,283		67,507
Cash and cash equivalents at end of year			136,414		147,283

FIRST UK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

FIRST UK is a Charitable Incorporated Organisation in England and Wales.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (as amended for accounting periods commencing from 1 January 2016). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

1.2 Going concern

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

1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors as to how they may be used and are set out in grant agreements issued by the funder, agreed to by the charity and reported against when the funds have been expended or the grant term has concluded.

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

1.4 Income

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

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

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

FIRST UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Cost of generating funds comprise the costs associated with attracting voluntary income.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be directly attributed to particular headings; they have been allocated to activities on a basis consistent with the use of resources.

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:

Fixtures and fittings	25% straight line
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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.

FIRST UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

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.

FIRST UK

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

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £
Donations and gifts	614,421	9,400	623,821	442,846	105,946	548,792
Grants	-	256,244	256,244	-	11,438	11,438
	<u>614,421</u>	<u>265,644</u>	<u>880,065</u>	<u>442,846</u>	<u>117,384</u>	<u>560,230</u>
Grants receivable for core activities						
Other	-	256,244	256,244	-	11,438	11,438
	<u>-</u>	<u>256,244</u>	<u>256,244</u>	<u>-</u>	<u>11,438</u>	<u>11,438</u>

4 Income from charitable activities

	Major Events 2025 £	Major Events 2024 £
Sale of goods	29,971	15,854
Services provided under contract	41,844	32,222
	<u>71,815</u>	<u>48,076</u>
Analysis by fund		
Unrestricted funds	<u>71,815</u>	<u>48,076</u>

5 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	<u>32,144</u>	<u>24,362</u>

'Branding' covers the costs of educational content design and producing collateral for events.

FIRST UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6 Charitable activities

	Programme delivery costs 2025 £	Direct activity 2025 £	Major events 2025 £	Total 2025 £	Total 2024 £
Staff costs	266,936	-	-	266,936	242,586
Depreciation and impairment	1,045	-	-	1,045	3,501
(Surplus)/ deficit on disposal of fixed assets	-	-	-	-	4,103
Equipment - Robotics & Technical	8,952	158,041	-	166,993	136,052
Computer software and maintenance	6,454	-	-	6,454	2,317
Dues and subscriptions	4,179	-	-	4,179	2,521
Office equipment	171	-	-	171	1,500
Office insurance	3,467	-	-	3,467	2,830
Direct Costs	-	70,132	1,917	72,049	54,876
Postage & Stationery	1,865	4,201	-	6,066	11,218
Other	11,131	-	-	11,131	3,760
Travel and Subsistence	9,466	-	-	9,466	15,543
Storage & Distribution	-	29,439	-	29,439	31,344
Rent and service charges	2,470	-	-	2,470	2,904
	<u>316,136</u>	<u>261,813</u>	<u>1,917</u>	<u>579,866</u>	<u>515,055</u>
Share of governance costs (see note 7)	145,853	-	-	145,853	156,207
	<u>461,989</u>	<u>261,813</u>	<u>1,917</u>	<u>725,719</u>	<u>671,262</u>

FIRST UK

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

6 Charitable activities (Continued)

Analysis by fund

Unrestricted funds	461,989	119,586	-	581,575	553,878
Restricted funds	-	142,227	1,917	144,144	117,384

	461,989	261,813	1,917	725,719	671,262
--	---------	---------	-------	---------	---------

For the year ended 31 March 2024

Unrestricted funds	441,733	99,926	12,219		553,878
Restricted funds	-	95,497	21,887		117,384

	441,733	195,423	34,106		671,262
--	---------	---------	--------	--	---------

7 Support costs allocated to activities

2025
£

2024
£

Governance costs	145,853	156,207
------------------	---------	---------

Analysed between:

Other costs	145,853	156,207
-------------	---------	---------

2025
£

2024
£

Governance costs comprise:

Accountancy	8,116	5,172
Legal, professional, freelance and consultancy	139,597	146,729
Sundry	-	758
Bank charges & exchange losses	(1,860)	3,548
	145,853	156,207

8 Net movement in funds

2025
£

2024
£

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

Fees payable for the independent examination of the charity's financial statements

Depreciation of owned tangible fixed assets	1,045	3,501
---	-------	-------

9 Trustees

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

None of the trustees (or any persons connected with them) received any reimbursement of expenses from the charity during the year.

FIRST UK

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

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	7	6
	<u>7</u>	<u>6</u>
Employment costs	2025	2024
	£	£
Wages and salaries	241,239	222,051
Social security costs	20,010	15,940
Other pension costs	5,687	4,595
	<u>266,936</u>	<u>242,586</u>
	<u>266,936</u>	<u>242,586</u>

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

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

The CEO is now engaged as a consultant rather than an employee of the charity with the costs recognised within governance costs.

The equivalent remuneration was between £90,001 - £99,000.

11 Taxation

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

FIRST UK

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

12 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2024	19,404
At 31 March 2025	19,404
Depreciation and impairment	
At 1 April 2024	15,812
Depreciation charged in the year	1,045
At 31 March 2025	16,857
Carrying amount	
At 31 March 2025	2,547
At 31 March 2024	3,592

13 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	208,153	3,013
Other debtors	20,664	18,406
Prepayments and accrued income	920	707
	229,737	22,126

14 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	6,581	5,770
Accruals and deferred income	18,433	17,564
	25,014	23,334

15 Retirement benefit schemes

	2025 £	2024 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	5,687	4,595

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.

FIRST UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Restricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
	-	265,644	(144,144)	121,500
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
	-	117,384	(117,384)	-

17 Unrestricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
General funds	149,667	686,236	(613,719)	222,184
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
General funds	236,985	490,922	(578,240)	149,667

18 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:			
Tangible assets	2,547	-	2,547
Current assets/(liabilities)	219,637	121,500	341,137
	222,184	121,500	343,684

FIRST UK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

18 Analysis of net assets between funds

(Continued)

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:			
Tangible assets	3,592	-	3,592
Current assets/(liabilities)	146,075	-	146,075
	<u>149,667</u>	<u>-</u>	<u>149,667</u>

19 Related party transactions

There were no disclosable related party transactions during the year.

20 Cash (absorbed by)/generated from operations

	2025 £	2024 £
Surplus/(deficit) for the year	194,017	(87,318)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	1,045	3,501
Movements in working capital:		
(Increase)/decrease in debtors	(207,611)	152,497
Increase in creditors	1,680	13,596
Cash (absorbed by)/generated from operations	<u>(10,869)</u>	<u>82,276</u>

21 Analysis of changes in net funds

The charity had no material debt during the year.