



Charity  
registration  
number 1179174

**THE SPEAR BRIGHTON TRUST**  
**RECEIPTS AND PAYMENTS ACCOUNTS**  
**FOR THE YEAR to 31 AUGUST 2025**



## LEGAL AND ADMINISTRATIVE INFORMATION

### Trustees

S Taylor  
Rev D Millest  
O Hayakawa  
C Coates  
L Leaf  
J Amner  
L Taylor  
I Coldrick  
E Humphreys

### Charity number

1179174

### Principal address

57 Crescent Drive North  
Brighton  
BN2 6SL

### Independent Examiner

TC Group  
The Courtyard  
Shoreham Road  
Upper Beeding  
Steyning  
West Sussex  
BN44 3TN

### Bankers

National Westminster Bank  
250 Bishopsgate  
London  
EC2M 4AA



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## **TRUSTEES' REPORT**

### **PERIOD ENDED 31 AUGUST 2025**

The Trustees present their Annual report, together with the financial statements for Spear Brighton Trust for the period to 31 August 2025. The accounts comply with 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 (effective 1 January 2019).

### **Structure, Governance & Management**

Spear Brighton Trust is a charitable incorporated organisation. The organisation's charitable aims and objectives are set out in its constitution, agreed by the Board of Trustees on 11 July 2018. The charity was registered with the Charity Commission on 12 July 2018 (Charity number 1179174).

for the period to 31 August 2025 the board of trustees consists of the following individuals:

I Coldrick (Appointed 21 April 2025)

D Millest

O Hayakawa

L Taylor

S Taylor

T Oyeleye (Resigned 15 May 2025)

C Coates

L Leaf

J Amner

E Humphreys

The trustees meet regularly to discuss matters relating to governance, financial administration, strategy, operational management and fundraising. The Board members come from a wide variety of backgrounds and possess skills that are relevant to the work of the organisation.

All staff, volunteers, and trustees undergo a formal recruiting and selection process, followed by an induction period that includes any training considered necessary to effectively perform their role.

### **Objectives & Activities**

Inspiring the future: Transforming the lives of young people in Brighton by giving them the support, skills and confidence they need to get into work or re-enter education and begin to build a future filled with hope.

The objects of the charity are for the benefit of the public with a Christian ethos, to act as a resource for young people living in and around Brighton and Hove, providing advice, assistance and support, educational programmes and other activities. Activity undertaken during the year and the charity's impact is outlined further on pages 2 to 8.



### **Public Benefit**

In accordance with trustee duties as stated in section 17(5) of the 2011 Charities Act, trustees have considered the guidance provided by the Charity Commission in regard to public benefit. This public benefit has been demonstrated by the activities undertaken since the inception of the charity.

### **Risk Management**

The Board of Trustees holds overall responsibility for Risk Management for the organisation and has conducted a review of the major risks to which the organisation is exposed. Consequently, and where appropriate, systems or procedures have been established to manage the risks that the Charity faces.

### **Activity in the year: Spear Brighton Impact Report 2024-2025:**

#### **Transforming lives**

As we reflect on another impactful year, we are grateful for the young people that we've had the privilege to support, the partners who have championed our cause, and the businesses who have invested in brighter futures. From September 2024 to August 2025, Spear Brighton has continued to empower young individuals facing significant challenges, equipping them with the skills, confidence, and support to overcome barriers and build sustainable careers.

At the end of 2024 there were 987,000 young people (16-24 years old) not in employment or education across the UK. Half of those are reportedly not hopeful of ever having a productive life. Facing this overwhelming challenge in our nation, we choose to do our bit to make a difference in 80 - 90 young lives per year. We have helped 455 young people into work or education since we started in Brighton in September 2018. A small number but significant to those young people and their loved ones.

#### **What people say about Spear**

Employer, "We love Spear, the people that you send us have such good attitudes to work and to the team. They are punctual, enthusiastic, reliable and fit into the team so well. We look forward to seeing who you have for us each programme, well done."

Employer, "Hi everyone! I have been super encouraged this week and wanted to share, the Whitehawk foodbank has had a new cabin installed and one of the team working on the project was E - who completed Spear foundation a year ago! He's been working in the team for 6 months, says they're really encouraging of him, he said it makes such a positive difference to him to work in a team who 'aren't all hot heads' like him and he says he's thriving there! It's been so fun watching him interact with his colleagues and be in a professional setting - let's just say it's been quite a contrast from the E we first met a year ago!"

Parent, "We can't believe the difference in our son. He has found such confidence and energy. We are amazed to see him speak to such a large group of people." [That graduate now works in the Houses of Parliament]

The graduates all in their own way speak of the transformation that they have experienced through the program. From being silent on the first day to leading group discussions in the latter weeks. Finding community of people in a similar position – no longer feeling alone. Feeling more confident and hopeful about their future.

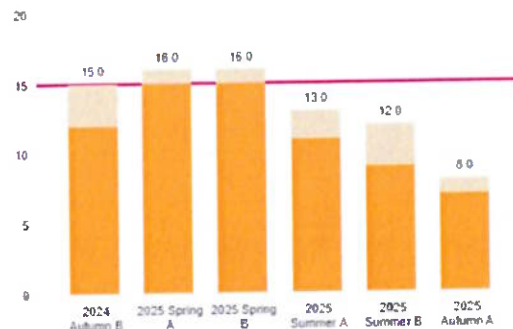
That is why we do what we do.

## Our Participants

This year, **80 young people** completed our programme. This is less than prior years as we ran several "Express" cohorts where the enrolment target per cohort is 12 instead of 15. We did this to assess the efficacy of the express versus classic approach. During the coming year we will evaluate the long-term impact.

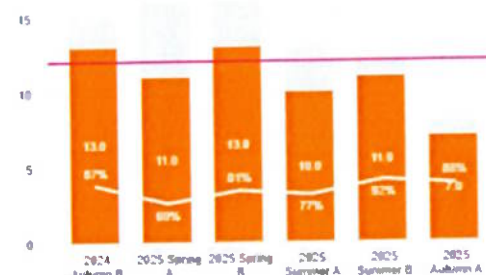
Each of these young people have their own unique journey and challenges. Here are the key metrics for the past six cohorts:

Enrolment (Target Pop. Service Pop) by Blocks

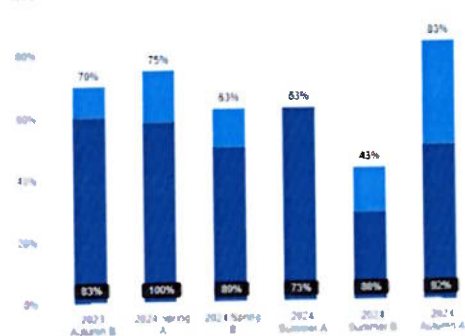


No. Completed & Dropped Out, by Block

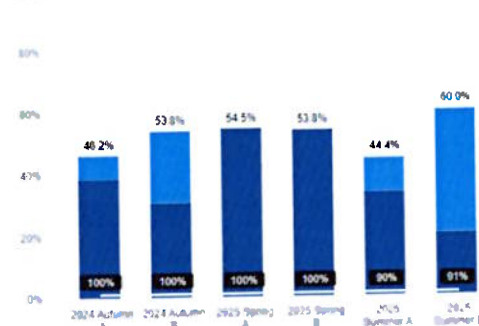
● Average Completed ● Average Dropped Out ● Retention



● Improved at 12 months ● Education at 12 months Known



● Employed at 3 Months ● Education at 3 Months Known



- **65 young people (81%) successfully completed the programme.**
- **86% of participants faced one or more barriers to employment such as:**
  - Care experience
  - A criminal record
  - Living in supported accommodation
  - Leaving school with fewer than five GCSEs
  - Caring responsibilities
  - Physical and/or mental health, or learning difficulties impacting daily life
- Spear Brighton recruits trainees specifically based on those with 3 or more barriers, rather than recruiting less challenged individuals.

Despite these hurdles, many of the graduates were in employment or education after completing the programme:

- **52% of graduates were in employment, education, or training (EET) within three months of completing the programme.**
- **68% were still employed or in education at the 12-month mark, demonstrating the long-term impact of our support in enabling sustainable career progression.**



### **Our Referral Partners**

None of this would have been possible without our collaboration with remarkable referral partners: Barnardos, BHASVIC, Brighton Job Centre, Brighton MET College, Brighton Youth Hub, CAMHS, Clocktower Sanctuary, East Brighton YES, Elev8, Mind, Moulsecoomb Family Hub, Skills Training UK, Supported Employment Team, Whitehawk Foodbank, YMCA Evolve and Youth Employability Service.

They opened doors, connected hearts, and together, we orchestrated a beautiful symphony of change.

### **Our Business Partners**

We extend our heartfelt gratitude to our partners who helped realise our vision and deliver the programme by providing funding, volunteers, company visits and work opportunities. Without these partners our programme would not be able to function.

Thank you to:

Brewers, Chichester College Group, Fonthill BCA, Hiscox, LYNN Foundation, No Fear Bridge, OneFamily, Riverstone, Rosaz, Sussex Community Trust, The Big Give, Waitrose and the individual givers. Thank you for investing in our vision!

Other regular supporters through volunteering, work placements and offering apprenticeships include:

Best Insurance, Elucidat, Graphite, Hungry Minds Childcare, Marstons, Southern Water and others.

These organisations did more than just contribute; they are the backbone of our endeavours. From inspiring company visits to nurturing through work placements and apprenticeships, these businesses embodied the spirit of community.





### Our Trustees and Programme Partners

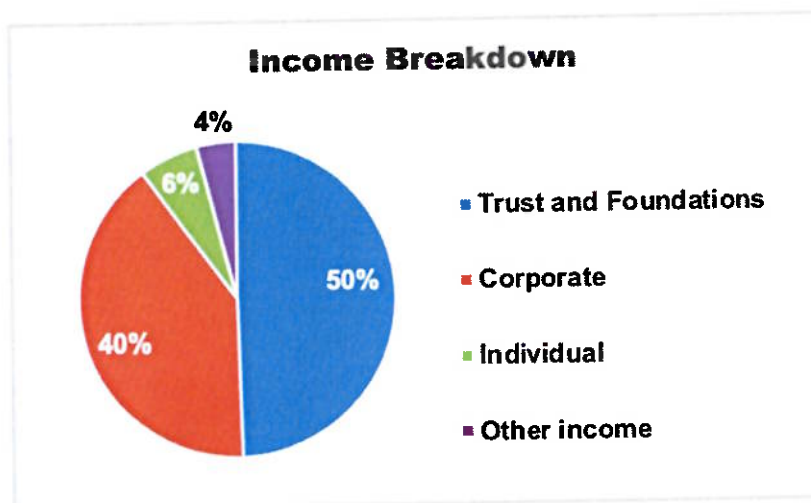
We thank our trustees, all of whom are unpaid volunteers, for their dedication and service.

And last but not least our heartfelt thanks to our two key Spear Brighton partners. **Resurgo** developed Spear more than 20 years ago and provide ongoing innovation of the program, leadership and annual training for our team including supply coaches when we hit a gap and centre swaps where our coaches can join a programme at another of the 15 Spear centres nationally. Then **St Peter's Church** in Brighton who provide us the space and support to allow us to run the programme in suitable and safe facilities. Without these partners, Spear would not exist and would not be able to run in Brighton. Thank you!

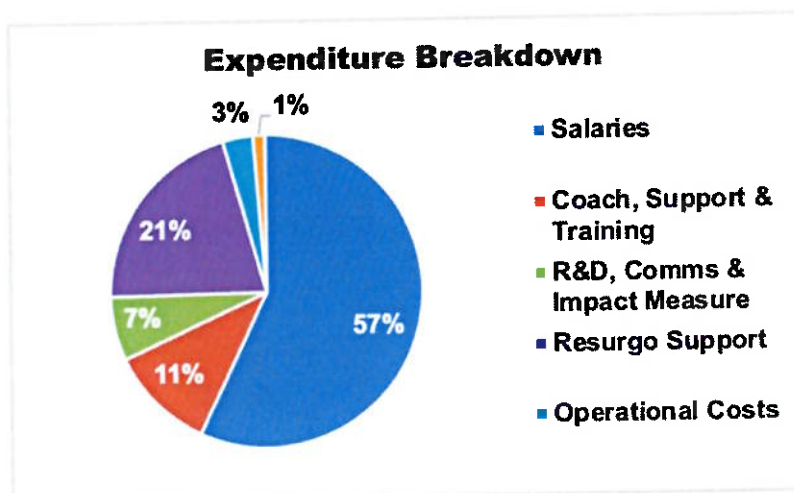
### Financials

Through the generosity of our funders, we entered our 2024-2025 financial year in a stable position with £62,867 in cash reserves. We slightly exceeded our goal to have a reserve of £50,000; we also had a small working capital buffer.

The reserve exists to fund the programme for two cohorts and guards against a sudden lack of income from donors. The cash buffer on the other hand aims to smooth our working capital to allow for the inevitable lags, peaks and troughs of income from successful grants. Our reserves are in place to ensure that our team has peace of mind and that they can focus on the main thing; coaching and mentoring of the 90 young people that they work with each year.



We are so grateful to all our financial supporters in helping us to achieve a total income of £121,512 last financial year. This is slightly down from £130,847 for 2023/24 mostly as a result of not running the Big Give (other income). Our funds are primarily from Trusts and Corporates, our aim in the coming years is to receive funding in equal parts from Trusts, Corporates and Individual donors.



Our total expenditure for 2024/25 was £159,305, slightly up from £142,304 the year before, primarily due to increased salaries. We are grateful to St Peter's Brighton, for their continued support in providing office and workshop space free of charge, helping to keep our programme delivery costs low.

Salaries and investment in our coach team is our biggest investment but is fundamental to the impact of Spear on the lives of the trainees. We review salaries annually to ensure that we are paying a fair wage for the charity sector in an expensive part of the country.

The next big expense is the subscription to Resurgo comprising line management of our team, ongoing training of our coaches, continuous innovation and development of the Spear programme and finally, support with fundraising and HR. Resurgo constantly evolves the Spear programme to meet an ever-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!

We therefore ended 2024/25 with a deficit of £37,793, up from £11,457 for 2023/24. This was due to the drop in income but has not impacted the operation given that we entered 2024/25 with above expected reserves and we continue to manage costs carefully.



Through the generosity of our funders, we have entered our 2024-2025 financial year in a stable position and continue to focus on longer-term partnerships. For the coming year our renewed trustee team is focusing on fundraising in corporate and individual donors.

#### **Looking Ahead to a Future of Impact and Growth**

As we move forward, we are filled with hope, growth, and deeper impact. Our mission remains the same: **to equip young people with the confidence, skills, and resilience to break through barriers and build fulfilling careers.** With the continued support of our partners, funders, and the wider community, we aim to expand our reach, deepen our impact, and create even more success stories in 2025 and 2026.

We invite you to continue this journey with us—to be a part of the change, to invest in potential, and to help transform futures.

Thank you for believing in the power of young people. Together, we are building a future where every young person, regardless of their background, has the opportunity to thrive.

With heartfelt thanks and warm regards,  
The Spear Brighton Team

**Trustees' responsibilities in relation to the accounts**

The Charities Act 2011 requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that year.

In preparing these accounts, 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; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the board on.....30th Jan 2026.....

Signed on behalf of the board of trustees .....*Emma Humphreys*.....

**L Taylor (Trustee)**

**Emma Humphreys (Trustee)**

## **REPORT OF THE INDEPENDENT EXAMINER TO THE TRUSTEES OF SPEAR BRIGHTON TRUST**

I report to the trustees on my examination of the accounts of Spear Brighton Trust for the year ended 31 August 2025.

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 August 2025 which are set out on pages 11 to 12.

### **Responsibilities and basis of report**

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

### **Independent examiner's statement**

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities.

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 accounts to be reached.

*TC Group*

**Mark Cummins FCCA FCIE**  
on behalf of TC Group The  
Courtyard  
Shoreham Road,  
Upper Beeding, Steyning,  
West Sussex  
BN44 3TN

Dated: *16<sup>th</sup> February 2026*



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Spear Brighton Trust

1179174

## Receipts and payments accounts

CC16a

For the period  
from

01-09-24

To

31-08-25

### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Designated funds to the nearest £	Total funds 2025 to the nearest £	Total funds 2024 to the nearest £
<b>A1 Receipts</b>					
Donations and legacies	81,012	40,500	-	121,512	130,847
Other	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b> (Gross income for AR)	81,012	40,500	-	121,512	130,847
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	81,012	40,500	-	121,512	130,847
<b>A3 Payments</b>					
Fundraising	7,500	-	-	7,500	7,500
Charitable activities	111,305	40,500	-	151,805	134,804
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	118,805	40,500	-	159,305	142,304
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	118,805	40,500	-	159,305	142,304
<b>Net of receipts/(payments)</b>	(37,793)	-	-	(37,793)	(11,457)
<b>A5 Transfers between funds</b>	-	-	-	-	-
<b>A6 Cash funds last year end</b>	100,660	-	-	100,660	112,117
<b>Cash funds this year end</b>	62,867	-	-	62,867	100,660

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Designated funds to nearest £
<b>B1 Cash funds</b>	Current account	60,764	-	-
	Other	2,103	-	-
		-	-	-
	<b>Total cash funds</b>	<b>62,867</b>	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>	Details			
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details			
		-	-	-
		-	-	-
<b>B4 Assets retained for the charity's own use</b>	Details			
		-	-	-
		-	-	-
<b>B5 Liabilities</b>	Details			
	Trade creditors	Unrestricted	-	-
	Accruals	Unrestricted	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
		Emma Humphreys	Emma Humphreys	30th Jan 2026