

CHARITY REGISTRATION NUMBER 1187767

DEO DUCE FOUNDATION

TRUSTEES' REPORT
AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
30 JUNE 2025

DEO DUCE FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

YEAR ENDED 30 JUNE 2025

Trustees

Eddy Dempsey

Edward McGillicuddy

Bridget Outtrim

Martin Reilly

Appointed

5th February 2020

5th February 2020

3rd February 2021

3rd February 2021

Charity Registration Number

1187767

Registered Office

Meadowbrook
65 Denham Lane
Chalfont St Peter
Gerrards Cross
Bucks
SL9 0EW

Independent Examiner

Michael Daly FCA
46 Kent Avenue
Ealing
London
W13 8BH

Bankers

CAF Bank
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

DEO DUCE FOUNDATION

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YEAR ENDED 30 JUNE 2025

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DEO DUCE FOUNDATION

TRUSTEES' REPORT

YEAR ENDED 30 JUNE 2025

The trustees present their report together with the financial statements of the Deo Duce Foundation for the period to 30th June 2025. The trustees, who are Directors for the purposes of the Companies Act, confirm that the Annual Report and financial statements comply with the current statutory requirements, the requirements of its governing document and the provisions of the Statement of the Recommended Practice (SORP) 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 2015) as amended by Update Bulletin 1 (effective 1 January 2015).

Since the company qualifies as small under section 383 of the Companies Act 2006, the strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors Report) Regulations 2013 is not required.

Objectives and activities

a. Policies and objectives

The principal objects of the charity are to help young people in Harrow achieve their potential for the public benefit in the United Kingdom in such ways as the trustees see fit and in particular by:

- Providing grants to schools, social enterprise companies, other charities and youth organisations who provide educational, life skills and/or workplace preparation services for young people.
- Providing grants for the purchase of facilities and equipment which will enhance life opportunities for young people.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning future activities. In particular, the trustees consider how planned activities will meet the aims and objectives established for the charity.

b. Activities for achieving objectives

The trust has provided funding for a number of schools in Harrow, either directly or through the provision of third-party services. It will support these and other schools in funding extra-curricular activities which will benefit the recipients in preparation for current or future educational and/or workplace opportunities.

c. Grant making policy

The aim of the charity is to provide support for the young people of Harrow to maximise their current and future life opportunities. This aim is reviewed annually.

DEO DUCE FOUNDATION

TRUSTEES' REPORT

YEAR ENDED 30 JUNE 2025

Achievements and performance

a. Review of activities

During the period under review, the charity received donations totalling £69,162 (2024 - £65,323) and awarded grants totalling £73,361 (2024 - £34,010). Of these awards, an amount of £13,880 had not been paid as at 30 June 2025 and was settled during the following period. After costs of £21,386 (2024 - £25,613) the charity had unrestricted funds of £67,167 (2024 - £86,949) and restricted funds of £NIL (2024 - £3,700).

During the year, the charity continued its journey to becoming a recognised funder of life enhancing activities supporting young people through programmes promoting sport, well-being, extra-curricular education and workplace preparation.

First time recipients of grants included Reading Ladders, a charity established to support schools working with children with dyslexia. The charity also provided funding for a Young Harrow Foundation sponsored programme providing training to teachers to help support those likely to have dyslexia, often not formally diagnosed.

The charity was proud to fund a programme run jointly by iGNITE and Maths Makers, who combined their expertise to work outside school premises with pupils attending an alternative provision secondary school. The programme combines sports provision, mentoring and support for maths tuition the benefits of which were highlighted in a particularly heartwarming success story shared by Calvin Moses of iGNITE at the golf event in September.

The charity again provided funding at the Salvatorian College's established and successful careers programme, managed by social enterprise company, Business Education Events, comprising two elements.

- Applying and being interviewed for a fictitious job role; students had to undertake research on a prospective employer, construct their CV and covering letter application and prepare for a job interview. In groups of five, students were then interviewed by a business volunteer, with one awarded the "job". Feedback, as always, was excellent, giving over 100 students their first taste of how to prepare and apply for a job, with constructive support from over 30 volunteers.
- For "Sweet Entrepreneur", teams of five students had to establish a business, prepare job roles, design and cost a product, decide its target market and pitch to the rest of the year group. The winners were provided with their product and to sell to fellow students. The energy, enthusiasm and creativity are always outstanding, with students referencing the event for weeks afterwards.

Salvatorian College science 6th formers also benefitted from the charity's contribution to a science exchange programme hosted at Cambridge University, in which students from the UK and Japan shared scientific knowledge, learning and camaraderie. The students had the opportunity to meet industry leading tutors and take part in experiments, whilst learning the role of the scientific community in developing new products. Some stated it had changed their view of their future workplace plans.

In addition to funding The Josh Hanson Trust for its founder, Tracey Hanson, to present Josh's story highlighting the dangers of knife crime and how to spot danger signs to schools in Harrow, the charity also provided support for its Fine Lines art programme. Working in small groups, students are encouraged to develop creative outlets to express themselves; increase their confidence and self-esteem, and explore and manage their emotions, thoughts and feelings. Both of these programmes give students the opportunity to develop understanding of the world outside school, explore their own feelings and how to express themselves directly or through finding safe spaces. The charity supports Tracey in her aim to eradicate knife crime, which is such a blight on our communities.

DEO DUCE FOUNDATION

TRUSTEES' REPORT

YEAR ENDED 30 JUNE 2025

In conjunction with the Royal Horticultural Society, the charity funded a first phase of the re-development of a sensory garden at Shaftesbury High School. The area had fallen into disuse and the partnership enabled wheelchair access to the site, improved pathways and an update to the pond which now has healthy fish. All of which not only improves the in-school experience of the students but also expands the range of activities which can be undertaken to pique their interest in the outdoor world and the environment.

The charity continued its collaboration with Young Harrow Foundation, providing additional funding towards the Harrow Change Makers Partnership fund. This year grants were provided to 21 organisations reaching over 2,000 young people. The charity is proud to collaborate with the John Lyon Charity, Harrow Council, Orley Farm School, and Harrow School to facilitate the delivery of a diverse range of supportive and life enhancing programmes, both short and medium term. All applications had to address one or more of the four priorities identified by young people of Harrow themselves in the 2024 annual "How Are You" survey. These were poverty, emotional health; safety and physical activity. The charity will continue this valuable collaboration into 2025/26.

Post year end, the charity hosted its fifth anniversary fund-raising golf day, supported by 15 sponsors at Stanmore Golf Club. With 118 golfers and 139 diners, the event was a great financial and community success, raising over £40,000. The charity thanks all those who have made this annual event such a success, including sponsors, participants and the hosts. It is especially grateful for the support of Glencar Construction, of which Trustee Eddie McGillicuddy is founder and Managing Director, which has been the Platinum sponsor for the past four years.

Financial review

a. Going concern

Having considered post year-end financial results and cash reserves and making appropriate enquiries, the trustees consider the charity has adequate resources to continue to operate for the foreseeable future being a period of not less than 12 months from the date the financial statements were approved. For this reason, they have adopted the going concern basis in preparing the financial statements.

b. Reserves policy

During the year, the charity invested surplus liquid funds into an interest-earning savings account. There were no other investments. As at 30th June 2025, the charity had unrestricted total funds of £67,167 (2024 - £86,949) which are considered free reserves. At that time, the charity had agreed funding applications to be drawn totalling £13,880 and these are fully accrued in these accounts. The trustees do not consider there is an optimal level of free reserves given it has minimal day to day operational costs as it staffed on a voluntary basis.

Structure, governance and management

a. Constitution

The Company was established as a Charitable Incorporated Organisation ("CIO") and registered as a charity on the 5th February 2020 with charities commission number 1187767.

b. Method of appointment or election of Trustees

The management of the charity is the responsibility of the trustees who are elected or co-opted under the terms of the Articles of Association.

DEO DUCE FOUNDATION

TRUSTEES' REPORT

YEAR ENDED 30 JUNE 2025

c. Risk Management

The trustees have assessed the major risks to which the CIO is exposed, in particular those in relation to operations and finances and are satisfied that systems and processes are in place to mitigate exposure to major risks.

Trustees' responsibilities statement

The trustees, who are directors of the Deo Duce Foundation, a Charitable Incorporated Organisation for the purposes of Company Law, are responsible for preparing the Trustees Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under company law, the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and the application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and accounting estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charitable company will continue in operation.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of trustees and signed on their behalf by:



Eddy Dempsey
Trustee



Bridget Outtrim
Trustee

2nd February 2026

DEO DUCE FOUNDATION

INDEPENDENT EXAMINER'S REPORT

YEAR ENDED 30 JUNE 2025

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DEO DUCE FOUNDATION (CHARITY REGISTRATION NUMBER 1187767) ON THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2025 SET OUT ON PAGES 9-15

I report to the trustees on my examination of the accounts of the Deo Duce Foundation for the year ended 30 June 2025.

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 Deo Duce Foundation 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 material matters have come to my attention in connection with the examination which give me cause to believe that in, any material respect:

- The accounting records were not kept in accordance with section 130 of the Act; or
- The accounts did not accord with the accounting records; or
- The accounts did 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.

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.

Michael Daly

2nd February 2026

Michael Daly FCA
46 Kent Avenue
Ealing
London
W13 8BH

DEO DUCE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 30 JUNE 2025

	Note	2025 £	2024 £
Income			
Donations and Legacies	3	3,840	3,641
Charitable Activities	4	65,322	61,682
Investments	5	<u>2,102</u>	<u>2,431</u>
		<u>71,264</u>	<u>67,754</u>
Expenditure on:			
Raising Funds	4	19,637	23,517
Charitable Activities	6	73,361	34,010
Other	7	<u>1,748</u>	<u>2,096</u>
		<u>94,746</u>	<u>59,623</u>
Net (Loss) / Income for the Year		<u>(23,482)</u>	<u>8,131</u>
Balance at 1st July 2024		<u>90,649</u>	<u>82,518</u>
Balance at 30th June 2025		<u>67,167</u>	<u>90,649</u>

The Statement of Financial Activities includes all gains and losses recognised in the period.

All income and expenditure is derived from continuing activities.

The notes on pages 11 to 15 form part of these financial statements.

DEO DUCE FOUNDATION

BALANCE SHEET

AS AT 30 JUNE 2025

	Note	2025 £	2024 £
Current Assets			
Cash at bank and in hand		82,047	92,082
Creditors: amounts falling due within one year	10	(14,880)	(1,433)
Net Current Assets		<u>67,167</u>	<u>90,649</u>
Total Assets Less Current Liabilities		<u>67,167</u>	<u>90,649</u>
Net Assets		<u>67,167</u>	<u>90,649</u>
Represented by:			
Funds			
Restricted funds	11	-	3,700
Unrestricted Funds	11	<u>67,167</u>	<u>86,949</u>
Total Funds		<u>67,167</u>	<u>90,649</u>

The notes on pages 11 to 15 form part of these financial statements.

The financial statements were approved by the Trustees on 2nd February 2026



Eddy Dempsey
Trustee



Bridget Outtrim
Trustee

DEO DUCE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2025

1. Accounting policies

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 have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice, which is referred to in the Regulations, but which has since been withdrawn. The financial statements are prepared in Sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

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

1.3 Charitable funds

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

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met.

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 the receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

DEO DUCE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2025

1.5 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of the obligation can be measured reliably.

Expenditure is accounted for on an accruals basis.

All expenses, including support costs and governance costs, are allocated or apportioned to the applicable expenditure headings.

1.6 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.

2. Critical accounting estimates and judgments

In the application of the charities accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. Donations and legacies

	2025 £	2024 £
Donations	3,240	3,128
Gift Aid refunds	<u>600</u>	<u>513</u>
	<u>3,840</u>	<u>3,641</u>

4. Charitable activities

	2025 £	2024 £
Golf day revenue	64,612	57,310
Income from Old Salvatorians FC Charity Family Fun Day	<u>710</u>	<u>4,372</u>
	65,322	61,682
Less: Golf day costs (fund raising)	<u>(19,637)</u>	<u>(23,517)</u>
	<u>45,685</u>	<u>38,165</u>

5. Investment income

	2025 £	2024 £
Bank interest	<u>2,102</u>	<u>2,431</u>

DEO DUCE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2025

6. Charitable activities

	2025 £	2024 £
Grants paid out to:		
Young Harrow Foundation	27,000	4,000
Josh Hanson Trust	13,050	10,000
Salvatorian College	9,950	3,500
Shaftesbury High School	8,000	-
iGNITE Trust	5,861	-
Business Education Events	2,800	-
Reading Ladders	2,200	-
Maths Makers	2,000	2,500
St Dominics Sixth Form College	1,500	9,000
Evolve Cycling Network	1,000	1,650
Sweet Science Limited	-	3,360
	<u>73,361</u>	<u>34,010</u>

7. Other expenditure

	Support Costs 2025 £	Governance Costs 2025 £	TOTAL 2025 £
Website and Marketing	489	-	489
Bank charges	259	-	259
Independent examiner's fees	-	1,000	1,000
	<u>748</u>	<u>1,000</u>	<u>1,748</u>

	Support Costs 2024 £	Governance Costs 2024 £	TOTAL 2024 £
Website and Marketing	433	-	433
Bank charges	663	-	663
Independent examiner's fees	-	1,000	1,000
	<u>1,096</u>	<u>1,000</u>	<u>2,096</u>

8. Trustees

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

9. Employees

	2025	2024
Total number of employees	—	—

DEO DUCE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2025

10. Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals – Independent examiner's fee	1,000	1,000
Accruals – other	<u>13,880</u>	<u>433</u>
	<u>14,880</u>	<u>1,433</u>

“Accruals – other” relates to funding applications awarded during the year, but not paid as at 30 June 2025.

11. Analysis of net assets between funds

	Unrestricted £	Restricted £	Total £
Balances at 30th June 2025 are represented by:			
Current assets	82,047	-	82,047
Creditors	<u>(14,880)</u>	<u>-</u>	<u>(14,880)</u>
	<u>67,167</u>	<u>-</u>	<u>67,167</u>

	Unrestricted £	Restricted £	Total £
Balances at 30th June 2024 are represented by:			
Current assets	88,382	3,700	92,082
Creditors	<u>(1,433)</u>	<u>-</u>	<u>(1,433)</u>
	<u>86,949</u>	<u>3,700</u>	<u>90,649</u>

12. Movement in funds during the current reporting period

	Unrestricted £	Restricted £	Total £
Balance at 1 st July 2024	86,949	3,700	90,649
Income	71,264	-	71,264
Expenditure	<u>(91,046)</u>	<u>(3,700)</u>	<u>(94,746)</u>
Balance at 30 th June 2025	<u>67,167</u>	<u>-</u>	<u>67,167</u>

At 30th June 2025, unrestricted funds include funding applications of £13,880 committed to during the year, but not paid as at 30 June 2025. These were all paid post year end.

At 30th June 2024, restricted funds represented funding applications agreed but not paid at that time.

DEO DUCE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 JUNE 2025

13. Related party transactions

During the year the charity had related party transactions as follows:

Donations received by the charity from:

Edward Dempsey (Trustee)	695	626
Reillyconsult Ltd (Martin Reilly [Trustee] is a director)	200	-

Sponsorship of golf day by:

Glencar Construction Ltd (Edward McGillicuddy [Trustee] is a director)	5,000	5,000
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Reillyconsult Ltd (Martin Reilly [Trustee] is a director)	1,000	1,000
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Winning bid for golf day auction prizes from:

Edward Dempsey (Trustee)	-	450
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Glencar Construction Ltd (Edward McGillicuddy [Trustee] is a director)	5,000	5,000
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Reillyconsult Ltd (Martin Reilly [Trustee] is a director)	5,000	5,000
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<u>16,895</u>	<u>17,076</u>
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Items provided for fundraising auction lots:

Two of the Trustees, including a company associated with one of them, provided items, at no cost, for auction lots which raised a total of £15,800. The Trustees derived no personal benefit from doing so.

Expenses reimbursed

Edward Dempsey (Trustee)	<u>657</u>	<u>559</u>
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