



headroom

YOUNG PEOPLE'S CHARITY

Annual Report

2022 - 2023

Contents

Administration Details	3
Foreward	4
Our Delivery	5
Our Clients	6
Service Update: Youth Counselling	7
Service Update: Parenting Services	8
Service Update: Anger Management	9
Service Update: Disordered Eating	9
Objectives and Activities	10
Supporters and Funders	11
Impactful Issues	11
Governance and Policies	12
Financial Review	13
Financial Statement	16
Trustee Declaration	17

Administration details

Headroom Young People's Charity

Registered charity 1190834

Address: Suite 1, Wesley Hall, Barrack Road, Aldershot, GU11 3NP

Bank: MetroBank, Chiswick House, Unit 1, Festival Way, Basingstoke

Website: www.headroomcharity.co.uk

Email: info@headroomcharity.co.uk

Phone: 07464 507974

Trustee Board

Rebecca Williams - Chair since August 2020

Simon Mahony - Service Delivery oversight and DSL since August 2020

Daniel Reilly

Callum Bowdrey-Roberts

Claire Rason

Doug Drinkwater

Sue Hickey - retired Jan 2023

Staff Team

Sue Evans - CEO / Director of Services / Therapeutic Parenting Counsellor

Emma Henry - Youth Counsellor / Therapeutic Parenting Counsellor

Nicole Asghar - Disordered Eating Therapist

Ruth Harrison - Parents Counsellor

Gemma Ward - Young and Young Adults Counsellor

Pentronella Antemia - Charity Administrator

Sue Hickey - Financial Administrator

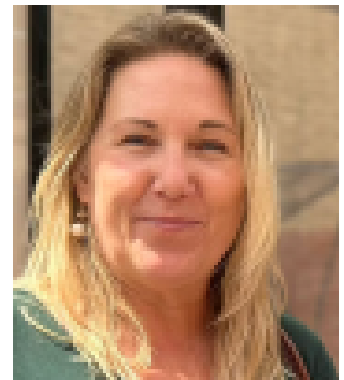
External Parties

Financial Services: Keith Graham Chartered Accountants Aldershot

Independent Examiner: Simon Pusey BA FCA

Foreward

It's been an exciting and productive year for Headroom in Aldershot, with our team providing excellent specialist support to an increasing number of young people, parents, and carers. Our referrals are rising over 100% year-on-year, indicating a growing community need for services addressing complex challenges like anxiety, depression, and trauma, often linked to neurodiversity.



Rebecca Williams

We remain committed to delivering the highest quality support, but we're aware of our growing waiting lists. Our new fundraising strategy, developed by our expanded trustee team, aims to develop a targeted operating model which will enable us to offer 50% more sessions, secure sustainable funding, and strengthen our governance framework. We will be adopting initiatives including group work, increased counsellor hours, and expanding our social media presence for greater awareness of Headroom.

To address our lower income streams, due to cuts in Government funding, the cost-of-living crisis, and a greater demand for funding from grant-making trusts, we're hiring a part-time fundraiser to support and broaden our fundraising activities. As trustees, we are excited about the coming 12 months and our levels of motivation are high to continue this journey and ensure the very best outcomes for our young people and their families.

Rebecca Williams
Chair of Trustees

“ I'm so grateful that we found you. I really don't know where we would be now without the care and support for me and J from you both. J is back to his normal self and I have learnt so much from you. Thank you, I really can't thank you enough. ”

*Mum of a 16-year-old son with Autism Spectrum
Condition*

Our Delivery

71

Young Persons
supported in

50

Parents
supported in

474

sessions

392

sessions

J, aged 15, has Autistic traits and wanted to talk about the difficulties he was experiencing with socialising, relationships and school. He was feeling dominated and even bullied by his close friend, causing him distress and angry feelings. He also often felt overwhelmed by school life.

His counsellor took time to ensure the sessions were manageable and focused on exploring the impact of the autistic traits on his world, and this affect on his capacity and emotional dysregulation. Potential burnout was explored, so J learnt his triggers and how to plan to avoid this disabling issue, establishing a routine that was sustainable.

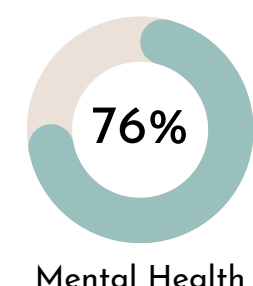
Over 12 sessions, J learnt what did and did not work for him, what he needed to feel comfortable and safe in different settings, and how to self-advocate to ensure his needs were met. He found the confidence to speak to his parents, tutors, and friends about the changes he needed to manage everyday demands. His angry outbursts diminished considerably, becoming less frequent and much less upsetting.

J has established "how-to-live" and believes in his right to ask for what he needs. He can plan his days according to his own capacity and knows how to limit the risks to himself from shutdowns and burnout.

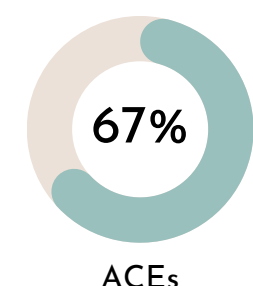
Our Clients



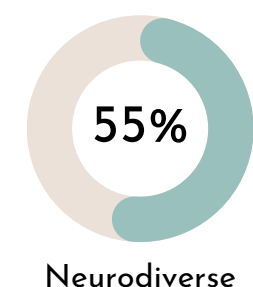
Those with Special Education Needs (SEN) are particularly vulnerable to issues with self-esteem and self-confidence, and can struggle to understand and assert their own specific needs to those around them. They typically suffer from being bullied, marginalised and feeling left behind by their peers. By using strength-based approaches, we support our young clients so they learn that their identity is not exclusively centred around their academic performance. We provide specialist support to their parents who often feel ill-equipped in their attempts to support their children with these needs.



We work with all forms of mental ill health, the most common being anxiety - in all its forms. This varies from mild - where some targeted strategies can make a big difference - to severe, impacting on school attendance and normal everyday function. Approximately 38% have suffered some form of trauma in their lives; here, we have up-skilled as a team to ensure we use evidence-based programmes to reduce the impact of the trauma, successfully conquer their symptoms and help them live more stable lives.



Adverse Childhood Experiences (ACEs) have a complex impact on our clients, who grow up trying to deal with, and recover from, all that has happened to them. We understand the impact that these can have on young peoples' life chances, and how it informs a range of behaviours - from challenging and risky to isolated and shut down. We look at the whole person and collaboratively address what is most important to that young client. We then agree an approach that meets them where they are, helping them to build resilience and capacity.



We recognise that neurodiversity is a potential factor in over 50% of our clients' issues. We have specialist knowledge of these conditions that include Autism Spectrum Condition, all types of ADHD, Dyslexia, Dyspraxia, and certain anxiety disorders. These conditions often go unidentified, undiagnosed and are much misunderstood, causing huge challenges for those attempting to live and study in settings that don't suit them. We have specifically designed programmes, written by experts -- many of whom are neurodiverse themselves, to support the specific needs of this cohort.

Age Breakdown

9
11 - 13

37
14 - 18

25
19 - 25

Service Update: Youth Counselling

Headroom has supported over 70 young people this year, of which 72% are under 18 years old, with increasingly complex issues.

64% referred to us had more than five adverse childhood experiences, such as the loss of a parent, family breakdown, domestic violence victims and other traumas.

19% had more than 10 ACEs

We experienced a 110% increase in the number of referrals we received, and growing numbers being signposted and referred from the local Children and Adolescent Mental Health Service (CAMHS).

All forms of anxiety disorders have been the dominant issue resulting in poor mental health, school avoidance and attendance issues.

The impact of our work can be profound and life changing, with 95% of young clients experiencing an average of 38% growth and positive change across competencies like emotional management, managing relationships, self-advocacy and self-determination. These competencies allow young people to better manage challenges and traumas, and grow in confidence.

Through our sessions, they learn what does and doesn't work for them, and how to put in effective boundaries, to keep themselves emotionally and physically safer. This in-turn allows young people the freedom to focus on their education and enjoy healthy social lives that help address feelings of isolation and depression.

“ Headroom has helped me think about what I needed to focus on, I've just finished some anger management counselling and I've learnt so much about myself. Now, I can go on to the Disordered Eating Service and sort out my bad eating habits without having to start again somewhere else.

21 year old non-binary young person

”

Service Update: Parenting Services

Parents Counselling Service

With the ongoing funding from Broadhurst Mental Health Charity, we have now been able to make this service a permanent part of our support for local families. Every one of the 19 parents receiving support from us this year has learnt how to manage their own mental health more effectively and demonstrate improved resilience and capacity to cope in positive and healthy ways. Our service enables parents to be more available for the needs of their children.

Evaluations showed an average of 33% growth across relevant competencies, including confidence in their parenting, improved boundaries and the quality of the relationships with their children - keeping families functioning in a healthy way and providing safer homes for children to thrive in.

Therapeutic Parenting Support

The growing need for this one-to-one service is apparent in a 36% increase in referrals year-on-year. This service represents over 40% of our work as a charity. Parents are facing the huge challenge of responding to the needs of their children with a complex range of issues, often including autism and ADHD. Parents often report that groups and parenting programs don't always give them the specific and focused answers they need for their unique family's challenges. Headroom recognises and embraces the need for this bespoke support for local families.

We work alongside social workers and Family Support Services as part of a multi-agency team and we are fully accessible to all parents by offering telephone, online and in-person support. Headroom works hard to support parents and represent their interests with schools, working together to manage sustainable timetables and avoiding exclusions wherever possible.

Often one or two of our sessions can make transformative changes to the family home. Our clients reported an average 58% improvement achieved across 14 areas of competency.

“

For 10 years, I've been trying to get help for me and my two children; at last somewhere that really understands what I've been battling with, and gives me meaningful support for my situation and is on my side during meetings with the school.

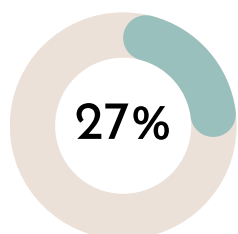
It's been so hard, but now I don't feel like I'm the rubbish parent and I know what to focus on. The meltdowns have almost stopped, and the more we write down, as I was taught, the better we all function.

Mother of two autistic sons

”

Service Update: Anger Management

56% of our referrals to this specialist service have some form of neurodiversity, most commonly Autism and ADHD. We have made it our goal to continually up-skill in this area and have a solid understanding of these issues, which inform our specialist programmes for all neuro-types.

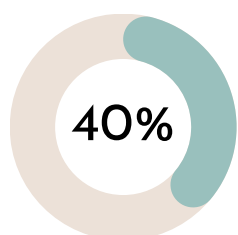


have anger
management issues

At Headroom, we work hard to engage young people and ensure they feel welcome and understood. We made adaptations for them in all aspects of our service, and every young person who completes our programme benefits from significantly improved emotional intelligence.

We equip them with skills for self-management to avoid deteriorating mental health, school exclusions, family breakdown, anti-social behaviour, and escalations of aggressive or violent behaviours.

Service Update: Disordered Eating



have some form of
disordered eating

Our Disordered Eating Service (DES) has entered its second year with 18 referrals, a year-on-year increase of 25%. The DES has supported another 10 young people aged between 14 and 22 years. The issues they face are often complex and we work continually to achieve a range of positive outcomes.

Self-evaluation scores indicate growth of 41% across all relevant competencies, resulting in more emotionally intelligent young people

who are better able to understand the nature, roots and triggers of their disordered eating. Most learn how to moderate their negative beliefs and habits, and how to adjust over a period of months to healthier attitudes to food and eating. They can achieve stability and improved mental health.

Our service is held online, ensuring support is accessible for all regardless of location and any physical health or mobility issues. A proportion of those referred to Headroom benefitted from counselling support to address pre-existing issues and anxieties before progressing to this service, gaining further value from improved emotional intelligence and feeling prepared to switch their focus to food and eating.

Objectives and Activities

Our objectives for this year were:

- To target young people, aged 11-25, and their parents, who suffer from multiple and complex issues resulting in stuck situations and chaotic, dysfunctional home environments.
- To work closely with referring local agencies, including Children's Services and schools, to bring a therapeutically-informed approach enabling the team around the family to better understand how best to support and meet the needs of the family. Working together achieves breakthrough progress where previous interventions have failed.
- We target families with children who have behavioural management issues attempting to stay in education by working with schools to assert realistic and achievable plans for each young person to ensure they attend successfully and achieve.
- To promote understanding of the impact of learning disabilities and support parents dealing with the impact of Autism, ADHD and other forms of neurodiversity in growing adolescents.
- To increase our capacity and deliver more sessions to young people to meet the fast-growing need.
- To increase support for those on our growing waiting lists.
- To continue to up-skill as a team to fully understand the complexities of all forms of neurodivergence.

Our activities that addressed these objectives were:

- We achieved an incredible 61% increase in the number of young people and parents seen by us, through increasing hours worked by our counselling team and outputs in all areas. The Disordered Eating and Parents Counselling Services have ensured we are able to support more and grow our services to meet the need.
- Headroom delivered 474 sessions to young people, an increase of 41% year-on-year. We delivered 392 sessions to parents, an increase of 39% year-on-year. We achieved this by generally working smarter, assessing those waiting earlier and ensuring smooth and timely starts for new clients, adhering to our non-attendance policy.
- We attended over 100 Professional Team meetings for children and families this year to ensure young people's issues are fully understood by schools and support services. We promote the use of trauma informed and low arousal strategies with vulnerable young people in schools. Being present within a team ensures realistic goals are set and appropriate expectations are agreed by the whole team - thereby ensuring the young people can manage their environments and succeed.
- The whole team engaged in over 130 hours of specialist training around all forms of neurodiversity and working with young people and their parents with these issues. This included individual professional development and external clinical supervision hours, to further improve our understanding around, and therapeutic support for families and young people with these and other complex needs.

Supporters and Funders

Headroom continues to enjoy wonderful support from both local and national sources. We received much appreciated support from individual donators, making regular monthly contributions allowing us to predict and plan our income levels. We continue to enjoy support and contributions from six local councillors, via the HCC Grants schemes, and we have highly valued ongoing support from the Hampshire and Isle of Wight CCG for work with young people and their parents.

Headroom was awarded Rushmoor Rotary's Chairman's Charity of the Year and received a very generous contribution as a result. We also thank the trustees of the Aeonian Foundation, who contribute to show ongoing interest in and support for our work with young people.

Here is a complete list of all those who generously supported us this year:

M Roberts, A Wootton, G & S Fisher, Rushmoor Borough Council, Hampshire County Council, The National Lottery Community Fund, Garfield Weston, Broadhurst Mental Health Charity, Brackenwood Windows, HSIOW Community Grant, HIOW CCG, Rushmoor Rotary, Anton Jurgens Charitable Trust, Farnham Masons, The Aeonian Foundation, Rushmoor Rotary Club.

Impactful Issues



of our young people have school attendance issues

All those who were experiencing school attendance issues either felt their attendance issues were better understood by both their parents and schools, or they were able to negotiate a more sustainable attendance timetable.



of our young people experience some form of suicidation

All those experiencing suicidal thoughts and feelings felt this way less frequently and intensely, or that the feelings ceased altogether.

Those who had made suicide attempts ceased this behaviour, making no further attempts after receiving therapy from our counsellors.

Policies and Procedures

Headroom Young People's Charity has the following policies and procedures:

Safeguarding Children and Young People; Safeguarding Vulnerable Young Adults; Code of Conduct Conflicts of Interest Policy; Fair Processing of Data Policy; Equal Opportunities; Health and Safety; Lone Working; Finance Policy; Reserves Policy; Discipline & Grievance Procedures; Risk Management; Staff Supervision & Continuing Professional Development; Complaints; GDPR.

The protection and safeguarding of children and vulnerable adults is of utmost importance to the charity, and all trustees, staff and volunteers are DBS and reference checked before joining the organisation. DBS checks are then carried out every three years and everyone in the charity attends annual safeguarding training.

Stakeholders

Our service users are signposted or referred to us by local GPs, schools, Children's Services, Family Support Workers, CAMHS, health professionals, parents and via word-of-mouth. We work alongside health, social care and education to support the mental health and well-being of young people.

Financial Management

The financial management of the charity is overseen by the Chair of the Trustees, who reports to the Trustee Board on a regular basis. The administration of the accounts is undertaken by volunteer Sue Hickey and accountancy services/support are provided by Keith Graham Chartered Accountants. Our finance policy was reviewed in September 2022. The charity prepares its accounts on a receipts and payments basis.

Reserves Policy and Reserves

The charity's Reserves Policy is that:

The minimum level of reserves within the unrestricted fund will be the equivalent of three months operating costs, calculated and reviewed annually, or at such times where significant changes in regular expenditure occur. On 31st July 2023, unrestricted funds totalled £26,926.00. £16,500 is held as per the reserves policy, which leaves £10,426.00 as free reserves.

Risk Management

The Trustees have identified two key areas of risk for the charity:

- Staff capacity: there is a heavy reliance on a small team, and on the Operations Director to support fundraising activities.
- Income streams: There is a reliance on grant making trust applications for income.

These are discussed regularly and strategies have been put in place to mitigate these risks.

Trustee Expenses

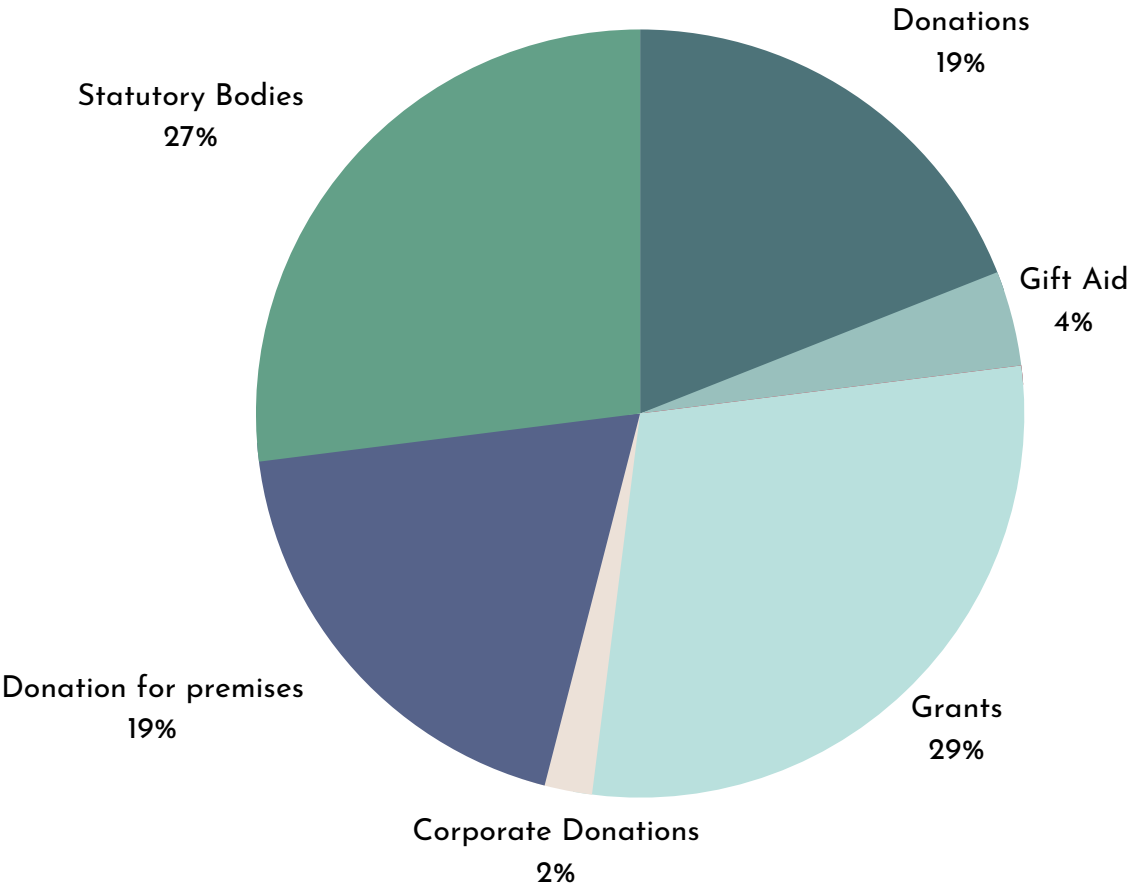
All of Headroom's trustees give their time on a voluntary basis. No expense claims have been made by the trustees.

Financial Review

Overview

Our fundraising strategy has been reviewed and updated to provide additional focus on corporate and individual donations, reducing the reliance on income from grant making trusts.

Income



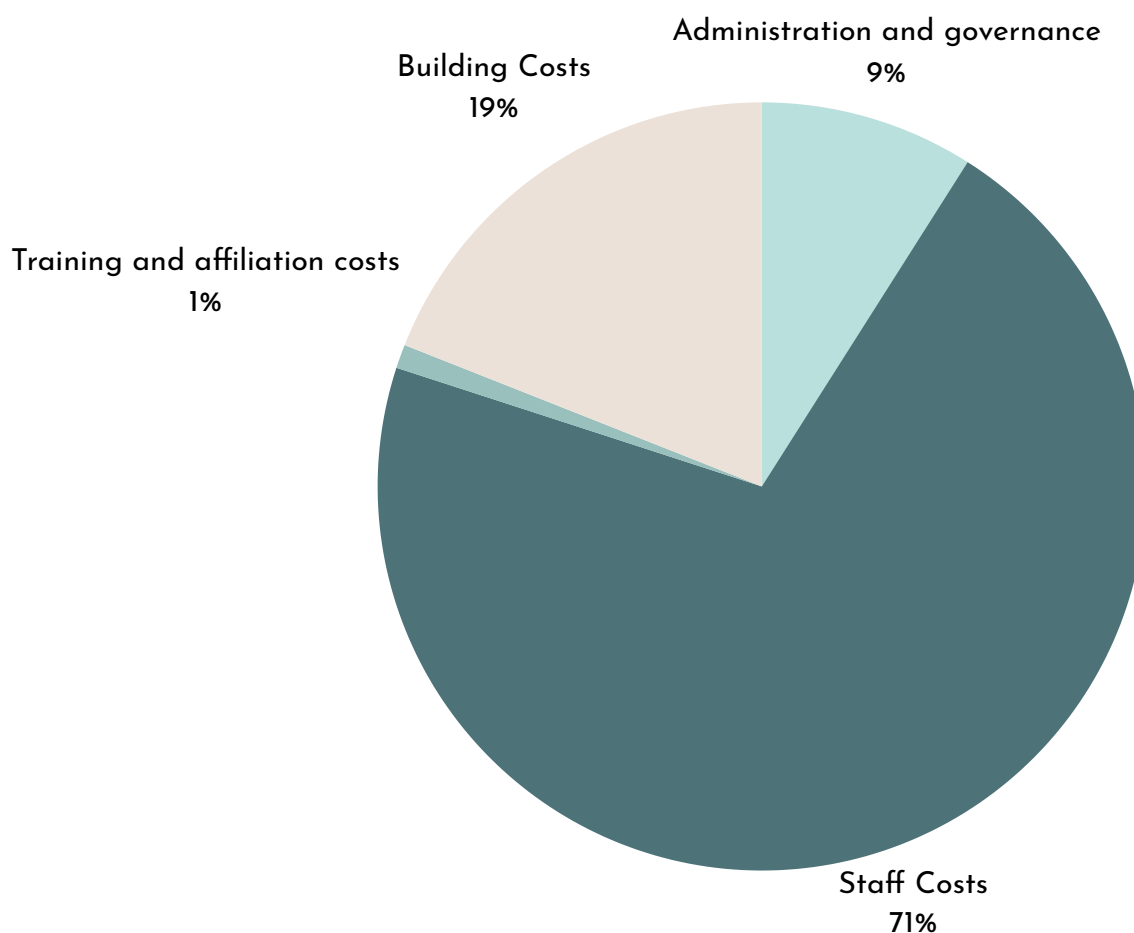
Income for FY 22/23 was less than budgeted, due in part to the shifting of focus for Grant Making Trusts towards initiatives working to address the post Covid-19 issues, the cost-of-living crisis or supporting refugees. We continued to receive our regular individual donations, as well as funding from Statutory Bodies, Grant Making Trusts and Corporate Donations. We saw a decrease in funding from local schools, who have previously procured training from our specialist counsellors.

Budgeted Income: £58,000

Actual Income: £55,423

Financial Review

Expenditure



Expenditure for FY 22/23 was less than budgeted despite increasing staff hours to meet the growing needs of our service users. Staff costs remain the largest expense for the charity.

Budgeted Expenditure: £57,017

Actual Expenditure: £54,657

Financial Review

Charity Growth

Income and Expenditure since charity was founded.



Our fundraising strategy has been reviewed and updated to provide additional focus on corporate partnerships and individual donations, reducing the reliance on income from grant making trusts. We will also seek to work in partnership with stakeholders supporting young people, children and families.

Financial Statements

Headroom Young People's Charity
 Receipts and payments accounts
 FOR THE PERIOD OF 01/08/2022 TO 31/07/2023

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
RECEIPTS				
Donations and gift aid	10,449	-	10,449	12,929
Gift aid	1,943	-	1,943	-
Charitable work	120	-	120	3,400
Grants	10,750	5,400	16,150	35,300
Corporate donations	1,000	-	1,000	-
Donations for premises	10,800	-	10,800	9,500
Statutory bodies	2,461	12,500	14,961	-
TOTAL RECEIPTS	37,523	17,900	55,423	61,129
PAYMENTS				
Administration and governance	4,092	693	4,785	2,331
Staff costs	23,119	16,339	39,458	23,641
Fund raising	-	-	-	376
Training and affiliation costs	492	-	492	458
Insurance	122	-	122	122
Property costs	10,800	-	10,800	11,074
TOTAL PAYMENTS	38,625 (1,102)	17,032 868	55,657 (234)	38,002 23,127
NET OF RECEIPTS/(PAYMENTS)				
Transfers between funds	-	-	-	-
Cash funds last year end	10,325	16,835	27,160	4,033
CASH FUNDS THIS YEAR END	9,223	17,703	26,926	27,160

Trustee Declaration

The Trustees declare they have approved the annual report and financial statements for the year-to-year end July 2023.

Signed on behalf of the charity's Trustees:



Rebecca Williams

Chair of Trustees

Date: 16/12/2023



headroom

YOUNG PEOPLE'S CHARITY

info@headroomcharity.co.uk

www.headroomcharity.co.uk

Suite 1 Wesley Hall
Barrack Road
Aldershot
GU11 3NP



facebook.com/HeadroomCharity



linkedin.com/company/HeadroomCharity



Section A

Independent Examiner's Report

Report to the trustees/
members of

Headroom - Young People's Charity

On accounts for the year
ended

31 July 2023

Charity no
(if any)

1190834

Set out on pages

Trustees Report pages 3 to 16 and CC16a return page 17.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/07/2023.

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

- the accounting records were not kept in accordance with section 130 of the Charities 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.

Signed:

Date:

Name:

Simon Pusey

Relevant professional
qualification(s) or body
(if any):

Chartered Accountant

Address:

Keith Graham, Chartered Accountants

Suite 2 Wesley Chambers, Queens Road

Aldershot Hampshire GU11 3JD



CHARITY COMMISSION
FOR ENGLAND AND WALES

Headroom Young People's Charity

1190834

Receipts and payments accounts

CC16a

For the period
from

01/08/2022

To

31/07/2023

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and gift aid	10,449	-	-	10,449	12,929
Gift Aid	1,943	-	-	1,943	-
Charitable work	120	-	-	120	3,400
Grants	10,750	5,400	-	16,150	35,300
Corporate Donations	1,000	-	-	1,000	-
Donation for premises	10,800	-	-	10,800	9,500
Statutory Bodies	2,461	12,500	-	14,961	-
	-	-	-	-	-
Sub total (Gross income for AR)	37,523	17,900	-	55,423	61,129
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	37,523	17,900	-	55,423	61,129
A3 Payments					
Administration and governance	4,092	693	-	4,785	2,331
Staff Costs	23,119	16,339	-	39,458	23,641
Fund raising	-	-	-	-	376
Training and affiliation costs	492	-	-	492	458
Insurance	122	-	-	122	122
Property Costs	10,800	-	-	10,800	11,074
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	38,625	17,032	-	55,657	38,002
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	38,625	17,032	-	55,657	38,002
Net of receipts/(payments)	(1,102)	868	-	(234)	23,127
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	10,325	16,835	-	27,160	4,033
Cash funds this year end	9,223	17,703	-	26,926	27,160

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash Year End	9,223	17,703	-
		-	-	-
		-	-	-
	Total cash funds	9,223	17,703	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	

Signature: 
Becky Williams (Nov 6, 2023 12:04 GMT)

Email: becky.williams@headroomcharity.co.uk

Signature: 
Daniel Reilly (Nov 1, 2023 09:30 GMT)

Email: daniel.reilly@headroomcharity.co.uk



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Headroom - Young People's Charity

On accounts for the year
ended

31 July 2023

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(if any)

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Independent
examiner's statement

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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.

Signed:

Date:

2/1/2024

Name:

Simon Pusey

Relevant professional
qualification(s) or body
(if any):

Chartered Accountant

Address:

Keith Graham, Chartered Accountants

Suite 2 Wesley Chambers, Queens Road

Aldershot Hampshire GU11 3JD