

Wren Bakery CIO

Charity number 1191722

Company number CE023988

Annual Report and Financial Statements

For the period ended 31 December 2024

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Trustees' report for the year to 31 December 2024

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

The trustees during the financial year and up to and including the date the report was approved were

Name	Position
Esther Riches	Chair
Jonathan Simpson	
Sue Smith	
Jacqueline Barber	
Cassandra White	
Jane Dixon	

Charity number	1191722	Registered in England and Wales
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Registered address

Model Farm
Farm Hill South
Leeds
LS7 2QB

Independent examiner

Russell Smith
RS Accountancy
20 Wenlock Road
London
N1 7GU

Structure, governance and management

The charity is a Charitable Incorporated Organisation (CIO) Foundation and was formed on 9 October 2020.

Method of Recruitment and appointment of trustees

Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

Objectives and activities

The Wren Bakery provides a much needed first step in the journey to employment. We help women shape a better future for themselves by gaining transferable skills in baking and barista. We put employability as our first priority, giving our trainees the opportunity of work experience through our associated CIC. We deliver mentoring and support along the way helping our trainees regain their confidence and self belief, working at their pace and journeying with them every step of the way.

Trustees' report (continued) for the year to 31 December 2024

Public benefit statement

In setting our objectives and planning our activities Wren Bakery's trustees have given serious consideration to the Charity Commission's general guidance on public benefit. Our focus in particular is on increasing the employability and wellbeing of vulnerable women. Specifically, the charities objects are for the public benefit:

1. The provision of facilities, equipment or funds connected with training for the relief of poverty amongst women who have or who are at risk of one or more of the following:
 - a. domestic or other forms of abuse
 - b. suffering from alcoholism, drug addiction other forms of addiction or dependence to substances
 - c. or receiving a criminal record (including those who have suffered a legal restriction on their liberty at any penal establishment as a punishment imposed by a court of law, received a non-custodial sentence, fine or any other court or other recorded disposal, such as a police caution)
2. The advancement of education particularly:
 - a. amongst such women by the development of individual capabilities, competencies, skills and understanding as such that will fit them for employment; and
 - b. the education of the public in the causes of domestic or other forms of violence as such that will enable them to prevent and respond to such poverty.

Achievements and performance

During this period we have delivered two schedules of initial 6 month training and developed the wellbeing aspect of the training programme. The CIO has continues to mentor the woman for 18months following the initial training to help source work opportunities. This two-year period acknowledges the complexity of the lives of the women we support and the increased costs reflect additional resources needed with more women now falling within this two year window.

All of the women we have worked with have been at risk of poverty and one additional risk factor and to date

- 50% of our women trainees experienced domestic violence
- 25% have had a criminal record
- 60% suffered from alcoholism, drug addiction or other forms of addiction
- 100% experienced enduring mental health problems

We have a 75% retention rate for women enrolled on our programme of training to graduation.

- 60% of our women reach employment outcomes within two years of starting their journey at The Wren Bakery.
- 20% of our women are mum's to school age children. These children are indirect beneficiaries of our work too

Trustees' report for the year to 31 December 2024

Financial review

During 2024 the CIO has been successful in increasing the provision of support for the women providing more of the support in house whilst continuing to rely on external specialists.

We have not identified any material uncertainties that cast doubt on the ability of Wren Bakery to continue as a going concern in the short term.

We continue to take a prudent approach to the cost base, balancing the need to provide certainty of ongoing funding of the programme and keeping one eye on its future growth. The increased staffing reflecting the increasing needs of the programme.

At the end of the period the charity's reserves were £53,381, including £48,546 of cash at the bank, representing around 12 months of expenditure. The higher level of support given to the women gives the project greater sustainability from a resource perspective, but also increases costs. To date the charity has relied on large donations from a small number of partners, in the coming year it will seek to widen its partner base to become more financially sustainable in the longer term, to that end it has recruited a part time fundraiser from April 2025.

Signed on behalf of the board of trustees on 24 October 2025

A handwritten signature in black ink, appearing to read 'Jonathan Simpson', written in a cursive style.

Jonathan Simpson (Trustee)

Independent examiner's report to the trustees of Wren Bakery

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31 December 2024, which are set out on pages 6 to 9.

Responsibilities and basis of report

As the charity trustees of the CIO 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 CIO's accounts as 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 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 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;
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.

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:



Russell Smith

Date: 24/10/2025

RS Accountancy
20 Wenlock Road
London
N1 7GU

Statement of Financial Activities (including summary income and expenditure account) for the year to 31 December 2024

		Year to 2024	Year to 2023
		Total funds	
		(all	
	Note	unrestricted)	Total funds
		£	£
Income from:			
Donations – corporate	2	24,945	36,000
Donations – individual donations		11,083	3,976
Total income		36,028	39,976
Expenditure on:			
Equipment and small furniture		-	200
Bank charges		70	65
Course Management		37,495	19,949
Delegates subsistence and travel		2,021	1,296
External training and advice		1,148	7,102
Grant to CIC		-	4,500
Rent		4,620	3,445
Website		115	108
Work experience supervision		-	56
Depreciation		1,902	2,051
Total expenditure		47,371	38,774
Net income		(11,344)	1,202

Balance sheet
as at 31 December 2024

		2024	2023
	Note	Total (all unrestricted) £	Total (all unrestricted) £
Fixed Assets			
Tangible assets	3	822	2,124
Total fixed assets		822	2,124
 Current assets			
Debtors		4,013	10,289
Cash at bank		48,546	52,311
Total current assets		52,559	59,348
 Net assets		53,381	64,725
 Funds			
Unrestricted funds		53,381	64,725
Total Funds		53,381	64,725

The financial statements were approved by the board of trustees on 24 October 2025

Signed



Jonathan Simpson (trustee)

Notes to the accounts

For the period ended 31 December 2024

1. Accounting policies

Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.
There has been no change to the accounting policies since last year.
No changes have been made to the accounts for previous years.

Going concern

The trustees are satisfied that there are no material uncertainties about the charity's ability to continue.

Incoming resources

All incoming resources are included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources, it is more likely than not that the trustees will receive the resources and the monetary value can be measured with sufficient reliability.

Grants and donations

Grants and donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Where grants are related to performance and specific deliverables, they are accounted for as the charity earns the right to consideration by its performance. All income to date has been unrestricted.

Expenditure and liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out the resources and the amount of the obligation can be measured with reasonable certainty.

Taxation

As a charity the organisation benefits from rates relief and is generally exempt from income tax and capital gains tax but not from VAT, Irrecoverable VAT is included in the cost of those items to which it relates.

Tangible fixed assets

Tangible fixed assets costing more than £500 are capitalised and included at cost including any incidental expenses of acquisition. Gifted assets are shown at the value to the charity on receipt. Depreciation is provided on all tangible fixed assets at rates calculated to write off the cost on a straight line basis over their expected useful economic lives as follows:
Furniture and equipment: over 4 years

Fund accounting

Currently all funds are unrestricted and therefore there is no separation of funds within the accounts. One restricted was grant received and utilised in the year.

2. Corporate grants

Charles and Elsie Sykes Trust	10,000
The Brelms Trust	6,000
Chapel Allerton Baptist Church	2645
The Big Give	2,500
Humankind Charity	2000
The Lancaster Foundation	1,000
Hey Neighbour grant	500
Ison Harrison	300
	<u>24,945</u>

3. Tangible fixed assets

	Equipment	Furniture	Total
Cost			
At 31 December 2022	5,483	2,722	8,205
Additions	600	-	-
At 31 December 2024	<u>6,083</u>	<u>2,722</u>	<u>8,805</u>
Depreciation			
At 31 December 2022	4,341	1,740	6,081
Charge in the period	1,142	760	1,902
At 31 December 2024	<u>5,483</u>	<u>2,500</u>	<u>7,983</u>
Net book value			
At 31 December 2024	600	222	822
<i>At 31 December 2022</i>	<u>1,142</u>	<u>982</u>	<u>2,124</u>

4. Related Party Transactions

In 2024 the CIO paid rent to the CIC £4,620, this was an increase on the prior year figure of £3,830 as this did not represent a full year

The CIO paid £37,495 of payroll costs to CIC/CIO joint employees (£19,949 prior year).

The CIO paid the CIC £1,249 for food served to delegates at training courses (£775 prior year), all other food used in the training courses was provided by the CIC.

The CIO lent the CIC money for the rental deposit and initial rent of the cafe. At the 31st December the CIO was owed £4,013 (2023 - £10,289) from the CIC. The CIC made a small profit before depreciation and tax after having contributed £1,700 to the CIO's staff costs.