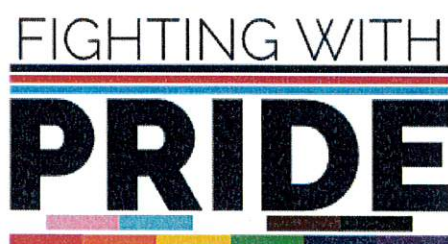


Company No: CE023940

Charity No: 1191863

**REPORT OF THE TRUSTEES AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2024  
FOR**

**FIGHTING WITH PRIDE  
(A CHARITABLE INCORPORATED ORGANISATION)**



**Ainsworths Limited  
Charter House  
Stansfield Street  
Nelson  
Lancashire  
BB9 9XY**

## FIGHTING WITH PRIDE

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## FIGHTING WITH PRIDE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

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The trustees present their report with the financial statements of the charity for the year ended 31st December 2024.

The trustees have adopted the provisions of 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) (effective 1 January 2019).

#### LEGAL AND ADMINISTRATIVE DETAILS

##### Registered charity number

1191863

##### Registered address

Charter House  
Stansfield St  
Nelson  
Lancashire  
BB9 9XY

##### Trustees

The trustees who served during the year were as follows:

G P Lyster-Todd  
A K Brown OBE  
C A Jones MBE (resigned 8 April 2025)  
R P Woods (resigned 12 July 2024)  
S Veillard-Thomas (resigned 21 October 2025)  
S R Seal (resigned 23 January 2025)  
E Dunleavy-Harris (resigned 15<sup>th</sup> July 2025)  
K L Holvey-Williams (resigned 23 January 2025)  
L I Barr-Jones  
R E Price  
A J Hartle FRCA FFICM  
E H L Hall (appointed 24<sup>th</sup> April 2024)

Appointment of trustees who were appointed after the year end:

T E Foote (appointed 8 April 2025)  
S C Walters (appointed 8 April 2025)  
G Sangster-Wall (appointed 21 October 2025)

##### Key management personnel

|             |   |                                          |
|-------------|---|------------------------------------------|
| C Jones MBE | - | Executive Chair (resigned 24 April 2024) |
| C Paige     | - | CEO (resigned 28 February 2025)          |
| P A Gibson  | - | CEO (appointed 7 April 2025)             |

##### Patron

Lieutenant General Sir A Gregory KCB CB DL

## FIGHTING WITH PRIDE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

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#### LEGAL AND ADMINISTRATIVE DETAILS (continued)

##### **Independent Examiner**

Mel Henry FCCA  
Ainsworths Limited  
Charter House  
Stansfield Street  
Nelson  
Lancashire  
BB9 9XY

##### **Bankers**

HSBC  
3-4 Jameson St  
Hull  
HU1 3JX

#### STRUCTURE, GOVERNANCE AND MANAGEMENT

##### **Organisational status**

Fighting With Pride was registered as a charitable incorporated organisation (CIO) on 19<sup>th</sup> October 2020 under the provisions of the Charities Act (Charity number: 1191863).

##### **Structure, governance and management**

The Charity is governed by a Board of Trustees with responsibility for the strategic management of the Charity. The board consists of a minimum of 3 trustees and has a maximum number of 12.

Trustees serve a term of 3 years. The Charity recognises that the creation of a diverse Board is an important factor in recruiting the professional competence required to administer the Charity successfully while increasing the accountability and public confidence in the overall management of the organisation.

The charity made a number of changes to its structure and management during 2024, including the appointment of a new chair, the resignation of the founder and former CEO, and the resignation of three further trustees over time for personal reasons. The new chair has led a period of organisational change, including the introduction of the role of a vice chair, the appointment of three board committees (Finance and Fundraising, People, and Communications), and the wider board has appointed committee chairs to lead these committees. In addition to the quarterly board meetings, these committees also now sit on a regular basis, and hold *ad hoc* meetings as required to oversee governance and support the charity's executive as required. A committee of the chairs has been established, which meets prior to the full trustee board meetings.

Where there is a requirement for new trustees, these have historically been appointed by the existing trustees. During 2024, the chair of trustees commissioned the People committee to lead on and manage recruitment of new trustees on an open application basis. Three new trustee appointments were made in 2024 and in 2025 on that basis.

Full meetings of the Board of Trustees took place on:

30 January 2024  
24 April 2024  
11 July 2024  
2 October 2024  
26 November 2024

## FIGHTING WITH PRIDE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

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#### STRUCTURE, GOVERNANCE AND MANAGEMENT (continued)

##### Risk management

The trustees have examined the major strategic, business and operational risks which the charity faces, and the trustees are satisfied that management systems have been established to ensure that regular reports are produced by the executive to the trustees, and that necessary steps can be taken to address any issues arising. During 2024, the charity's risk register was actively re-visited and has been subsequently assessed on a regular basis. Actions taken by the trustees in response to ongoing risk analysis have included the updating of all key policies, the appointment of board committees, the implementation of online management tools and dashboards, and the introduction of new outsourced cloud-based financial management systems (in 2025). A process of continuous improvement of management processes is overseen by the trustees, based on ongoing risk analysis.

##### OBJECTIVES AND ACTIVITIES

Extract of the Charitable Objects

- To relieve need, hardship or distress among LGBT+ veterans serving personnel and families by promoting and supporting rehabilitation, retraining and employment of those who lost careers.
- To petition for restorative justice where pension rights have been damaged and compensation denied and to seek acknowledgment and return of medals and other awards.
- To promote equality, diversity and inclusion and bring together LGBT+ veterans serving personnel and families.
- To bring a wider awareness of the enduring impact of the ban upon physical health and mental wellbeing through public advocacy and research.
- To promote good health and mental wellbeing.
- To work with the Government, charities and all organisations that support veterans to enable a better understanding of the needs of LGBT+ veterans serving personnel and families and the impact of past injustices.
- To engage in community building to enable integration of LGBT+ veterans into the wider military family.

##### 2024 Vision

The United Kingdom will become the best place in the world to be an LGBT+ Veteran. Fighting with Pride (FWP) will support LGBT+ Veterans, serving personnel and their families.

##### Successes

By December 2024, the government had implemented most of the recommendations made by Lord Etherton in his report. This included the launch of the Financial Reparations Scheme, providing payments to those dismissed or discharged, and those otherwise impacted by the ban on LGBT service prior to January 2000. During 2024 the charity led a strong and successful campaign to ensure this scheme launched quickly, and the charity was successful in increasing the size of the reparations fund available to veterans from £50M to £75M. Combined with the launch of a wide range of non-financial reparations, including the return of berets and medals, pension restoration and individual service apologies, the impact of the charity's work in 2024 has been highly visible and impactful.

##### Note

During 2025, the charity has engaged in a substantial consultation exercise to develop and re-examine its vision and mission to support the LGBTQ+ Armed Forces Community. This work has not resulted in a change to the governing documents, save for change to become an LGBTQ+ organisation, reflecting the community approach taken by a wide range of other armed forces organisations. An up-to-date understanding of the charity's vision and mission can be found on the charity's website.

## FIGHTING WITH PRIDE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

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#### OBJECTIVES AND ACTIVITIES (continued)

##### Delivery Partners

FWP has been supported in its work by a wide range of key partners, supporters and grant funders, the list includes:

|                                          |                                                              |
|------------------------------------------|--------------------------------------------------------------|
| Anglia Ruskin University                 | Office for Veterans Affairs                                  |
| Armed Forces Covenant Fund Trust         | Office of the Northern Ireland Veterans Commissioner         |
| Army Benevolent Fund                     | Office of the Scottish Veterans Commissioner                 |
| Army Families Federation                 | Office of the Welsh Veterans Commissioner                    |
| Adferiad                                 | Opening Doors London                                         |
| Audio Content Fund                       | Poppy Factory                                                |
| Blind Veterans UK                        | Poppy Scotland                                               |
| British Army                             | Portsmouth Military Mental Health Alliance                   |
| Combat Stress                            | Regular Forces Employment Agency (Forces Employment Charity) |
| Confederation of Service Charities       | Royal Air Force                                              |
| Covenant Fund Wales                      | Royal Air Force Benevolent Fund                              |
| Help4Heroes                              | Royal Air Force Families Federation                          |
| Kings College London                     | Royal British Legion                                         |
| LGBT Consortium                          | Royal Navy                                                   |
| LGBT Foundation                          | Royal Navy Benevolent Trust                                  |
| Anglia Ruskin University                 | Royal Navy Families Federation                               |
| Armed Forces Covenant Fund Trust         | Royal Navy Royal Marines Charity                             |
| Blind Veterans UK                        | Seafarers UK                                                 |
| British Army                             | Small Charities Coalition                                    |
| Cabinet Office for Veterans Affairs      | Solent NHS Foundation Trust                                  |
| Combat Stress                            | Sussex NHS CCG                                               |
| Confederation of Service Charities       | SSAFA, The Armed Forces Charity                              |
| Greenwich Hospital                       | Stonewall                                                    |
| Ministry of Defence                      | Veterans Foundation                                          |
| National Council Voluntary Organisations | Veterans Outreach Support                                    |
| National Memorial Arboretum              | Veterans Scotland                                            |
| NHS England                              | Walking with the Wounded                                     |
| NHS Wales                                | Yorkshire and Humberside Prison and Probation Service        |
| Northumbria University                   |                                                              |

##### Public benefit

In setting out the charity's objectives and planning of activities the trustees have given careful consideration to the Charity Commission's general guidance and section 17(5) of the Charities Act 2011. The trustees have reviewed the activities of the charity, and are confident that the charity offers services of real and practical use to the population, and therefore complies with the responsibility placed on all charities under the Charities Act 2011 to demonstrate a public benefit.

## FIGHTING WITH PRIDE

### REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31ST DECEMBER 2024

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#### FINANCIAL REVIEW

The trustees are pleased with the results of the reporting period. For the period ended 31<sup>st</sup> December 2024 the total income was £455,045 (2023 £676,841) and total expenditure was £539,401 (2023 £664,486).

Total funds carried forward at 31<sup>st</sup> December 2024 were £234,231, of which £221,219 were restricted and £13,012 were unrestricted.

The restricted income relates to the amount of project funding received in advance but not yet delivered.

#### Reserve policy

The trustees recognise that the low level of unrestricted funds reflects the early stages of growth of the charity, and they note their intention to grow the amount of unrestricted funds in the future to a level which enables the charity to cover its overheads for a period of 3 to 6 months.

#### STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements 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 of the charity for that period. In preparing these financial statements, 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;
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements; and
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011: the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

#### Charity requirements

This report has been prepared in accordance with requirements set down by the Charities SORP (FRS 102).

The report of the trustees was approved by order of the Board of Trustees on 21 January 2026 and signed on behalf of the board of trustees by:



-----  
E H L Han  
Chair

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF FIGHTING WITH PRIDE

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### Independent examiner's report to the trustees of Fighting with Pride

I report to the trustees on my examination of the accounts of Fighting With Pride (the Charity) for the year ended 31<sup>st</sup> December 2024.

### Responsibilities and basis of report

As the charity trustees of the Charity 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 Charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

### Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 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.

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.



Mel Henry FCCA  
Association Of Chartered Certified Accountants  
Ainsworths Limited  
Charter House  
Stansfield Street  
Nelson  
Lancashire  
BB9 9XY

Date: 21<sup>st</sup> January 2026

# FIGHTING WITH PRIDE

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2024

|                                    | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 31.12.24<br>Total funds<br>£ | 31.12.23<br>Total funds<br>£ |
|------------------------------------|-------|----------------------------|--------------------------|------------------------------|------------------------------|
| <b>INCOME FROM</b>                 |       |                            |                          |                              |                              |
| Donations and legacies             | 3     | 27,035                     | -                        | 27,035                       | 41,150                       |
| <b>Charitable activities</b>       |       |                            |                          |                              |                              |
| Veteran welfare                    | 5     | 118,631                    | 309,379                  | 428,010                      | 635,691                      |
| Investment income                  | 4     | -                          | -                        | -                            | -                            |
| <b>Total</b>                       |       | <u>145,666</u>             | <u>309,379</u>           | <u>455,045</u>               | <u>676,841</u>               |
| <b>EXPENDITURE ON</b>              |       |                            |                          |                              |                              |
| <b>Charitable activities</b>       |       |                            |                          |                              |                              |
| Veteran welfare                    | 6     | 243,741                    | 295,660                  | 539,401                      | 664,486                      |
| <b>NET INCOME</b>                  |       | <u>(98,075)</u>            | <u>13,719</u>            | <u>(84,356)</u>              | <u>12,355</u>                |
| <b>RECONCILIATION OF FUNDS</b>     |       |                            |                          |                              |                              |
| Total funds brought forward        |       | 111,087                    | 207,500                  | 318,587                      | 306,232                      |
| <b>TOTAL FUNDS CARRIED FORWARD</b> | 16    | <u>13,012</u>              | <u>221,219</u>           | <u>234,231</u>               | <u>318,587</u>               |

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

All income and expenditure relate to continuing operations.

The notes form part of these financial statements

# FIGHTING WITH PRIDE

## BALANCE SHEET AS AT 31ST DECEMBER 2024

|                                                  | Notes | Unrestricted<br>funds<br>£ | Restricted<br>funds<br>£ | 31.12.24<br>Total funds<br>£ | 31.12.23<br>Total funds<br>£ |
|--------------------------------------------------|-------|----------------------------|--------------------------|------------------------------|------------------------------|
| <b>FIXED ASSETS</b>                              |       |                            |                          |                              |                              |
| Tangible assets                                  | 13    | 1,042                      | -                        | 1,042                        | 2,292                        |
| <b>CURRENT ASSETS</b>                            |       |                            |                          |                              |                              |
| Debtors                                          | 14    | 312                        | -                        | 312                          | 598                          |
| Cash at bank and in hand                         |       | 26,603                     | 221,219                  | 247,822                      | 319,869                      |
| <b>CREDITORS</b>                                 |       |                            |                          |                              |                              |
| Amounts falling due within one year              | 15    | (14,945)                   | -                        | (14,945)                     | (4,172)                      |
| <b>NET CURRENT ASSETS</b>                        |       | <u>11,970</u>              | <u>221,219</u>           | <u>233,189</u>               | <u>316,295</u>               |
| <b>TOTAL ASSETS LESS CURRENT<br/>LIABILITIES</b> |       | 13,012                     | 221,219                  | 234,231                      | 318,587                      |
| <b>NET ASSETS</b>                                |       | <u>13,012</u>              | <u>221,219</u>           | <u>234,231</u>               | <u>318,587</u>               |
| <b>FUNDS</b>                                     | 16    |                            |                          |                              |                              |
| Unrestricted funds                               |       |                            |                          | 13,012                       | 111,087                      |
| Restricted funds                                 |       |                            |                          | 221,219                      | 207,500                      |
| <b>TOTAL FUNDS</b>                               |       |                            |                          | <u>234,231</u>               | <u>318,587</u>               |

These financial statements were approved by the Board of Trustees and authorised for issue on 21<sup>st</sup> January 2026 and were signed on its behalf by:

E H L Hall  
Chair

The notes form part of these financial statements

# FIGHTING WITH PRIDE

## CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST DECEMBER 2024

|                                                         | Notes | 31.12.24<br>£ | 31.12.23<br>£ |
|---------------------------------------------------------|-------|---------------|---------------|
| <b>Cash flows from charitable activities</b>            |       |               |               |
| Cash generated from activities                          | 1     | (72,047)      | 16,526        |
| Net cash from charitable activities                     |       | (72,047)      | 16,526        |
| <b>Cash flows from investing activities</b>             |       |               |               |
| Purchase of tangible fixed assets                       |       | -             | (975)         |
| Interest received                                       |       | -             | -             |
| Net cash from investing activities                      |       | -             | (975)         |
| <b>Increase/(decrease) in cash and cash equivalents</b> |       | (72,047)      | 15,551        |
| <b>Cash and cash equivalents at beginning of year</b>   | 2     | 319,869       | 304,318       |
| <b>Cash and cash equivalents at end of year</b>         | 2     | 247,822       | 319,869       |

### 1. RECONCILIATION OF DEFICIT TO CASH GENERATED FROM ACTIVITIES

|                                                  | 31.12.24<br>£ | 31.12.23<br>£ |
|--------------------------------------------------|---------------|---------------|
| Surplus for the year                             | (84,356)      | 12,355        |
| Depreciation charges                             | 1,250         | 1,160         |
| Finance income                                   | -             | -             |
|                                                  | (83,106)      | 13,515        |
| (Increase)/decrease in trade and other debtors   | 286           | 655           |
| Increase/(decrease) in trade and other creditors | 10,773        | 2,356         |
| <b>Cash generated from charitable activities</b> | (72,047)      | 16,526        |

### 2. CASH AND CASH EQUIVALENTS

The amounts disclosed on the Cash Flow Statement in respect of cash and cash equivalents are in respect of these Balance Sheet amounts:

#### Year ended 31<sup>st</sup> December 2024

|                           | 31.12.24<br>£ | 31.12.23<br>£ |
|---------------------------|---------------|---------------|
| Cash and cash equivalents | 247,822       | 319,869       |

#### Period ended 31<sup>st</sup> December 2023

|                           | 31.12.23<br>£ | 31.10.22<br>£ |
|---------------------------|---------------|---------------|
| Cash and cash equivalents | 319,869       | 304,318       |

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31ST DECEMBER 2024

Fighting with Pride is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission in England & Wales. The charity's registered number and registered office address can be found within the trustees report.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life or, if held under a finance lease, over the lease term, whichever is the shorter.

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Grants receivable, donations and income from charitable activities are accounted for when due. Income is deferred when it is received in advance of the period to which it relates.

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. Expenditure is classified under charitable activities and their associated supports.

**Taxation**  
The charity is exempt from corporation tax on its charitable activities.

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Short term debtors are measured at transaction price, less any impairment.

Short term creditors are measured at transaction price.

## FIGHTING WITH PRIDE

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2024

#### 3. DONATIONS AND LEGACIES

|           | 31.12.24      | 31.12.23      |
|-----------|---------------|---------------|
|           | £             | £             |
| Donations | <u>27,035</u> | <u>41,150</u> |

#### 4. INVESTMENT INCOME

|                     | 31.12.24 | 31.12.23 |
|---------------------|----------|----------|
|                     | £        | £        |
| Interest receivable | <u>-</u> | <u>-</u> |

#### 5. INCOME FROM CHARITABLE ACTIVITIES

|              |                 | 31.12.24       | 31.12.23       |
|--------------|-----------------|----------------|----------------|
|              |                 | £              | £              |
| Grant income | Veteran welfare | 428,010        | 633,021        |
| Other income | Veteran welfare | -              | 2,670          |
| Book sales   | Veteran welfare | -              | -              |
|              |                 | <u>428,010</u> | <u>635,691</u> |

#### 6. CHARITABLE ACTIVITIES COSTS

|                 | Direct costs<br>(see note 7) | Support<br>costs (see<br>note 8) | 31.12.24<br>Totals | 31.12.23<br>Total |
|-----------------|------------------------------|----------------------------------|--------------------|-------------------|
|                 | £                            | £                                | £                  | £                 |
| Veteran welfare | <u>423,347</u>               | <u>116,054</u>                   | <u>539,401</u>     | <u>664,486</u>    |

#### 7. DIRECT COSTS OF CHARITABLE ACTIVITIES

|                           | 31.12.24       | 31.12.23       |
|---------------------------|----------------|----------------|
|                           | £              | £              |
| Wages                     | 323,182        | 319,379        |
| Social security           | 26,576         | 26,139         |
| Pensions                  | 7,180          | 6,711          |
| Consultancy fees          | -              | -              |
| Project costs             | 7,930          | 30,238         |
| Book publishing costs     | 210            | 65             |
| Media relations           | 16,924         | 11,094         |
| Website development costs | 2,390          | 1,462          |
| Donations awarded         | -              | 6,738          |
| Travelling costs          | 38,955         | 72,759         |
|                           | <u>423,347</u> | <u>474,585</u> |

## FIGHTING WITH PRIDE

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2024

#### 8. SUPPORT COSTS

|                             | 31.12.24       | 31.12.23       |
|-----------------------------|----------------|----------------|
|                             | £              | £              |
| Wages                       | 65,431         | 126,788        |
| Social security             | 6,632          | 12,068         |
| Pensions                    | 1,541          | 3,082          |
| Bank charges                | 323            | 418            |
| Insurance                   | 1,841          | 2,295          |
| Postage and stationery      | 2,647          | 873            |
| Computer costs              | 9,697          | 6,902          |
| Sundry expenses             | 488            | 808            |
| Facility costs              | 604            | 5,272          |
| Equipment hire              | -              | 158            |
| Telephone                   | 1,120          | 874            |
| Training                    | 497            | 866            |
| Legal and professional fees | 21,513         | 25,397         |
| Depreciation                | 1,250          | 1,160          |
| Accountancy fees            | 2,470          | 2,940          |
|                             | <u>116,054</u> | <u>189,901</u> |

#### 9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

|                                                                        | 31.12.24     | 31.12.23     |
|------------------------------------------------------------------------|--------------|--------------|
|                                                                        | £            | £            |
| Independent examination fee                                            | 550          | 550          |
| Accountancy, bookkeeping and payroll fees paid to independent examiner | <u>1,920</u> | <u>1,970</u> |

#### 10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31<sup>st</sup> December 2024.

##### Trustees' expenses

There were trustees' expenses paid for the period ended 31<sup>st</sup> December 2023 of £2,471.42. Board meetings were held online. Trustees' expenses paid for the period ended 31<sup>st</sup> December 2024 are included in travelling costs (section 7). They amounted to £3,639.15 for the period, this included travel and, where necessary, accommodation expenses for attending Board Meetings or in official support of FWP events.

# FIGHTING WITH PRIDE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2024

### 11. STAFF COSTS

|                       | 31.12.24       | 31.12.23       |
|-----------------------|----------------|----------------|
|                       | £              | £              |
| Wages and salaries    | 388,613        | 446,167        |
| Social security costs | 33,208         | 38,207         |
| Other pensions costs  | 8,721          | 9,793          |
|                       | <u>430,542</u> | <u>494,167</u> |

The average monthly number of employees during the period was as follows:

|                               | 31.12.24  | 31.12.23  |
|-------------------------------|-----------|-----------|
| Veteran welfare               | 11        | 10        |
| Management and Administration | 1         | 2         |
|                               | <u>12</u> | <u>12</u> |

No employees received emoluments in excess of £60,000.

### 12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

|                                    | Notes | Unrestricted funds<br>£ | Restricted funds<br>£ | Period<br>01.11.22 to<br>31.12.23<br>Total funds<br>£ | 31.10.22<br>Total funds<br>£ |
|------------------------------------|-------|-------------------------|-----------------------|-------------------------------------------------------|------------------------------|
| <b>INCOME FROM</b>                 |       |                         |                       |                                                       |                              |
| Donations and legacies             | 3     | 41,150                  | -                     | 41,150                                                | 14,744                       |
| <b>Charitable activities</b>       |       |                         |                       |                                                       |                              |
| Veteran welfare                    | 5     | 133,586                 | 502,105               | 635,691                                               | 517,124                      |
| Investment income                  | 4     | -                       | -                     | -                                                     | -                            |
| <b>Total</b>                       |       | <u>174,736</u>          | <u>502,105</u>        | <u>676,841</u>                                        | <u>531,868</u>               |
| <b>Expenditure on:</b>             |       |                         |                       |                                                       |                              |
| <b>Charitable activities</b>       |       |                         |                       |                                                       |                              |
| Veteran welfare                    | 6     | 174,745                 | 489,741               | 664,486                                               | 380,298                      |
| <b>NET INCOME</b>                  |       | <u>(9)</u>              | <u>12,364</u>         | <u>12,355</u>                                         | <u>151,570</u>               |
| <b>RECONCILIATION OF FUNDS</b>     |       |                         |                       |                                                       |                              |
| Total funds brought forward        |       | 111,096                 | 195,136               | 306,232                                               | 154,662                      |
| <b>TOTAL FUNDS CARRIED FORWARD</b> | 16    | <u>111,087</u>          | <u>207,500</u>        | <u>318,587</u>                                        | <u>306,232</u>               |

# FIGHTING WITH PRIDE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31ST DECEMBER 2024

### 13. TANGIBLE FIXED ASSETS

|                                      | Computer<br>equipment<br>£ |
|--------------------------------------|----------------------------|
| <b>Cost</b>                          |                            |
| At 1 <sup>st</sup> January 2024      | 3,750                      |
| Additions                            | -                          |
| As at 31 <sup>st</sup> December 2024 | <u>3,750</u>               |
| <b>Depreciation</b>                  |                            |
| At 1 <sup>st</sup> January 2024      | 1,458                      |
| Charge for the year                  | 1,250                      |
| At 31 <sup>st</sup> December 2024    | <u>2,708</u>               |
| <b>Net book value</b>                |                            |
| At 31 <sup>st</sup> December 2024    | <u>1,042</u>               |
| At 31 <sup>st</sup> December 2023    | <u>2,292</u>               |

### 14. DEBTORS

|             | 31.12.24<br>£ | 31.12.23<br>£ |
|-------------|---------------|---------------|
| Prepayments | 312           | 598           |
|             | <u>312</u>    | <u>598</u>    |

### 15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

|                                 | 31.12.24<br>£ | 31.12.23<br>£ |
|---------------------------------|---------------|---------------|
| Social security and other taxes | 9,904         | -             |
| Other creditors                 | 5,041         | 4,172         |
|                                 | <u>14,945</u> | <u>4,172</u>  |

# **FIGHTING WITH PRIDE**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)** **FOR THE YEAR ENDED 31ST DECEMBER 2024**

### **16. MOVEMENT IN FUNDS**

|                                          | At 01.01.24    | Net movements in funds | At 31.12.24    |
|------------------------------------------|----------------|------------------------|----------------|
|                                          | £              | £                      | £              |
| <b>Unrestricted</b>                      |                |                        |                |
| General fund                             | 111,087        | (98,075)               | 13,012         |
| <b>Restricted funds</b>                  |                |                        |                |
| AFCFT                                    | -              | 1,374                  | 1,374          |
| Community Surge Funding                  | 1,000          | (1,000)                | -              |
| CTM                                      | -              | 13,000                 | 13,000         |
| Force For Change                         | 8,000          | (1,000)                | 7,000          |
| Funding for Travel Expenses for Veterans | 6,000          | (6,000)                | -              |
| FWP Research Programme                   | -              | -                      | -              |
| Journey Home Project                     | -              | -                      | -              |
| Pride in Veterans Standard               | 20,000         | 16,775                 | 36,775         |
| Research Project                         | 4,000          | (4,000)                | -              |
| Royal Air Forces Association             | -              | -                      | -              |
| Veterans Financial Advice Service        | -              | -                      | -              |
| Veterans People, Places and Pathways     | 168,500        | (5,430)                | 163,070        |
|                                          | 207,500        | 13,719                 | 221,219        |
| <b>TOTAL FUNDS</b>                       | <b>318,587</b> | <b>(84,356)</b>        | <b>234,231</b> |

Net movement in funds, included in the above are as follows:

|                                          | Incoming resources | Resources expended | Movement in funds |
|------------------------------------------|--------------------|--------------------|-------------------|
|                                          | £                  | £                  | £                 |
| <b>Unrestricted</b>                      |                    |                    |                   |
| General fund                             | 145,666            | 243,741            | (98,075)          |
| <b>Restricted funds</b>                  |                    |                    |                   |
| AFCFT                                    | 77,250             | 75,876             | 1,374             |
| Community Surge Funding                  | -                  | 1,000              | (1,000)           |
| CTM                                      | 13,000             | -                  | 13,000            |
| Force For Change                         | -                  | 1,000              | (1,000)           |
| Funding for Travel Expenses for Veterans | -                  | 6,000              | (6,000)           |
| FWP Research Programme                   | -                  | -                  | -                 |
| Journey Home Project                     | -                  | -                  | -                 |
| Pride in Veterans Standard               | 37,660             | 20,885             | 16,775            |
| Research Project                         | -                  | 4,000              | (4,000)           |
| Royal Air Forces Association             | -                  | -                  | -                 |
| Veterans Financial Advice Service        | -                  | -                  | -                 |
| Veterans People, Places and Pathways     | 181,469            | 186,899            | (5,430)           |
|                                          | 309,379            | 295,660            | 13,719            |
|                                          | 455,045            | 539,401            | (84,356)          |

**17. RELATED PARTY DISCLOSURES**

There were no related party transactions for the year ended 31<sup>st</sup> December 2024 or the period ended 31<sup>st</sup> December 2023.