

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 March 2025
for
Strength & Stem Ltd

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

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for the Year Ended 31 March 2025

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The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. 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).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the charity are for the public benefit. The charity's purposes as set out in the objects contained in the company's articles of association are:

- for the relief of poverty and unemployment of women affected by human trafficking by the provision of floristry training and workshops and other education, training and support, carried out in accordance with Christian values and principles.

The charity equips human trafficking and modern slavery survivors with life skills, vocational skills, prevocational skills, one-to-one support, and community as part of its holistic and trauma-informed training programmes. Our approach employs floristry as a creative, therapeutic and social tool and vocational pathway into an industry in which many survivors wish to work.

Charity purpose and strategic objectives

Strength & Stem's vision is to see female survivors of human trafficking and modern slavery become restored from their trauma, empowered for the future and able to sustain a good quality of life.

Public benefit

The charity's main activities are described in the sections below. The board of trustees is satisfied with the performance of the charity during the year and in planning the activities the trustees have had regard to the Charity Commission's guidance on public benefit.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Strength & Stem takes women through a holistic skills training programme consisting of four stages. The first stage begins with floristry (vocational) training over six weeks. The second stage focuses on skills (prevocational) development sessions over an additional six-week period. Following this, women are given the opportunity to work one-to-one with a mentor over six months whilst concurrently undertaking a work practice placement over six weeks.

Following a graduation ceremony, programme participants become part of Strength & Stem's alumni community and can access regular alumni events. Women are referred to our programme by partner charities and organisations.

In addition to our core programme, we aim to amplify survivor voices through networking, marketing and publication of guides and reports. To enable more survivors to secure and maintain safe and meaningful employment, we are published a toolkit for UK florists in autumn 2024 to support them with employing survivors of human trafficking and modern slavery.

We appointed the charity's first CEO, Jessica Visser, in summer 2024.

Outputs in 2024-2025

- 45 women worked with, including 15 on our Flowers for the Future programme
- 87% Flowers for the Future participants graduated
- 36 hours of floristry skills training delivered
- 33 hours of prevocational skills training delivered
- 171 hours of mentoring completed
- 350 hours of work experience completed
- 3 social cafés hosted
- 4 alumni events hosted

"Feeling part of the Strength & Stem community has been a beautiful and healing thing. Strength & Stem was the first time I felt happy and safe. It was a place I could come to where I felt safe and known." - 2024 graduate

100% of the women we supported in 2024 were survivors of human trafficking and modern slavery.

Outcomes in 2024-2025

Our theory of change for the work we do aims to achieve four key outcomes for and with women: wellbeing restored, relationships nurtured, agency strengthened and future secured. In this past year we have developed a new approach to outcome measurement aligned closely with these outcomes and at the heart of this framework is an external, validated, and evidence-based tool, the Mental Health Continuum.

Wellbeing restored: 54% of participants reported increased happiness, interest in life and life satisfaction. A further 15% maintained a high score, resulting in a 69% total impact. This marks a significant achievement given participants' complex starting points. Participants described personal breakthroughs, such as leaving the house independently, managing difficult emotions, or experiencing joy for the first time in years.

Relationships nurtured: 62% of participants reported feeling a greater sense of belonging in community, with an additional 15% maintaining high scores on the MHC totalling a 77% impact. Participants made real and sustained progress in their relational lives. They overcame social anxiety, built new friendships, and experienced the joy of belonging. While a sense of societal contribution remained a challenge for many, the depth and quality of interpersonal relationships developed during the programme were powerful. These relationships formed a key foundation for future healing and participation in wider society.

Agency strengthened: 84% of participants were able to commit to and take responsibility for their attendance on the programme reflecting a meaningful ability to manage conflicting pressures and external circumstances, and engage consistently, particularly for those living in precarious circumstances. Participants reported noticeable growth in their ability to manage everyday life. We saw a marked increase in participants' ability to take initiative and self-advocate for themselves that translated into practical steps towards employment, education or community involvement. Others reported a newfound belief in their own voice and value. Though some participants continued to face overwhelming challenges, even small acts represented powerful statements of personal agency and growth.

Future secured: 93% of participants reported learning floristry skills, 91% reporting learning key financial and budgeting management skills and 67% felt they had gained skills to strengthen their self-compassion and self-esteem. Participants are encouraged to reflect on what future security means to them as they progress through the programme as many are not currently allowed to work due to their immigration status or may carry trauma associated with past work environments, and future security looks different for every participant. It can mean employment, study, volunteering, or simply gaining the stability needed to move forward. We see success as increased confidence, practical skills, goal setting and the ability to explore and access future opportunities are all valid and important outcomes.

Major achievements throughout the year

At Strength & Stem we see floristry as the catalyst for growth in the lives of the women we work alongside. It is not everything that we do, and we value floristry as a beautiful, practical and symbolic tool that sparks meaningful and lasting change in women's lives. We agreed our strategy for 2025-30 to extend the reach and depth of our support by offering a longer programme and enabling a thriving, connected alumni network. One that fosters emotional and physical wellbeing, belonging, and trusted community. The strategy is underpinned by our refreshed theory of change and our robust monitoring, evaluation and learning to ensure that all we do is impactful for women survivors of slavery.

Our Survivor Advisory Board was established and Advisors with lived experience of trafficking influenced and informed our strategic direction through their engagement with the Board of Trustees. Towards the end of its first year of operation, we are reviewing practice and membership to make an even more effective element to Strength & Stem's future direction. We continue to make every effort to employ survivors from our alumni network to lead our floristry training programme.

Strength & Stem published its first piece of work entitled "Fighting Slavery with Floristry: A Toolkit for Florists". The toolkit is designed to influence the UK floristry sector to help support modern slavery and human trafficking survivors into safe and sustainable employment.

FINANCIAL REVIEW

Financial position

The charity's activities during the year were funded primarily through Trust and Foundation grant funding. The charity has secured grant funding for its activities for the upcoming financial year and otherwise has minimal fixed costs to fund in between programmes. It is therefore in a good position as it plans for future programmes and the expansion of its work. In the coming financial year, the charity aims to diversify its income sources with a focus on corporate philanthropy and major donors.

Principal funding sources

The charity is dependent on grant income to fund its objectives and activities. During this financial year, the charity has benefited from the generosity of the following charitable organisations: 29th May Charitable Trust, Anchor Foundation, supported with a restricted grant by City Bridge Foundation, the funding arm of The City of London Corporation's charity, Bridge House Estates (1035628), Garfield Weston Foundation, The Henry Smith Charity, Imagine Foundation, The London Community Foundation, Postcode Society Trust, Scottish Power Foundation, ShareGift, Sir Halley Stewart Trust and Thomas Wall Trust.

FINANCIAL REVIEW

Reserves policy

The Charity Commission sets out the responsibilities of the Trustees of a charity to determine the level of reserves it needs to hold to manage the risks inherent to each individual charity.

Charitable funds generally break down into three types:

1. restricted funds - to be spent on specific activities, as agreed with the donor;
2. designated funds - specific obligations or commitments trustees have chosen to make on future activities; and
3. general funds / 'free' reserves - no restrictions as to their use, within the organisation's charitable objectives.

Both designated and general funds are unrestricted. Trustees have full discretion on how these are spent, within the charitable objectives.

The trustees of Strength & Stem have determined that the charity is required to hold unrestricted reserves in a designated reserve named the Operating Reserve to ensure the stability of its mission, programmes, employment, and ongoing operations. The main aim of the Operating Reserve is to provide an internal source of funds to allow the charity to continue to meet its charitable objectives during situations of financial uncertainty including unanticipated loss in funding. The Operating Reserve may be used for nonrecurring expenses that will build long-term capacity, such as staff development. Operating Reserves are not intended to replace a permanent loss of funds or eliminate an ongoing budget gap.

To manage the above, the trustees have agreed that the target minimum Operating Reserve Fund should be equal to three months of average future operating costs. As at 31 March 2025, this is valued at £61,983 which is equivalent to 3.8 months of average future operating expenditure.

The trustees have assessed the major risks to which the Charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

FUTURE PLANS

In the coming year, the charity plans to build on the success of Flowers for the Future, our principal programme, welcoming another 15 modern slavery survivors onto its 2025-2026 cohort referred through our growing partner network. The charity will continue to grow and develop its peer support project and alumni network. We will initiate the ambition of the Strength & Stem five year strategy across five themes: depth, scale, partnerships, sustainability and social enterprise.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a memorandum and amended articles of association dated 19 October 2020, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are recruited through an open, transparent process and we advertise trustee vacancies through charity sector networks and publications. Trustees are recruited to a role profile and interview process. Strength & Stem provides training opportunities and a comprehensive onboarding for new trustees.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

12165279 (England and Wales)

Registered Charity number

1192080

Registered office

155 Taybridge Road
London
SW11 5PY

Strength & Stem Ltd

Report of the Trustees
for the Year Ended 31 March 2025

Trustees

J Mills - Chair (appointed 1.5.24)
K L Collis - Treasurer (appointed 1.5.24)
J R Moberly - Secretary
T Osbourne-Wallace (appointed 31.7.24)
E S Channon (resigned 1.5.24)
C A MacIver (resigned 9.5.24)
J M A Visser (resigned 31.7.24)

Company Secretary

J R Moberly

Independent Examiner

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Approved by order of the board of trustees on 23rd September 2025 and signed on its behalf by:



J Mills (Sep 23, 2025 21:16:40 GMT+1)

.....
J Mills - Trustee

Independent examiner's report to the trustees of Strength & Stem Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Gracian Daniel-Sam ACA

Daniel Sam Limited
Chartered Accountants
61 Plodder Lane
Farnworth
Bolton
BL4 0BX

Date: 23/09/2025

Strength & Stem Ltd

Statement of Financial Activities
for the Year Ended 31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		21,761	196,664	218,425	106,040
Investment income	2	1,391	-	1,391	528
Other income		<u>3,927</u>	<u>-</u>	<u>3,927</u>	<u>4,750</u>
Total		<u>27,079</u>	<u>196,664</u>	<u>223,743</u>	<u>111,318</u>
EXPENDITURE ON					
Raising funds		10,562	4,092	14,654	8,199
Charitable activities					
Programme delivery		473	85,365	85,838	61,557
Other		<u>6,341</u>	<u>34,951</u>	<u>41,292</u>	<u>6,747</u>
Total		<u>17,376</u>	<u>124,408</u>	<u>141,784</u>	<u>76,503</u>
NET INCOME		9,703	72,256	81,959	34,815
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>52,280</u>	<u>15,751</u>	<u>68,031</u>	<u>33,216</u>
TOTAL FUNDS CARRIED FORWARD		<u>61,983</u>	<u>88,007</u>	<u>149,990</u>	<u>68,031</u>

The notes form part of these financial statements

Balance Sheet
31 March 2025

	Notes	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
FIXED ASSETS					
Tangible assets	6	244	-	244	335
Investments	7	<u>1</u>	<u>-</u>	<u>1</u>	<u>-</u>
		245	-	245	335
CURRENT ASSETS					
Debtors	8	-	44,000	44,000	17
Prepayments and accrued income		620	437	1,057	4,688
Cash at bank		<u>62,389</u>	<u>44,045</u>	<u>106,434</u>	<u>79,884</u>
		63,009	88,482	151,491	84,589
CREDITORS					
Amounts falling due within one year	9	<u>(1,271)</u>	<u>(475)</u>	<u>(1,746)</u>	<u>(16,893)</u>
NET CURRENT ASSETS		<u>61,738</u>	<u>88,007</u>	<u>149,745</u>	<u>67,696</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>61,983</u>	<u>88,007</u>	<u>149,990</u>	<u>68,031</u>
NET ASSETS		<u>61,983</u>	<u>88,007</u>	<u>149,990</u>	<u>68,031</u>
FUNDS	10				
Unrestricted funds				61,983	52,280
Restricted funds				<u>88,007</u>	<u>15,751</u>
TOTAL FUNDS				<u>149,990</u>	<u>68,031</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Strength & Stem Ltd

Balance Sheet - continued

31 March 2025

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 23rd September 2025 and were signed on its behalf by:



J Mills (Sep 23, 2025 21:16:40 GMT+1)

J Mills - Trustee



Kate Collis (Sep 23, 2025 21:20:32 GMT+1)

K L Collis - Trustee

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

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 a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 20% on cost

Taxation

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

Fund accounting

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.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. INVESTMENT INCOME

	31.3.25	31.3.24
	£	£
Deposit account interest	<u>1,391</u>	<u>528</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

3. NET INCOME/(EXPENDITURE)

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

	31.3.25	31.3.24
	£	£
Independent examination fees	765	735
Depreciation - owned assets	<u>91</u>	<u>91</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. STAFF COSTS

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

	31.3.25	31.3.24
Programme delivery	3	2
Fundraising	1	1
Management	<u>1</u>	<u>-</u>
	<u>5</u>	<u>3</u>

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

6. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2024 and 31 March 2025	<u>456</u>
DEPRECIATION	
At 1 April 2024	121
Charge for year	<u>91</u>
At 31 March 2025	<u>212</u>
NET BOOK VALUE	
At 31 March 2025	<u>244</u>
At 31 March 2024	<u>335</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

7. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
COST	
Additions	<u>1</u>
NET BOOK VALUE	
At 31 March 2025	<u><u>1</u></u>
At 31 March 2024	<u><u>-</u></u>

There were no investment assets outside the UK.

The company's investments at the balance sheet date in the share capital of companies include the following:

Strength & Stem Flowers Limited

Registered office: United Kingdom

Nature of business: Floristry social enterprise

Class of share:	% holding
Ordinary shares	100

On the 21 March 2025, Strength & Stem Flowers Limited became a wholly owned subsidiary of the charity.

8. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Other debtors	-	17
Grants receivable	<u>44,000</u>	<u>-</u>
	<u><u>44,000</u></u>	<u><u>17</u></u>

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Credit cards	522	300
Deferred grants	-	15,814
Accruals	<u>1,224</u>	<u>779</u>
	<u><u>1,746</u></u>	<u><u>16,893</u></u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	35,780	26,203	61,983
Designated programme fund	<u>16,500</u>	<u>(16,500)</u>	<u>-</u>
	52,280	9,703	61,983
Restricted funds			
Project based fund	<u>15,751</u>	<u>72,256</u>	<u>88,007</u>
TOTAL FUNDS	<u>68,031</u>	<u>81,959</u>	<u>149,990</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	27,079	(876)	26,203
Designated programme fund	<u>-</u>	<u>(16,500)</u>	<u>(16,500)</u>
	27,079	(17,376)	9,703
Restricted funds			
Salaries and running cost fund	15,814	(15,814)	-
Project based fund	<u>180,850</u>	<u>(108,594)</u>	<u>72,256</u>
	<u>196,664</u>	<u>(124,408)</u>	<u>72,256</u>
TOTAL FUNDS	<u>223,743</u>	<u>(141,784)</u>	<u>81,959</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	Transfers between funds £	At 31.3.24 £
Unrestricted funds				
General fund	29,494	2,564	3,722	35,780
Designated programme fund	<u>-</u>	<u>16,500</u>	<u>-</u>	<u>16,500</u>
	29,494	19,064	3,722	52,280
Restricted funds				
Salaries and running cost fund	3,722	-	(3,722)	-
Project based fund	<u>-</u>	<u>15,751</u>	<u>-</u>	<u>15,751</u>
	<u>3,722</u>	<u>15,751</u>	<u>(3,722)</u>	<u>15,751</u>
TOTAL FUNDS	<u>33,216</u>	<u>34,815</u>	<u>-</u>	<u>68,031</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2025

10. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	21,513	(18,949)	2,564
Designated programme fund	<u>16,500</u>	<u>-</u>	<u>16,500</u>
	38,013	(18,949)	19,064
Restricted funds			
Salaries and running cost fund	26,788	(26,788)	-
Project based fund	<u>46,517</u>	<u>(30,766)</u>	<u>15,751</u>
	<u>73,305</u>	<u>(57,554)</u>	<u>15,751</u>
TOTAL FUNDS	<u><u>111,318</u></u>	<u><u>(76,503)</u></u>	<u><u>34,815</u></u>

Fund details

<u>Name</u>	<u>Type</u>	<u>Description</u>
Salaries and running cost fund	Restricted	Grant funding for employment of staff
Project based fund	Restricted	Grant funding for project and core costs
Designated programme fund	Unrestricted	Funds designated for programme costs
General fund	Unrestricted	

11. RELATED PARTY DISCLOSURES

Following a fair, impartial and robust recruitment process for a CEO to lead the charity, Jessica Visser, a trustee of the charity, was appointed on 1 August 2024. She resigned as a trustee on 31 July 2024 prior to taking up her employment as the charity's CEO. From the time she was appointed as CEO to 31 March 2025 she received gross wages of £18,333 and employer pension contributions of £297.

There were no other related party transactions for the year ended 31 March 2025.

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
INCOME AND ENDOWMENTS				
Donations and legacies				
Donations	5,251	-	5,251	1,152
Gift aid	510	-	510	130
Grants	<u>16,000</u>	<u>196,664</u>	<u>212,664</u>	<u>104,758</u>
	21,761	196,664	218,425	106,040
Investment income				
Deposit account interest	1,391	-	1,391	528
Other income				
Discounts received	134	-	134	62
Student placement income	3,548	-	3,548	4,688
Miscellaneous income	<u>245</u>	<u>-</u>	<u>245</u>	<u>-</u>
	<u>3,927</u>	<u>-</u>	<u>3,927</u>	<u>4,750</u>
Total incoming resources	27,079	196,664	223,743	111,318
EXPENDITURE				
Raising donations and legacies				
Wages	10,296	3,432	13,728	7,700
Social security	-	53	53	-
Pensions	150	56	206	-
Fundraising platform	36	538	574	216
Fundraising events	<u>80</u>	<u>13</u>	<u>93</u>	<u>283</u>
	10,562	4,092	14,654	8,199
Charitable activities				
Wages	-	53,439	53,439	36,841
Social security	-	804	804	-
Pensions	-	928	928	743
Telephone	-	860	860	-
Sundries	-	872	872	397
Materials	461	7,648	8,109	9,435
Gifts	-	91	91	91
Tuition	-	2,828	2,828	2,162
Catering	-	4,815	4,815	3,498
Venue hire	-	5,322	5,322	2,598
Travel	12	7,578	7,590	5,254
Consultancy	<u>-</u>	<u>180</u>	<u>180</u>	<u>538</u>
	473	85,365	85,838	61,557

Detailed Statement of Financial Activities
for the Year Ended 31 March 2025

	Unrestricted funds £	Restricted funds £	31.3.25 Total funds £	31.3.24 Total funds £
Charitable activities				
Other				
Wages	4,393	19,344	23,737	-
Social security	-	423	423	-
Pensions	61	245	306	-
Bank charges	31	108	139	42
General insurance	84	546	630	457
Staff welfare	558	283	841	401
Software and IT support	-	1,833	1,833	370
Stationery and printing	-	231	231	60
Subscriptions	83	369	452	124
Sundry expenses	-	75	75	382
Travel	123	692	815	-
Coworking space	24	1,245	1,269	-
Training and recruitment	-	1,389	1,389	-
Administration support	-	1,080	1,080	-
Depreciation of computer equipment	91	-	91	91
	<u>5,448</u>	<u>27,863</u>	<u>33,311</u>	<u>1,927</u>
Support costs				
Governance costs				
Auditors' remuneration	765	-	765	735
Accountancy fees	72	576	648	858
Consultancy fees	-	5,937	5,937	2,844
Trustee travel	3	23	26	383
Board support and training	53	552	605	-
	<u>893</u>	<u>7,088</u>	<u>7,981</u>	<u>4,820</u>
Total resources expended	<u>17,376</u>	<u>124,408</u>	<u>141,784</u>	<u>76,503</u>
Net income	<u>9,703</u>	<u>72,256</u>	<u>81,959</u>	<u>34,815</u>