

Invictus Wellbeing Foundation CIO

Charity number 1193094

Annual Report and Financial Statements for the year ended 31 March 2025

The logo for Invictus Wellbeing features the word "INVICTUS" in a large, bold, black, sans-serif font. Below it, the words "well-being" are written in a smaller, grey, lowercase, sans-serif font. The entire logo is centered within a light grey rectangular background.

INVICTUS
well-being

Invictus Wellbeing Foundation CIO

Annual Report and Financial Statements for the year ended 31 March 2025

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Invictus Wellbeing Foundation CIO

Trustees' report for the year ended 31 March 2025

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	Dates
Alexander Berry	Chairman	
Jeremy Hall		
Mark Pearson	Treasurer	
Benjamin Heavyside		
Sophie Varley		
Elizabeth Lee		
Maryanne Loiacono		Appointed June 2024
Keira Tynan		Appointed November 2024
Charity number	1193094	Registered in England and Wales

Registered and principal address	Bankers
Office Suite E323	Lloyds Bank plc
E Mill	1 Legg Street
Dean Clough	Chelmsford
Halifax	CM1 1JS
HX3 5AX	

Independent examiner

Alan Dodd FCCA

West Yorkshire Community Accountancy Service CIO

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Structure, governance and management

The charity is a Charitable Incorporated Organisation (CIO) foundation formed on 13 January 2021 and is governed by a constitution.

Method of recruitment and appointment of trustees

The trustees of the charity are appointed by the trustees at a duly convened meeting.

Invictus Wellbeing Foundation CIO

Trustees' report (continued) for the year ended 31 March 2025

Objectives and activities

The charity's objects

For the public benefit, to relieve the needs of young people in Yorkshire affected by, or at risk of developing, poor mental health, in particular, but not exclusively by:

- A) Working with specialist agencies and mental health professionals to provide counselling and related mental health support;
- B) Raising awareness and providing information to people within the community about mental health illnesses and ways to maintain good mental health.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the preservation, protection and enhancement of good mental health of young people in Yorkshire.

Achievements and performance

The BREW Project

The Brew Project, our flagship service throughout West Yorkshire, continues to receive a growing amount of referrals (nearing 1,000 per annum). Children and young people across the area are offered person-centred, timely and accessible mental health and wellbeing support. We reliably deliver hundreds of 1-2-1 sessions alongside our new initiative, Thrive Approach. Thrive Approach is a blended 1-2-1 and group intervention which predominantly encourages peer support amongst children and young people presenting with similar concerns and issues. Through capturing feedback from parents/carers, young people and professionals we consistently receive amazing narrative around how vital and effective this service provision continues to be. This is also underpinned and evidenced by utilising clinical outcome scoring where we can monitor and document the improvement in wellbeing over a 6-8 week period for young people - on average an increase of 18.5%.

Transition Support Service (TSS)

The Transition Support Service began as a pilot in April 2022 and has been a resounding success ever since. The project aligned with the NHS Long Term Plan strategy in ensuring there is comprehensive support for young people aged 16-25, supporting young people in their transition into adulthood. The project has established itself as a strong wraparound support project and supports nearly 250 young people per annum through counselling, support and activities. The service was made recurrent from 2023. Support with TSS is person-centred, whereby the professional relationship dynamic is largely led by the young people, and therefore is bespoke to each individual.

Step Ahead (under the TSS)

The Step Ahead project was a 16-week programme funded by the government aiming to support young people to access work and/or education/training. It focused on a holistic approach to reducing and removing identified barriers that young people are facing, preventing them from engaging in work and/or education/training. Invictus supported the reduction and removal of these barriers through offering weekly 1:1 support sessions and workshops tailored to address issues identified by the young people engaging with the project. Each young person was expected to attend a workshop once a week to inform and educate them on several relevant topics such as interview techniques, confidence building and time management. Participants also had the opportunity to take part in the social action project, which offered a day of voluntary work experience in the community, in addition to a 20 hours work experience placement each, which they were able to put use on their CV's. A lot of the young people who participated in this project went on to receive job and college offers during/after the project completion; upon completion, each young person received a certificate and a personalised letter of recommendation.

Invictus Wellbeing Foundation CIO

Trustees' report (continued) for the year ended 31 March 2025

Achievements and performance (continued)

Kirklees Waiting List Initiative (Thriving Kirklees/Kirklees Keep In Mind)

In 2023 we began supporting South West Yorkshire Partnership NHS Foundation Trust with their Child and Adolescent Mental Health Service (CAMHS) waiting list, in partnership with Northpoint. We received 261 referrals to deliver 1:1 support to and we maintained an average attendance rate of 96% throughout the project. Delivered through a combination of wellbeing and therapeutic interventions, the Kirklees Waiting List initiative saw young people's emotional and mental wellbeing clinically improve by 25% over at least 4 sessions with one of our practitioners. We ensured the project was young person led by offering a choice of in-person, online or telephone sessions; furthermore, due to the expanse of the Kirklees landscape, we ensured that the sessions were accessible through offering sessions in school, in community venues and utilising our Bradford and Calderdale offices where appropriate

Try High Holiday Club

Now in its fifth year, Try High has continued to expand in 2025, delivered through the national Holiday Activities and Food (HAF) funded programme. Working in close partnership with Calder Community Squash and Halifax Panthers, we've delivered thousands of high quality sessions designed to support children and young people eligible for free school meals across Calderdale.

Over the course of the year, we engaged more than 400 children from Park Town, Warley, Illingworth, Mixenden, and Ovenden wards. Through a varied and inclusive programme, we offered a wide range of sports, creative workshops, wellbeing sessions, and enriching activities - helping children to stay active, build confidence, explore new interests, and have fun in a safe and supportive environment.

Thrive Holiday Club

Thrive holiday club has been running since 2023 through the Holiday Activities and Food (HAF) funded programme and Feeding Britain. Allowing children to access holiday clubs during Winter, Spring and Summer school holidays. Our staff team is made up of trained practitioners, youth workers and we host a number of childcare students who volunteer their time. Each club has a mental wellbeing theme running through the week and activities are planned around health and wellbeing. These have included a day trip to Ogden Water, workshops in dance, British sign language, martial arts, mindfulness, yoga, music and sports.

Liaison & Diversion

Throughout the year we have built on our Liaison & Diversion service, continuing to work across West Yorkshire in the Bradford, Kirklees and Leeds areas delivering emotional health, wellbeing and complex mental health support to high risk children and young people who have been involved in the criminal justice system.

Working collaboratively alongside social care, school safeguarding teams, early action, neighbourhood policing teams and youth engagement teams, we have delivered 138 interventions and successfully achieved a 91% attendance rate, resulting in an overall 15% increase in wellbeing measures.

COPE

The COPE program is our specialised bereavement intervention which can be delivered as a group or as 1-2-1 support to KS2 and KS3 young people. This program is delivered age appropriately and sensitively with an emphasis on understanding the grieving process and looking at positive and calming coping strategies alongside gently encouraging peer support amongst groups. The demand for this provision is steady, during this year we have delivered four group cohorts and facilitated nearly one hundred 1-2-1 sessions. Young people have given consistently good feedback on how much this support has helped and given them knowledge to COPE. The clinical outcome scoring shows that young people's mental health and wellbeing improvement after this intervention has increased, on average, by 19%.

Children In Need

Last year, we received the wonderful news that BBC Children in Need would be supporting us over the next three years. This funding has proven invaluable, allowing us to invest in the development of our financial governance, youth voice and influence work and data, impact and reporting. This has allowed us to become more financially resilient, secure further key contracts and be able to report on our impact as a charity. We look forward to continuing this work in 25/26 and applying for BACP service accreditation.

Invictus Wellbeing Foundation CIO

Trustees' report (continued) for the year ended 31 March 2025

Achievements and performance (continued)

Fundraising and Donations

Over the past 12 months, Invictus Wellbeing has significantly increased its fundraising and community engagement efforts in celebration of our 10th year as a charity. We have been proud to partner with individuals and groups who have chosen to fundraise on our behalf, exploring creative and inclusive ways to connect with families and raise awareness of our mission.

One of our key highlights was the success of our 2024 Family Fun Day, which brought together a record number of families and marked a positive step forward in community participation. Building on this momentum, we introduced regular monthly fundraising events tailored to the seasons and our wellbeing mission. These included a Halloween disco, a Mental Health Christmas Tree campaign, where supporters could sponsor a bauble in memory of a loved one and a festive Christmas Market.

In February, we launched our #BluesomeGood campaign during Children's Mental Health Week, visiting schools across Bradford and Calderdale to raise awareness and offer support. Spring saw the introduction of a prom donation initiative, where donated outfits were resold at affordable prices to support families and promote sustainability.

Youth Leaders

Our first Youth Advisory Board was established this year, aiming to ensure a strong youth voice throughout key decision making within our organisation through consultation and engagement. Our Youth Leaders have been a continuously highly motivated group of young people, who joined us as volunteers. We are immensely proud that a core group has remained with us for three years providing many hours of valuable time to support our organisation and its vision. They have been involved in all aspects of the organisations running, such as volunteering at fundraising events and holiday clubs, supporting community engagement, consulting on new policies and procedures and direct involvement in the recruitment of new staff. They continue to ensure that our practice and services remain young person led.

Plans for future periods

Invictus Wellbeing has had another strong developmental year securing our first permanent contract within Calderdale and being awarded sizeable contracts in Bradford and Kirklees. Mobilisation of these two contracts has been extremely exciting enabling us to embed our excellent reputation in Bradford and widen our scope in Kirklees. These contracts have also meant we are able to secure staffing levels and recruit a number of new diverse staff.

As mentioned in last year's accounts regarding new headquarters in Calderdale, we are well on the way to finalising these plans. With our growing team this is now even more of a priority for the charity as a central base means teams are able to work collaboratively alongside each other and consolidate best practice efficiently. We are in the process of looking for an office in Kirklees for the Social Prescribing team to work from, this is looking promising in Huddersfield and negotiations are underway.

We will continue to strive for our charity to become more sustainable by securing long term contracts and grants to offer our staff the permanent contracts they deserve. Fundraising through community engagement, supporting businesses and utilising the power of social media is an ongoing focus point, we have had a dedicated Fundraising Manager this year to further this development.

We are always looking to enrich youth voices within our charity and have, this year, launched our Youth Advisory Board. A young person from this initiative regularly attends Trustee meetings to give a young person's viewpoint.

Our CEO states that we aim to continue developing our partnerships and our workforce, ultimately supporting more and more young people.

Invictus Wellbeing Foundation CIO

Trustees' report (continued) for the year ended 31 March 2025

Financial review

The net expenditure for the year was £27,395, including net expenditure of £14,672 on unrestricted funds and net expenditure of £12,723 on restricted funds.

Reserves policy

The charity's free reserves at the year end were £1,004.

The trustees will aim to maintain a minimum reserve of £83,000 to cover estimated costs in the event of closure (redundancy payments, lease terminations and legal and professional fees).. This amount will be reviewed annually.

The current reserves are well below the minimum level and this has been identified as a significant risk and concern by the board. The current Chief Executive Officer and Senior Leadership team have, however, agreed steps to increase these reserves and have secured significant contracts and funding for the next financial year. One of the aims of the next financial year is to build up the level of free reserves.

This will be possible due to us:

- having agreed a number of unrestricted contracts for 25/26 which will support some of our unrestricted costs;
- continued unrestricted core cost funding from BBC Children in Need lasting for two more years;
- being a growing charity and expecting our income to grow significantly over the next financial year, allowing more finances to flow to unrestricted costs;
- requesting significant increases to our current contracts and other funders to reflect inflation and the cost of living crisis and
- freezing/reducing the core costs of the organisation (in real terms i.e. in line with inflation).

Going Concern Statement

At the time of signing these accounts the charity the trustees have assessed the charity's ability to continue for at least 12 months from the date that the accounts are approved and conclude that no material uncertainties exist that cast significant doubt on the charity's ability to continue as a going concern.

Approved by the board of trustees on 26/11/2025

Alex Berry (Trustee)

Invictus Wellbeing Foundation CIO

Independent examiner's report to the trustees of Invictus Wellbeing Foundation CIO

I report to the charity trustees on my examination of the accounts of the CIO for the year ended 31 March 2025, which are set out on pages 8 to 19.

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

Since the CIO's gross income exceeded £250,000 your examiner must be a fellow of a body listed in section 145 of the 2011 Act.

I confirm that I am qualified to undertake the examination because I am a fellow of FCCA 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 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.

Alan Dodd FCCA

26/11/2025

West Yorkshire Community Accountancy Service CIO

Stringer House
34 Lupton Street
Leeds
LS10 2QW

Invictus Wellbeing Foundation CIO
Statement of Financial Activities
(including summary income and expenditure account)
for the year ended 31 March 2025

	Notes	2025 Unrestricted funds £	2025 Restricted funds £	2025 Total funds £	2024 Total funds £
Income from:					
Donations	(2)	36,423	-	36,423	60,974
Charitable activities	(3)	501,959	154,644	656,603	489,739
Fundraising		15,445	-	15,445	9,682
Total income		<u>553,827</u>	<u>154,644</u>	<u>708,471</u>	<u>560,395</u>
Expenditure on:					
Charitable activities	(4)	<u>568,499</u>	<u>167,367</u>	<u>735,866</u>	<u>655,484</u>
Total expenditure		<u>568,499</u>	<u>167,367</u>	<u>735,866</u>	<u>655,484</u>
Net (expenditure)		<u>(14,672)</u>	<u>(12,723)</u>	<u>(27,395)</u>	<u>(95,089)</u>
Fund balances brought forward		<u>15,676</u>	<u>52,486</u>	<u>68,162</u>	<u>163,251</u>
Fund balances carried forward	(5)	<u>1,004</u>	<u>39,763</u>	<u>40,767</u>	<u>68,162</u>

All incoming resources and resources expended derive from continuing activities.

Invictus Wellbeing Foundation CIO

Balance sheet

as at 31 March 2025

		2025	2025	2025	2024
		Unrestricted	Restricted	Total	Total
		£	£	£	£
Current assets					
Debtors and prepayments	(6)	15,907	4,450	20,357	27,766
Cash at bank and in hand	(7)	(1,510)	47,496	45,986	45,956
Total current assets		<u>14,397</u>	<u>51,946</u>	<u>66,343</u>	<u>73,722</u>
Current liabilities:					
amounts falling due within one year					
Creditors and accruals	(8)	13,393	12,183	25,576	5,560
Total current liabilities		<u>13,393</u>	<u>12,183</u>	<u>25,576</u>	<u>5,560</u>
Net current assets		<u>1,004</u>	<u>39,763</u>	<u>40,767</u>	<u>68,162</u>
Net assets		<u>1,004</u>	<u>39,763</u>	<u>40,767</u>	<u>68,162</u>
Funds					
Unrestricted funds		1,004	-	1,004	15,676
Restricted funds		-	39,763	39,763	52,486
Total funds		<u>1,004</u>	<u>39,763</u>	<u>40,767</u>	<u>68,162</u>

The financial statements were approved by the board of trustees on 26/11/2025

Alex Berry (Trustee)

Invictus Wellbeing Foundation CIO
Statement of cash flows
for the year ended 31 March 2025

	2025 Total funds £	2024 Total funds £
Cash flows from operating activities:		
Net cash provided by (used in) operating activities	<u>30</u>	<u>(94,578)</u>
Change in cash and cash equivalents in the reporting period	30	(94,578)
Cash and cash equivalents at the beginning of the reporting period	45,956	140,534
Cash and cash equivalents at the end of the reporting period	<u>45,986</u>	<u>45,956</u>
 Reconciliation of net movement in funds to net cash flow from operating activities		
	2025	2024
	£	£
Net movement in funds for the reporting period (as per the statement of financial activities)	(27,395)	(95,089)
Adjustments for:		
(Increase) / decrease in debtors	7,409	(1,278)
Increase / (decrease) in creditors	20,016	1,789
Net cash provided by (used in) operating activities	<u>30</u>	<u>(94,578)</u>
 Analysis of cash and cash equivalents		
	2025	2024
	£	£
Cash in hand	89	103
Notice deposits (less than 30 days)	45,897	45,853
Total cash and cash equivalents	<u>45,986</u>	<u>45,956</u>

Invictus Wellbeing Foundation CIO

Notes to the accounts

for the year ended 31 March 2025

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, if 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.

Donated assets, facilities or services are valued at their estimated value to the charity. This is the price that the charity estimates it would pay in the open market for equivalent items; or services and facilities of equivalent utility to the charity.

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 £1,000 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:

Project and office equipment: over 5 years

Computer equipment: over 3 years

Pensions

The charity operates a defined contribution scheme for the benefit of its employees. The costs of contributions are recognised in the year they are payable.

Invictus Wellbeing Foundation CIO

Notes to the accounts

for the year ended 31 March 2025

1 Accounting policies continued

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

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

Leases

Rents under operating leases are charged on a straight line basis over the lease term or to an earlier date if the lease can be determined without financial penalty.

Invictus Wellbeing Foundation CIO
Notes to the accounts continued
for the year ended 31 March 2025

2 Donations	2025	2025	2025	2024
	Unrestricted	Restricted	Total	Total
	funds	funds	funds	funds
	£	£	£	£
ICCM Calderdale Borough Council	-	-	-	14,000
Invictus Wellbeing Services CIC	-	-	-	10,176
Next PLC	-	-	-	6,000
Crossley Scott	668	-	668	9,762
Hargreaves Foundry	3,850	-	3,850	2,710
Sheard Packaging	7,110	-	7,110	6,113
Harveys of Halifax	2215	-	2,215	-
La Redoute	3655	-	3,655	-
Pearl Dental	5101	-	5,101	-
General donations	13,824	-	13,824	12,213
	<u>36,423</u>	<u>-</u>	<u>36,423</u>	<u>60,974</u>
3 Charitable activities income	2025	2025	2025	2024
	Unrestricted	Restricted	Total	Total
	funds	funds	funds	funds
	£	£	£	£
Grants for charitable activities				
Affinity Care	-	2,160	2,160	1,422
BBC Children in Need	-	14,980	14,980	-
Bauer Media's Cash for Kids	-	2,112	2,112	-
Calderdale MBC	-	-	-	20,796
City of Bradford MDC	-	19,398	19,398	16,252
Community Foundation for Calderdale (CFFC)	-	30,924	30,924	63,124
Co-op Foundation	500	-	500	749
Feeding Britain	-	4,200	4,200	-
Groundwork UK	-	20,000	20,000	625
North Halifax Ward Forum	-	-	-	500
Sir George Martin Trust	-	-	-	3,333
Charlie Waller Trust	-	6,600	6,600	-
The Henry Smith Charity	-	1,220	1,220	-
The National Lottery Community Fund	-	20,000	20,000	10,000
The Pilgrim Trust	-	33,050	33,050	-
West Yorkshire Integrated Care Board	-	-	-	48,800
Yorkshire Building Society	-	-	-	2,000
Contract income	439,642	-	439,642	273,510
Rental income	25	-	25	2,520
Support service income	59,137	-	59,137	44,960
Other income	2,655	-	2,655	1,148
	<u>501,959</u>	<u>154,644</u>	<u>656,603</u>	<u>489,739</u>

Invictus Wellbeing Foundation CIO
Notes to the accounts continued
for the year ended 31 March 2025

4 Charitable activities expenditure

	Activities undertaken directly £	Support costs £	2025 Total cost £	2024 Total cost £
Charitable activities	678,626	57,240	735,866	655,484
	<u>678,626</u>	<u>57,240</u>	<u>735,866</u>	<u>655,484</u>

4a Support costs

	2025 Total cost £	2024 Total cost £
Support cost type		
Management, finance and admin support	38,405	26,124
Office costs	12,064	10,288
Human resources	2,153	1,879
Payroll administration	1,716	1,404
Memberships and subscriptions	1,952	1,933
Governance	950	810
	<u>57,240</u>	<u>42,438</u>

4b Charitable activities expenditure detail

	2025 Unrestricted funds £	2025 Restricted funds £	2025 Total cost £	2024 Total cost £
Salaries NI and pensions (4c)	430,415	104,886	535,301	449,769
Service user expenditure	45,043	43,951	88,994	95,736
Consultancy	15,987	3,706	19,693	21,468
Advertising and website	528	-	528	789
General office expenses	913	-	913	1,222
Legal and professional fees	5,487	241	5,728	5,440
Office equipment, computers and furniture	2,246	251	2,497	2,863
Printing, postage and stationery	2,696	347	3,043	1,944
Media and marketing	1,650	-	1,650	3,279
Telephone and mobile	5,591	110	5,701	4,741
Rent and rates	34,554	11,385	45,939	45,314
Repairs and renewals	886	-	886	622
Training	3,071	1,501	4,572	4,529
Events	758	-	758	1,370
Fundraising expenditure	7,513	-	7,513	4,744
Travel expenses	3,325	267	3,592	2,155
Bank charges	163	-	163	133
Insurance and licenses	1,543	-	1,543	1,611
Independent examination	950	-	950	810
Membership and subscriptions	1,785	167	1,952	1,933
Payroll fees	1,716	-	1,716	1,404
Utilities	1,679	493	2,172	3,262
Volunteer training and expenses	-	62	62	346
	<u>568,499</u>	<u>167,367</u>	<u>735,866</u>	<u>655,484</u>

Invictus Wellbeing Foundation CIO
Notes to the accounts continued
for the year ended 31 March 2025

4c Staff costs and numbers	2025	2024
	£	£
Gross salaries	497,807	420,542
Social security costs	33,880	26,053
Employment allowance	(5,000)	(5,000)
Settlement agreement	-	1,370
Pensions	8,614	6,804
	<u>535,301</u>	<u>449,769</u>

The average number of employees during the year was 47.3, being an average of 16.9 full time equivalent (2024: 42.9, 13.7 FTE). There were no employees with emoluments above £60,000.

Defined contribution pension scheme	2025	2024
	£	£
Costs of the scheme to the charity for the year	8,614	6,804
Amount of any contributions outstanding at the year end	1,876	1,399

Invictus Wellbeing Foundation CIO

Notes to the accounts continued

for the year ended 31 March 2025

5 Restricted funds	Balance b/f £	Incoming £	Outgoing £	Transfers £	Balance c/f £
CFFC (1)	13,469	28,424	41,893	-	-
Brew Bradford	30,500	-	30,500	-	-
City of Bradford MDC (1)	1,673	15,428	17,101	-	-
Community Fund	2,416	-	2,416	-	-
Thrive Approach	1,095	-	1,095	-	-
COPE	3,333	-	3,333	-	-
Women in Mind	-	33,050	5,640	-	27,410
Step Ahead	-	20,000	20,000	-	-
ACCP Bereavement	-	2,160	1,461	-	699
Cash for Kids	-	2,112	2,112	-	-
Children in Need	-	14,980	7,326	-	7,654
Feeding Britain	-	4,200	4,200	-	-
CFFC (2)	-	2,500	-	-	2,500
Henry Smith	-	1,220	1,220	-	-
Parent Carer Peer Support	-	6,600	6,600	-	-
Invictus Rocks	-	3,970	2,470	-	1,500
National Lottery	-	20,000	20,000	-	-
	<u>52,486</u>	<u>154,644</u>	<u>167,367</u>	<u>-</u>	<u>39,763</u>

Fund name	Purpose of restriction
CFFC (1)	For the Try High holiday club
Brew Bradford	For the delivery of the Brew project across Bradford
City of Bradford MDC (1)	For Thrive holiday club activities and food for children accessing free school meals
Community Fund	For 1-2-1 support and group sessions around mental health and wellbeing
Thrive Approach	For a group and 1-2-1 initiative to support the Brew Bradford project
COPE	For the Cope project providing a bereavement support programme for young people
Women in Mind	To improve the mental health of young women aged between 16 and 25
Step Ahead	To support young people to access and/or work, education and training
ACCP Bereavement	For specialised bereavement 1-2-1 work
Cash for Kids	To provide additional support to the Try High and Thrive Holiday Clubs
Children in Need	To develop financial governance, youth voice and influence work and data impact and reporting
Feeding Britain	Support towards food costs for the Try High and Thrive Holiday Clubs
CFFC (2)	To create a video for men's mental health
Henry Smith	For a fully funded day out for children from disadvantaged areas
Parent Carer Peer Support	To enable the PCPS trainee to participate in training and acquire experience of supporting parents and carers
Invictus Rocks	For children and young people to design rocks with inspirational mental health quotes and designs to be hidden and discovered as part of Bradford City of Culture
National Lottery	Towards Brew Bradford

Invictus Wellbeing Foundation CIO
Notes to the accounts continued
for the year ended 31 March 2025

6 Debtors and prepayments	2025	2024
	£	£
Debtors	14,122	21,513
Prepayments	6,039	5,489
Other debtors	196	764
	<u>20,357</u>	<u>27,766</u>

7 Cash at bank and in hand	2025	2024
	£	£
Cash at bank	45,897	45,853
Cash in hand	89	103
	<u>45,986</u>	<u>45,956</u>

8 Creditors and accruals	2025	2024
	£	£
Creditors	4,159	3,846
Accruals	950	810
Deferred income (see note below for analysis)	10,858	904
Taxation and social security	9,609	-
	<u>25,576</u>	<u>5,560</u>

Deferred income	Deferred to next year	Released from last year
	£	£
Golf day income	-	904
Grant income	10,858	-
	<u>10,858</u>	<u>904</u>

Item name	Reason for deferral
Grant income	This is for income received in advance for specific activities to be held in April 2025.

Invictus Wellbeing Foundation CIO

Notes to the accounts continued

for the year ended 31 March 2025

9 Related party transactions

Trustee expenses

No trustee received any expenses during this year or the previous year.

Trustee remuneration and benefits

No trustee received any remuneration or benefit during this or the previous year.

Remuneration and benefits received by key management personnel

The total employee benefits received by key management personnel were £45,000 (previous year: £37,083).

Other transactions with trustees or related parties

			2025	2024
			£	£
Name of trustee or related party	Relationship to charity	Description of transaction		
Mark Pearson	Trustee	Director of PIB Insurance Brokers who provide combined insurance to the charity	1,392	1,331
Jeremy Hall	Trustee	Director of Dean Clough Ltd who supply office rental and services to the charity	25,926	25,040
			<u>27,318</u>	<u>26,371</u>

10 Operating leases

Expected future minimum lease payments over the remaining life of the lease, analysed into the period in which the commitment falls due:

	2025	2024
	£	£
Within one year	22,948	24,520
In the second to fifth years inclusive	6,271	16,223
	<u>29,219</u>	<u>40,743</u>

Invictus Wellbeing Foundation CIO

Statement of Financial Activities including comparatives for all funds (including summary income and expenditure account) for the year ended 31 March 2025

	2025 Unrestricted funds £	2024 Unrestricted funds £	2025 Restricted funds £	2024 Restricted funds £	2025 Total funds £	2024 Total funds £
Income						
Donations	36,423	60,974	-	-	36,423	60,974
Charitable activities	501,959	346,059	154,644	143,680	656,603	489,739
Fundraising	15,445	9,682	-	-	15,445	9,682
Total income	553,827	416,715	154,644	143,680	708,471	560,395
Expenditure						
Charitable activities	568,499	477,849	167,367	177,635	735,866	655,484
Total expenditure	568,499	477,849	167,367	177,635	735,866	655,484
Net (expenditure)	(14,672)	(61,134)	(12,723)	(33,955)	(27,395)	(95,089)
Transfers between funds	-	(26,685)	-	26,685	-	-
Net movement in funds	(14,672)	(87,819)	(12,723)	(7,270)	(27,395)	(95,089)
Fund balances brought forward	15,676	103,495	52,486	59,756	68,162	163,251
Fund balances carried forward	1,004	15,676	39,763	52,486	40,767	68,162