

It's Time



Trustees' Annual Report

For the year 1st January 2024 to 31st December 2024.

Registered charity number: 1193103

Principal address: It's Time, 124 City Road, London, EC1V 2NX

Objectives and Activities

For public benefit, to relieve the needs of individuals aged 16-30 living in England and Wales who have suffered the death of a parent in particular but not exclusively by the provision of wellness sessions, advice, support and educational resources.

Achievements and Performance

It's Time marked an exceptional fourth year of operations, with strategic progress across service delivery, digital engagement, governance, and community involvement. Our focus throughout the year centred on launching new services, strengthening our social media presence, diversifying our Board of Trustees, expanding volunteer capacity, and appointing key strategic roles.

Building on the successful rollout of our online peer support services in 2023, our digital community has grown to 301 active members. In addition, we launched a well-received online book club, which now attracts 81 regular participants. To complement these virtual offerings, we hosted our first in-person peer support meetings in London in September 2024, with plans for a full UK-wide rollout in Spring 2025.

A major service development in 2024 was the introduction of our group therapy programme. Launched in February, this free-to-access initiative supported 30 individuals across three groups and was led by our newly appointed Clinical Lead, Mandy Gosling (M.A., Dip. Psych). Demand for the service was so strong that, even prior to launch, we had already established a one-year waiting list for the next cohort in 2025.

Since appointing our "Social Media & Online Community Executive" in May 2023, our digital reach has grown exponentially. In 2024, our TikTok content achieved record engagement, with two videos receiving 280,000 and 324,000 views respectively. We recorded 3,639 profile views, 579 video shares, 763 comments, and 840 website clicks. On Instagram, our following grew to 2,000, with a total reach of 144,000 and 682 link clicks.

Our most impactful content continues to be rooted in the personal experiences shared by our community. To facilitate this, we launched a submissions portal on the It's Time website, resulting in over 50 unique stories being shared. This initiative significantly boosted engagement with our online blog, particularly around our "Leading After Loss" series.

To strengthen our organisational capacity and ensure a diverse and skilled leadership team, we welcomed two new Trustees: Hannah Raymond (Peer Support Services), Isabelle Wilson (Corporate Fundraising). We also appointed several strategic volunteer leads James Skinner (Strategy and Planning), Matthew Brandon (Diversity, Equity, and Inclusion), Lukas Weber (Cyber Security), and Harvey Taylor (Corporate Partnerships).

Finally, we expanded our Community Advisory Panel to include all volunteers with lived experience of parental loss. This inclusive approach has enhanced our feedback mechanisms and ensured that our future development remains closely aligned with the needs of our community.

Forthcoming Plans

Looking ahead to 2025, It's Time will continue to advance its mission by developing innovative, tailored resources to support young people aged 16–30 who have experienced the loss of a parent or parents. We also remain committed to equipping their families, friends, educational institutions, and employers with the tools to provide meaningful and informed support.

A key focus for the year will be the national rollout of our in-person peer support groups. Building on the success of our London sessions, we will launch monthly meetings in Manchester, Bristol, the West Midlands, Stevenage, Edinburgh, Glasgow, Southampton, and the Peak District.

Our group therapy programme will also continue in 2025, supporting a further 30 individuals. Looking beyond, we plan to expand this provision from 2026 onward, increasing capacity to meet growing demand and ensuring more young people can access professional therapeutic support.

To sustain and grow our digital presence, we will continue to centre our content around lived experiences of parental loss—sharing personal stories, producing new help guides, and enriching our monthly newsletter. We will also develop targeted social media campaigns on platforms such as TikTok and Instagram, with a focus on engaging underrepresented demographics (such as young men) and reaching specific geographic communities. In support of this strategy, we aim to collaborate with other content creators and organisations within the grief and bereavement space, fostering mutual promotion of content, events, and shared values.

To ensure sustainable growth and nationwide reach, we plan to increase our volunteer base to approximately 100 individuals, with a focus on achieving balanced regional representation. This will help us maintain high-quality service delivery while remaining responsive to the needs of our community.

In parallel, It's Time aspires to become a leading voice in the national conversation around bereavement support. In 2025, we intend to establish a dedicated sub-group to explore and advocate for improved Bereavement Leave entitlements, with the goal of submitting a formal petition to Government in 2026.

Finally, we will continue to champion and support our incredible fundraisers—including our inspiring team of marathon runners—whose dedication and energy play a vital role in sustaining our work and spreading awareness of our cause.

Financial Review

For the financial year ending 31 December 2024, It's Time recorded a total income of £77,921. Total expenditure for the same period amounted to £87,211, resulting in a net deficit of £9,290.

This year marked the charity's highest annual expenditure since inception, driven by several key developments. Notably, increased investment in paid service delivery, particularly the launch of group therapy sessions, contributing directly to higher operating costs.

Fundraising activity also expanded, with a 66% rise in spending on initiatives such as marathon entry fees and branded equipment. Additionally, 2024 was the first full year of staffing costs for two full-time employees, reflecting our commitment to professionalising and scaling our operations.

Encouragingly, these increased costs were largely offset by a 58% rise in total income compared to 2023, demonstrating the effectiveness of our fundraising strategy and the generosity of our supporters.

It's Time remains focused on delivering high-impact services that maximise benefit to our community, rather than generating profit. Nonetheless, thanks to continued strong support from individual donors and corporate partners, the charity remains financially stable and operates as a going concern.

Our principal sources of income during 2024 included community fundraising, events, individual donations, corporate contributions, and small grants. Most donations were processed via JustGiving, which also managed Gift Aid claims, with additional direct contributions received into the charity's current account.

Looking ahead, we aim to return to a surplus in 2025 by expanding fundraising opportunities and diversifying income streams. This includes pursuing grant funding for specific projects and core operational costs, alongside growing our event-based and community-led fundraising efforts.

Reserve Policy

Whilst It's Time maintains a healthy current account cash balance, it does not currently hold any dedicated reserves.

The first four years of operations provide a clear indication of the appropriate level of reserves required to sustain operations and charitable activities moving forward should these be. Reserves may be set accordingly in subsequent financial years, to cover up to three-months fixed costs, to be agreed at during the AGM.

Fundraising Review

We are enormously grateful to all of our fundraisers, supporters, advisors and volunteers for the incredible work that they do to enable It's Time to continue to provide a community for 16-30-year-olds who have lost parent's, whilst offering free support, direct services, and dedicated information resources. This year marked a significant expansion in our fundraising efforts, with notable growth in event volume and corporate support.

We experienced a remarkable increase in the number of marathon runners supporting It's Time, with our involvement extended across a wider range of events both nationally and internationally.

We expanded our fundraising calendar forming strategic partnerships with high-profile events. A standout collaboration was with the Cambridge Club Festival, which provided a vibrant and engaging platform to reach new audiences, raise awareness and generate funds.

Corporate support had a significant boost. We were honoured to be selected as Charity of the Year by accountancy firm RSM, a partnership that brought not only generous financial contributions but also enthusiastic employee-led fundraising initiatives.

This recognition, along with other increased corporate donations, underscores the growing trust and commitment from the business community toward our mission.

Structure, Governance and Management

The trustees have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the public benefit guidance published by the Charity Commission.

It's Time maintains and complies with a thorough safeguarding policy, as well as the fundraising code of practice and relevant standards.

We ensure that all trustees, employees, interns, volunteers, and third-party suppliers are aware of and adhere to these policies, to protect vulnerable people, our community, supporters, and the reputation of our charity.

It's Time operates as a CIO and is controlled by its constitution governing document. The trustees will continue to maintain governance standards in order to improve transparency and accountability.

The trustees who served during the year and/or up to the date of signature of the financial statements were:

David Jacob-Lloyd (Chair)
Aaron Feighoney (Treasurer)
David Fagan (Fundraising Strategy)
Oliver Kriskinans (Peer Support Services)
Jade Lorimer (Recruitment)
Harry Finch (Project Management)
Mikhail Sinyakin (Research and Policy)
Charlotte Hughes (Digital Marketing)
Hannah Raymond (Peer Support Services)
Isabelle Wilson (Corporate Fundraising)

Expert Advisors

Mandy Gosling (Clinical Lead)
Renaye Edwards
Oliver Groarke
Chris Robinson
Neil Tanna

Strategic Volunteer Leads

James Skinner (Strategy and Planning)
Matthew Brandon (Diversity, Equity, and Inclusion)
Lukas Weber (Cyber Security)
Harvey Taylor (Corporate Partnerships)
Samii Miller (Service Delivery and Safeguarding)
Tara Steeds (Policy & Campaigning)

Appointment of trustees

Every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Declarations

**The trustees declare that they have approved the trustees' report above.
Signed on behalf of the charity's trustees**

Signature(s)

	
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Full name(s)

David Jacob-Lloyd	Aaron Feighoney
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Position

Chair	Treasurer
16/10/2025	16/10/2025

Date

It's Time CIO		Charity No	1193103		
		Company No	CE024605		
Annual accounts for the period					
Period start date	01/01/2024	To	Period end date	31/12/2024	

Section A Statement of financial activities (including summary income and expenditure account)

Recommended categories by activity	Note	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total funds £	Prior year funds £
Income (Note 3)						
Income and endowments from:						
Donations and legacies	3	77,101	-	-	77,101	39,030
Grant Income	3	-	820	-	820	10,198
Total		77,101	820	-	77,921	49,228
Expenditure (Notes 6)						
Expenditure on:						
Raising funds	4	7,110	-	-	7,110	1,626
Charitable activities - administration		8,061	-	-	8,061	4,939
Charitable activities - staff costs	6	66,121	5,919	-	72,040	51,786
Total		81,292	5,919	-	87,211	58,351
Net income/(expenditure) before tax for the reporting period		- 4,191	- 5,099	-	- 9,290	- 9,123
Tax payable		-	-	-	-	-
Net income/(expenditure) after tax before investment gains/(losses)		- 4,191	- 5,099	-	- 9,290	- 9,123
Net gains/(losses) on investments		-	-	-	-	-
Net income/(expenditure)		- 4,191	- 5,099	-	- 9,290	- 9,123
Extraordinary items		-	-	-	-	-
Transfers between funds		-	-	-	-	-
Other recognised gains/(losses):						
Gains and losses on revaluation of fixed assets for the charity's own use		-	-	-	-	-
Other gains/(losses)		-	-	-	-	-
Net movement in funds		- 4,191	- 5,099	-	- 9,290	- 9,123
Reconciliation of funds:						
Total funds brought forward		68,036	5,099	-	73,135	82,258
Total funds carried forward		63,845	-	-	63,845	73,135

It's Time CIO		Charity No	1193103	
		Company No	CE024605	
Annual accounts for the period		Period start date: 01/01/2024		To period end date: 31/12/2024
Section B		Balance sheet		

	Note	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total this year £	Total last year £
Current assets						
Debtors	7	-	-	-	-	5,099
Cash at bank and in hand	9	68,754	-	-	68,754	72,709
Total current assets		68,754	-	-	68,754	77,808
Creditors: amounts falling due within one year	8	4,909	-	-	4,909	4,673
Net current assets/(liabilities)		63,845	-	-	63,845	73,135
Total assets less current liabilities		63,845	-	-	63,845	73,135
Creditors: amounts falling due after one year	8	-	-	-	-	-
Provisions for liabilities		-	-	-	-	-
Total net assets or liabilities		63,845	-	-	63,845	73,135
Funds of the Charity						
Unrestricted funds		63,845	-	-	63,845	73,135
Total funds	10	63,845	-	-	63,845	73,135

The company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

Signed by one or two trustees/directors on behalf of all the trustees/directors

Print Name	Date of approval dd/mm/yyyy

Signature of director authenticating accounts being sent to Companies House

Signature	Date dd/mm/yyyy
	Print name

Section C	Notes to the accounts
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Note 1 **Basis of preparation**

This section should be completed by all charities.

1.1 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 accounts have been prepared in accordance with:

- and 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) issued on 16 July 2014
- and with*

✓

 the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)
- and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.*

✓

* -Tick as appropriate

1.2 Going concern

If there are material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern, please provide the following details or state "Not applicable", if appropriate:

An explanation as to those factors that support the conclusion that the charity is a going concern;	Not Applicable
Disclosure of any uncertainties that make the going concern assumption doubtful;	Not Applicable
Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.	Not Applicable

1.3 Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted in note 2.

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

<i>(i) the nature of the change in accounting policy;</i>	Not Applicable
<i>(ii) the reasons why applying the new accounting policy provides more reliable and more relevant information; and</i>	Not Applicable
<i>(iii) the amount of the adjustment for each line affected in the current period, each prior period presented and the aggregate amount of the adjustment relating to periods before those presented, 3.44 FRS102 SORP.</i>	Not Applicable

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP).

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

<i>(i) the nature of any changes;</i>	Not Applicable
<i>(ii) the effect of the change on income and expense or assets and liabilities for the current period; and</i>	Not Applicable
<i>(iii) where practicable, the effect of the change in one or more future periods.</i>	Not Applicable

1.5 Material prior year errors

No material prior year error have been identified in the reporting period (3.47 FRS102 SORP).

Yes*	✓	* -Tick as appropriate
No*		

Please disclose:

<i>(i) the nature of the prior period error;</i>	Not Applicable
<i>(ii) for each prior period presented in the accounts, the amount of the correction for each account line item affected; and</i>	Not Applicable
<i>(iii) the amount of the correction at the beginning of the earliest prior period presented in the accounts.</i>	Not Applicable

Note 2 Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

2.1 RECONCILIATION WITH PREVIOUS GENERALLY ACCEPTED ACCOUNTING PRACTICE

Please provide a description of the nature of each change in accounting policy

Not Applicable

Reconciliation of funds per previous GAAP to funds determined under FRS 102

	Start of period £	End of period £
Fund balances as previously stated		
<i>Adjustments:</i>		

Fund balance as restated _____

Reconciliation of net income/(net expenditure) per previous GAAP to net income/(net expenditure) under FRS 102

	End of £
Net income/(expenditure) as previously stated	
<i>Adjustments:</i>	

Previous period net income/(expenditure)
as restated _____

Section C		Notes to the accounts	(cont)			
Note 2		Accounting policies				
2.2 INCOME						
Recognition of income		These are included in the Statement of Financial Activities (SoFA) when: - the charity becomes entitled to the resources; - it is more likely than not that the trustees will receive the resources; - the monetary value can be measured with sufficient reliability.	Yes*	No*	N/A*	
Offsetting		There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.	Yes*	No*	N/A*	
Grants and donations		Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).	Yes*	No*	N/A*	
		In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).	Yes*	No*	N/A*	
Legacies		Legacies are included in the SoFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.	Yes*	No*	N/A*	
Government grants		The charity has received government grants in the reporting period	Yes*	No*	N/A*	
Tax reclaim on donations and gifts		Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.	Yes*	No*	N/A*	
Contractual income and performance related grants		This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.	Yes*	No*	N/A*	
Donated goods		Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.	Yes*	No*	N/A*	
		The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.	Yes*	No*	N/A*	
		Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.	Yes*	No*	N/A*	
		Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.	Yes*	No*	N/A*	
		Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.	Yes*	No*	N/A*	
Donated services and facilities		Donated services and facilities are included in the SoFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.	Yes*	No*	N/A*	
		Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SoFA.	Yes*	No*	N/A*	
Support costs		The charity has incurred expenditure on support costs.	Yes*	No*	N/A*	
Volunteer help		The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.	Yes*	No*	N/A*	
Income from interest, royalties and dividends		This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.	Yes*	No*	N/A*	
Income from membership subscriptions		Membership subscriptions received in the nature of a gift are recognised in Donations and Legacies.	Yes*	No*	N/A*	
		Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.	Yes*	No*	N/A*	
Settlement of insurance claims		Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.	Yes*	No*	N/A*	
Investment gains and losses		This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.	Yes*	No*	N/A*	
2.3 EXPENDITURE AND LIABILITIES						
Liability recognition		Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	Yes*	No*	N/A*	
Governance and support costs		Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.	Yes*	No*	N/A*	
		Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	Yes*	No*	N/A*	
Grants with performance conditions		Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	Yes*	No*	N/A*	
Grants payable without performance conditions		Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.	Yes*	No*	N/A*	
Redundancy cost		The charity made no redundancy payments during the reporting period.	Yes*	No*	N/A*	
Deferred income		No material item of deferred income has been included in the accounts.	Yes*	No*	N/A*	
Creditors		The charity has creditors which are measured at settlement amounts less any trade discounts.	Yes*	No*	N/A*	
Provisions for liabilities		A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.	Yes*	No*	N/A*	
Basic financial instruments		The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	Yes*	No*	N/A*	
2.4 ASSETS						
Tangible fixed assets for use by charity		These are capitalised if they can be used for more than one year, and cost at least	Yes*	No*	N/A*	
		They are valued at cost.	Yes*	No*	N/A*	
		The depreciation rates and methods used are disclosed in note 14.	Yes*	No*	N/A*	
Intangible fixed assets		The charity has intangible fixed assets, that is, non-monetary assets that do not have physical substance but are identifiable and are controlled by the charity through custody or legal rights. The amortisation rates and methods used are disclosed in note 15.	Yes*	No*	N/A*	
		They are valued at cost.	Yes*	No*	N/A*	
Heritage assets		The charity has heritage assets, that is, non-monetary assets with historic, artistic, scientific, technological, geographical or environmental qualities that are held and maintained principally for their contribution to knowledge and culture. The depreciation rates and methods used as disclosed in note 16.	Yes*	No*	N/A*	
		They are valued at cost.	Yes*	No*	N/A*	
Investments		Fixed asset investments in quoted shares, traded bonds and similar investments are valued at initially at cost and subsequently at fair value (their market value) at the year end. The same treatment is applied to unlisted investments unless fair value cannot be measured reliably in which case it is measured at cost less impairment.	Yes*	No*	N/A*	
		Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current asset investments	Yes*	No*	N/A*	
Stocks and work in progress		Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value.	Yes*	No*	N/A*	
		Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.	Yes*	No*	N/A*	
		Work in progress is valued at cost less any foreseeable loss that is likely to occur on the contract.	Yes*	No*	N/A*	
Debtors		Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.	Yes*	No*	N/A*	
Current asset investments		The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity of less than one year held for investment purposes rather than to meet short-term cash commitments as they fall due.	Yes*	No*	N/A*	
		They are valued at fair value except where they qualify as basic financial instruments.	Yes*	No*	N/A*	

Section C	Notes to the accounts	(cont)
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Note 3

Income

Analysis of income

		Unrestricted funds	Restricted income funds	Endowment funds	Total funds £	Prior year £
Donations and legacies:	Donations and gifts	77,101	-	-	77,101	71,964
	Gift Aid	-	-	-	-	-
	Legacies	-	-	-	-	-
	General grants provided by government/other charities	-	820	-	820	-
	Total	77,101	820	-	77,921	71,964
TOTAL INCOME		77,101	820	-	77,921	71,964

no analysis of gift aid available

Section C

Notes to the accounts

(cont)

Note 4 Expenditure

Analysis	This year				Last year			
	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on raising funds:	£				£			
Incurred seeking donations	-	-	-	-	-	-	-	-
Incurred seeking legacies	-	-	-	-	-	-	-	-
Incurred seeking grants	-	-	-	-	-	-	-	-
Operating membership schemes and social lotteries	-	-	-	-	-	-	-	-
Staging fundraising events	5,702	-	-	5,702	1,626	-	-	1,626
Fundraising agents	-	-	-	-	-	-	-	-
Operating charity shops	-	-	-	-	-	-	-	-
Operating a trading company undertaking non-charitable trading activity	-	-	-	-	-	-	-	-
Advertising, marketing, direct mail and publicity	1,408	-	-	1,408	1,010	-	-	1,010
Start up costs incurred in generating new source of future income	-	-	-	-	-	-	-	-
Database development costs	-	-	-	-	1,174	-	-	1,174
Other trading activities	-	-	-	-	-	-	-	-
Investment management costs:	-	-	-	-	-	-	-	-
Portfolio management costs	-	-	-	-	-	-	-	-
Cost of obtaining investment advice	-	-	-	-	-	-	-	-
Investment administration costs	-	-	-	-	-	-	-	-
Intellectual property licencing costs	-	-	-	-	-	-	-	-
Rent collection, property repairs and maintenance charges	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total expenditure on raising funds	7,110	-	-	7,110	3,810	-	-	3,810
Expenditure on charitable activities:								
Staff Costs	66,121	5,919	-	72,040	51,774	-	-	51,774
Office Costs	43	-	-	43	1,862	-	-	1,862
Accountancy Fees	805	-	-	805	325	-	-	325
Staff Training	-	-	-	-	12	-	-	12
Hospitality	-	-	-	-	330	-	-	330
Insurance	244	-	-	244	238	-	-	238
Consultancy	2,700	-	-	2,700	-	-	-	-
Software	2,340	-	-	2,340	-	-	-	-
Other	1,929	-	-	1,929	-	-	-	-
Total expenditure on charitable activities	74,182	5,919	-	80,101	54,541	-	-	54,541
TOTAL EXPENDITURE	81,292	5,919	-	87,211	58,351	-	-	58,351

Section C	Notes to the accounts
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Note 10 **Details of certain types of expenditure**

Note 10.1 Fees for examination of the accounts

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner. If nothing was paid please enter '0' in the appropriate box(es).

Independent examiner's fees

Assurance services other than independent examination

Tax advisory fees

Other fees (for example: financial advice, consultancy, accountancy services) paid to the independent examiner

2024 £	2023 £
420	325
-	-
-	-
360	-

Section C	Notes to the accounts	(cont)
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Note 11 **Paid employees**

Please complete this note if the charity has any employees (transactions with Trustees dealt with in Note 28)

11.1 Staff Costs

	2024 £	2023 £
Salaries and wages	64,675	12,166
Employers' NIC	4,109	593
Pension costs (defined contribution scheme)	3,256	186
Total staff costs	72,040	12,945

Please give details of the number of employees whose total employee benefits (excluding employer pension costs) fell within each band of £10,000 from £60,000 upwards. If there are no such transactions, please enter 'true' in the box provided.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

TRUE

11.2 Average head count in the year

The parts of the charity in which the

	2024 Number	2023 Number
Charitable Activities	2	2
Total	2	2

Section C

Notes to the accounts

(cont)

Note 19

Debtors and prepayments

Analysis of debtors

Grants Receivable

Total

2024 £	2023 £
0	5,099
0	5,099

Section C	Notes to the accounts	(cont)
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Note 20 **Creditors and accruals**

Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	2024 £	2023 £	2024 £	2023 £
Trade creditors	-	-	-	-
Accruals and deferred income	780	300	-	-
Taxation and social security	3,858	4,102	-	-
Pension contributions	271	271	-	-
Other	-	-	-	-
Total	4,909	4,673	-	-

Section C	Notes to the accounts	(cont)
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Note 24 Cash at bank and in hand

Short term cash investments (less than 3 months maturity date)
Short term deposits
Cash at bank and on hand
Other
Total

2024 £	2023 £
-	-
-	-
68,754	72,709
-	-
68,754	72,709

Section C	Notes to the accounts	(cont)
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Note 27 **Charity funds**

27.1 Details of material funds held and movements during the CURRENT reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds' (which should include revaluation reserve and fair value reserve, if applicable). The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

** Key: PE - permanent endowment funds; EE - expendable endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
General Fund	UR	None	68,036	77,101	- 81,292	-	-	63,845
Interns Funding	R	To pay for salaries of interns	5,099	820	- 5,919	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
Other funds (balancing figure)	N/a	N/a	-	-	-	-	-	-
Total Funds as per balance sheet			73,135	77,921	- 87,211	-	-	63,845

Fund balances carried forward include assets and liabilities denominated in a foreign currency

Yes* ☐ No* ☒

<i>If yes, please state the basis on which the assets and/or liabilities have been translated into sterling (or the currency in which the accounts are drawn up).</i>	
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Section C	Notes to the accounts	(cont)
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Note 27 **Charity funds**

27.2 Details of material funds held and movements during the PREVIOUS reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds' (which should include revaluation reserve and fair value reserve, if applicable). The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

** Key: PE - permanent endowment funds; EE - expendable endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds*

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
General Fund	UR	None	77,159	49,228	- 58,351	-	-	68,036
Interns Funding	R	To pay for salaries of interns	-	5,099	-	-	-	5,099
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
<i>Other funds (balancing figure)</i>	N/a	N/a	-	-	-	-	-	-
Total Funds as per balance sheet			77,159	54,327	- 58,351	-	-	73,135

Fund balances carried forward include assets and liabilities denominated in a foreign currency	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; text-align: center;">Yes*</td> <td style="width: 50%; text-align: center;">No*</td> </tr> <tr> <td style="text-align: center;">☐</td> <td style="text-align: center;">☒</td> </tr> </table>	Yes*	No*	☐	☒
Yes*	No*				
☐	☒				

Note 28 Transactions with trustees and related parties
If the charity has any transactions with related parties (other than the trustee expenses explained in guidance notes) details of such transactions should be provided in this note. If there are no transactions to report, please enter "True" in the box or "False" if there are transactions to report.

28.1 Trustee remuneration and benefits
This year
None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)

TRUE

In the period the charity has paid trustees remuneration and benefits. Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee by the charity or any institution or company connected with it.

Name of trustee	Legal authority (eg order, governing document)	Amounts paid or benefit value				
		Remuneration	Pension contribution	Redundancy (including loss of office)ex gratia	Other	TOTAL
		£	£	£	£	£
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-

Please give details of why remuneration or other employment benefits were paid.

Where an ex gratia payment has been made to a trustee, provide an explanation of the nature of the payment.

If a third party has been reimbursed for providing one or more trustees, state the nature of the payment and amount of the reimbursement.

State the number of trustees to whom retirement benefits are accruing under a defined contribution pension scheme.

Last year
None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)

TRUE

In the period the charity has paid trustees remuneration and benefits. Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee by the charity or any institution or company connected with it.

Name of trustee	Legal authority (eg order, governing document)	Amounts paid or benefit value				
		Remuneration	Pension contribution	Redundancy (including loss of office)ex gratia	Other	TOTAL
		£	£		£	£
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-

Please give details of why remuneration or other employment benefits were paid.

Where an ex gratia payment has been made to a trustee, provide an explanation of the nature of the payment.

If a third party has been reimbursed for providing one or more trustees, state the nature of the payment and amount of the reimbursement.

State the number of trustees to whom retirement benefits are accruing under a defined contribution pension scheme.

28.2 Trustees' expenses
If the charity has paid trustees expenses for fulfilling their duties, details of such transactions should be provided in this note. If there are no transactions to report, please enter "True" in the box below. If there are transactions to report, please enter "False".

No trustee expenses have been incurred (True or False)

TRUE

Type of expenses reimbursed	This year	Last year
	£	£
Travel	-	-
Subsistence	-	-
Accommodation	-	-
Other (please specify):	-	-
	-	-
TOTAL	-	-

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

28.3 Transaction(s) with related parties
Please give details of any transaction undertaken by (or on behalf of) the charity in which a related party has a material interest, including where funds have been held as agent for related parties. If there are no such transactions, please enter 'true' in the box provided.

This year
There have been no related party transactions in the reporting period (True or False)

TRUE

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	Amount	Balance at period end	Provision for bad debts at period end	Amounts written off during reporting period
			£	£	£	£
			-	-	-	-
			-	-	-	-
			-	-	-	-
			-	-	-	-

In relation to the transactions above, please provide the terms and conditions, including any security and the nature of any payment (consideration) to be provided in settlement.

For any related party, please provide details of any guarantees given or received.

Last year
There have been no related party transactions in the reporting period (True or False)

TRUE

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	Amount	Balance at period end	Provision for bad debts at period end	Amounts written off during reporting period
			£	£	£	£
			-	-	-	-
			-	-	-	-
			-	-	-	-
			-	-	-	-

In relation to the transactions above, please provide the terms and conditions, including any security and the nature of any payment (consideration) to be provided in settlement.

For any related party, please provide details of any guarantees given or received.

Board of Trustees
It's Time CIO
Capital Office
124-128 City Road
LONDON
EC1V 2NX

30th October 2025

Dear Trustees,

Independent Examiner's Report to the Trustees of It's Time CIO

I report to the Trustees on my examination of the accounts of It's Time CIO ("the charity") for the year ended 31 December 2024.

Responsibilities and Basis of Report

As the charity's Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I have carried out an independent examination of the accounts in accordance with Section 145 of the Act, the Charity (Accounts and Reports) Regulations 2008, and the Directions given by the Charity Commission. My role is to review the accounts and to state whether any material matters have come to my attention.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Act; and
 - to prepare accounts which accord with those records and comply with the accounting requirements of the Act have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Janet Parker MA (Cantab) BFP FCA
Principal