

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024
FOR
THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

LMDB Accountants
Chartered Certified Accountants
Railview Lofts
19c Commercial Road
Eastbourne
East Sussex
BN21 3XE

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FOR THE YEAR ENDED 31 DECEMBER 2024

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THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Jim Jackson Educational and Enabling Foundation CIO are to provide for the public benefit, and on a worldwide basis the following:

The relief of need of disadvantaged young persons.

The advancement of education (including social and physical training) of disadvantaged young persons, in such ways as the charity trustees think fit, including by:

- awarding to such persons scholarships, maintenance allowances or grants tenable at any university, college, or institution of higher or further education.
- providing for their education and preparing them for entry to any occupation, trade, or profession on leaving any educational establishment.
- assisting other charitable organisations whose aims include advancing the education of such young persons.

The relief of unemployment of disadvantaged young persons, in such ways as may be thought fit, including assistance to find employment.

'Disadvantaged young persons' means those persons aged 16-24 who are in need by reason of youth, age, ill-health, disability, financial hardship or otherwise.

Significant activities

This was the third year of operation for the charity and in addition to increasing the awareness of its objectives and aims, and continuing to raise funds it was able to commence supporting beneficiaries during the year in a more significant way. Details of its achievements can be found in the charitable activities section below. The charity moved more towards supporting third party organisations such as universities and colleges in line with its strategic aims set out in the previous year.

In summary £70,300 was spent on charitable activities during the year with commitments of up to £121,600 to be paid out in the following year on long term support activities.

Public benefit

The trustees of the Jim Jackson Educational and Enabling Foundation CIO confirm that they are satisfied that they have complied with their duty with regards to ensuring that the Charity has undertaken suitable works for the benefit of the public; as required by the Charity Commission.

THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

ACHIEVEMENTS AND PERFORMANCE

Charitable activities

During the year, the charity made payments of £70,300 for charitable activities. This included £52,720 within the educational fund, paid to third party charitable organisations enabling them to retain vulnerable staff in full employment whilst supporting them with apprenticeships in recognised qualifications. The support included time off for study attendance and study costs. These activities have benefitted both the third party charity in being able to retain the employees and the individual who will benefit from a structured training programme to secure employment and to be able to seek future employment opportunities as they arise using the skills and qualifications gained under this programme.

In addition, payments were made to individuals amounting to £17,580 to support longer term study programmes and qualifications within the UK, India and Africa and through the enabling fund where support was provided through the supply of computers, IT and other equipment, and with payment for short term and one off course fees leading to opportunities for individuals to develop their skills on entering the business world .

The charity is looking to extend this programme further in the future within the educational sector including colleges and universities and in 2024 made payments of £7,892 to commence such programmes with a commitment of a further £121,600 to be paid in 2025.

The trustees were very pleased with the level of support provided by the Jim Jackson Educational and Enabling Fund.

FINANCIAL REVIEW

Financial position

The results for the year and the charity's financial position at the end of the year are shown in the attached financial statements.

During the year, the charity had income of £154,066 from donations and legacies. Total expenditure was £79,218. There was an operating surplus of £74,848 in the year.

Principal funding sources

The largest source of funds arises from donations from Aspects Beauty Company Limited, and the Jackson Hill family. Jim Jackson, after whom the charity was established and named was the founder and joint managing director of Aspects Beauty Company before he sadly passed away in February 2021. Other funds come from generous donations from companies in the beauty sector and from the staff of Aspects Beauty Company, who not only donate funds but arrange a number of events every year to generate funds and awareness of the charity. Other events are organised by the company and support for the charity is always represented. Friends of the company and family also make regular donations to the charity.

Reserves policy

The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately 1 year of unrestricted charitable expenditure, up from 6 month in 2023 due to the level of future commitments. The trustees consider that this level will provide sufficient funds to maintain funding of ongoing grant commitments, to respond to new applications and to ensure that administration, support, and governance costs are covered. The balance held as unrestricted funds on 31 December 2024 was £295,735, of which £133,000 was regarded as sufficient as free reserves.

THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled and managed by its governing document as a CIO through its Constitution Document initially registered with the Charity Commission on 9th August 2021.

Recruitment and appointment of new trustees

Apart from the first 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 trustees, the trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Jim Jackson Educational and Enabling Foundation CIO.

In appointing trustees, there should always be a family member and a representative from the family business on the trustee board of the Jim Jackson Educational and Enabling Foundation CIO.

The charity trustees will make available to each new trustee, on or before his or her first appointment:

- a copy of the current version of this constitution; and
- a copy of the CIO's latest Trustees' Annual Report and statement of accounts.

Every trustee of the Jim Jackson Educational and Enabling Foundation CIO must be a natural person.

No individual may be appointed as a trustee if:

- he or she is under the age of 16 years; or
- he or she would automatically cease to hold office under the sections 178-180 of the Charities act 2011 (or any statutory re-enactment or modification of that provision) .

No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee. At least one of the trustees of the Jim Jackson Educational and Enabling Foundation CIO must be 18 years of age or over. If there is no trustee aged at least 18 years, the remaining trustees may only act to call a meeting of the trustees or appoint a new trustee.

There must be at least three trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the trustees or appoint a new trustee. There is no maximum number of trustees that may be appointed to the Jim Jackson Educational and Enabling Foundation CIO.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1195440

Principal address
Balneath Manor
South Chailey
Lewes
East Sussex
BN8 4AP

THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

A J S Field

J A Hill

C B Woodley

G G Smith

P E Frost

A J B Jackson

Independent Examiner

LMDB Accountants

Chartered Certified Accountants

Railview Lofts

19c Commercial Road

Eastbourne

East Sussex

BN21 3XE

Approved by order of the board of trustees on 17 September 2025 and signed on its behalf by:

A J S Field - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

Independent examiner's report to the trustees of The Jim Jackson Educational and Enabling Foundation CIO

I report to the charity trustees on my examination of the accounts of The Jim Jackson Educational and Enabling Foundation CIO (the Trust) for the year ended 31 December 2024.

Responsibilities and basis of report

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

Independent examiner's statement

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 Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

S Murray FCCA

LMDB Accountants
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Date:

THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2024

		2024 Unrestricted fund £	2023 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Donations and legacies		154,066	170,242
EXPENDITURE ON			
Raising funds	2	3,346	433
Charitable activities	3		
Apprenticeships		75,872	100,380
Total		79,218	100,813
NET INCOME		74,848	69,429
RECONCILIATION OF FUNDS			
Total funds brought forward		220,887	151,458
TOTAL FUNDS CARRIED FORWARD		295,735	220,887

The notes form part of these financial statements

THE JIM JACKSON EDUCATIONAL AND ENABLING
FOUNDATION CIO

BALANCE SHEET
31 DECEMBER 2024

	Notes	2024 Unrestricted fund £	2023 Total funds £
CURRENT ASSETS			
Debtors	9	134,800	146,000
Cash at bank		164,295	87,484
		<u>299,095</u>	<u>233,484</u>
CREDITORS			
Amounts falling due within one year	10	(3,360)	(12,597)
		<u>295,735</u>	<u>220,887</u>
NET CURRENT ASSETS			
		<u>295,735</u>	<u>220,887</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		295,735	220,887
		<u>295,735</u>	<u>220,887</u>
NET ASSETS		<u>295,735</u>	<u>220,887</u>
FUNDS	11		
Unrestricted funds		<u>295,735</u>	<u>220,887</u>
TOTAL FUNDS		<u>295,735</u>	<u>220,887</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 17 September 2025 and were signed on its behalf by:

A J S Field - Trustee

The notes form part of these financial statements

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, 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 Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Preparation of the accounts on a going concern basis

The trustees are not aware of any material uncertainties about the charity's ability to continue as a going concern.

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.

Taxation

The charity is exempt from 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.

Financial instruments

Financial assets and financial liabilities are recognised in the balance sheet when the charity becomes a party to the contractual provisions of the instrument.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES - continued

Financial instruments

Trade and other debtors and creditors are classified as basic financial instruments and are initially measured at initial recognition at transaction price. Debtors and creditors are subsequently measured at amortised cost using the effective interest rate method. A provision is established when there is objective evidence that the company will not be able to collect all amounts due. Cash and cash equivalents are classified as basic financial instruments and comprise cash at bank and short-term bank deposits with an original maturity of three months or less which are an integral part of the charity's cash management.

Financial liabilities issued by the company are classified in accordance with the substance of the contractual arrangements entered into and meet the definitions of a financial liability.

Financial assets are de-recognised when:

- the contractual rights to the cash flows from the financial asset expire or are settled; or
- the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset; or
- the charity despite having retained some but not all significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are de-recognised only when the obligation specified in the contract is discharged, cancelled or expires.

2. RAISING FUNDS

Raising donations and legacies

	2024	2023
	£	£
Support costs	3,346	433
	<u> </u>	<u> </u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

3. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 4) £	Support costs (see note 5) £	Totals £
Apprenticeships	70,300	5,572	75,872

4. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2024 £	2023 £
Educational funding	52,720	48,802
Enabling fund	17,580	13,715
Hardship fund	-	6,600
	70,300	69,117

5. SUPPORT COSTS

	Management £	Finance £	Governance costs £	Totals £
Raising donations and legacies	2,855	491	-	3,346
Apprenticeships	3,772	-	1,800	5,572
	6,627	491	1,800	8,918

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM Donations and legacies	170,242
EXPENDITURE ON Raising funds	433
Charitable activities Apprenticeships	100,380
Total	100,813
NET INCOME	69,429
RECONCILIATION OF FUNDS Total funds brought forward	151,458
TOTAL FUNDS CARRIED FORWARD	220,887

8. INDEPENDENT EXAMINER'S REMUNERATION

The independent examiner's remuneration totalled £1,800 (2023 - £1,800) for the year.

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Accrued income	134,800	146,000

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other creditors	<u>3,360</u>	<u>12,597</u>

11. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	220,887	74,848	295,735
	<u>220,887</u>	<u>74,848</u>	<u>295,735</u>
TOTAL FUNDS	<u>220,887</u>	<u>74,848</u>	<u>295,735</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	154,066	(79,218)	74,848
	<u>154,066</u>	<u>(79,218)</u>	<u>74,848</u>
TOTAL FUNDS	<u>154,066</u>	<u>(79,218)</u>	<u>74,848</u>

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	151,458	69,429	220,887
	<u>151,458</u>	<u>69,429</u>	<u>220,887</u>
TOTAL FUNDS	<u>151,458</u>	<u>69,429</u>	<u>220,887</u>

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

11. 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	170,242	(100,813)	69,429
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>170,242</u>	<u>(100,813)</u>	<u>69,429</u>

12. RELATED PARTY DISCLOSURES

During the period the charity received donations of £3,180 (2023 - £1,750) from J Hill, a trustee, and £134,800 (2023 - £169,908) from Aspects Beauty Company Limited, a company in which two of the trustees are also directors.

Accrued income of £134,800 (2023 - £146,000) represents donations pledged during the year that were received post year end.