



Trustee Annual Report and Accounts for Financial Year Ending 31st March 2025

Registered Office: 204 Make Hamilton, 69-71 Argyle Street, Birkenhead, Wirral, CH41 6AB
Telephone: 0151 433 3371 email: info@wcv.org.uk Web: www.wcv.org.uk

Wirral CVS, a Charitable Incorporated Organisation
registered with the Charity Commission for England and Wales No 1196584

Contents

Achievements & Performance	3
Summary of Achievements	3
Capacity Building	3
Volunteering	4
Leadership & Advocacy	5
Partnerships & Collaboration	6
Organisation Development	6
Conclusions	7
Plans for Future Period	7
Financial Review	8
Report of the Independent Examiner to the Trustees of the Charity on the accounts for the year ended 31 st March 2025	11
Independent Examiner's Statement, Report and Opinion	12
Statement of Financial Activities	14
Balance Sheet	17
Notes to the Accounts	18
Detailed analysis of income and expenditure for year ended 31 st March 2025	24
Structure Governance & Management	31
About Wirral CVS	31
Election and Role of Trustees	32
Internal Control	33
Risk Assessment	34
Charity Good Governance Code	34
Key Management Remuneration	34

Achievements & Performance

Summary of Achievements

- Communications Reach increased to 1252 people per week (109% increase)
- Full membership increased to 131 (70% increase)
- 131 Organisations receiving face to face Capacity Building Support (245% increase)
- Organisations have submitted grant applications worth £314,696 as a result of support with a 76% success rate
- 111 new volunteers and 121 new opportunities
- 3 Grant funding programmes delivered with £420,000 distributed to 47 organisations
- 67 Events delivered across all four pillars with 1161 attendances recorded
- Recruited Faith Development Officer and Communications and Engagement Office

In furtherance of the Charitable Objects, Wirral CVS operates using NAVCA's (National Association for Voluntary & Community Action) Four Functions of Local Infrastructure – Capacity Building, Volunteering, Leadership & Advocacy, Partnerships & Collaboration. In addition, as a relatively new organisation, we are also reporting on our own organisational development.

Capacity Building

We have continued to develop our reach across the sector and the opportunities for support and development for both individuals and organisations. We are now communicating regularly with more than 300 organisations in Wirral – roughly 15% of all organisations according to the Cheshire & Merseyside State of the Sector Report.

The team have delivered 39 events attended by 332 individuals including Meet the Funder Events, Skills Development and include specific sessions targeted to the Faith Sector and Trustees.

131 individual organisations have received one to one support on a range of issues including Setting Up and Incorporation, Governance, Policy Development, Funding Advice and more.

Given current financial and economic challenges facing the sector supporting organisations to apply for funding has remained a high priority. In the financial year, the Capacity Building team supported 33 funding applications from 25 organisations valued at £314,696 with £238,998 secured – a success rate of 76%.

Funding secured for distribution to the sector in the form of grants was valued at £420,000 through 3 grant programmes – Wirral Green Grants, Step Up Fund and the Neighbourhoods Programme.

The Support Grant element of the Step Up Fund highlighted a number of very positive outcomes including:

- 100% of organisations used the funding to strengthen internal capacity.
- 81% invested in training, governance, digital systems, or compliance.
- 38% expect to reduce future operating costs as a result of the grant.
- 95% of respondents rated the grant as highly valuable to their organisation (average score: 9.7/10).

One of the funded organisations said

“We are now in a stronger position to apply for larger funding and can operate more effectively as a team.”

another said

“The system we now have in place [as a result of funding] will save time and reduce errors – it’s a big step forward.”

Volunteering

While staff recruitment remained a challenge, having been unable to find and recruit suitable team members, we have continued to promote the Wirral and Liverpool City Region volunteering portal. The number of active volunteers registered on the Portal has increased from 423 when we took over the platform in 2023 to 615 at the end of the financial year a 45% increase. In addition, the Wirral Green Grants programme promoted the development of volunteering and an additional 287 volunteers who were not registered on the portal were engaged in the programme. This would equate to a 113% increase if they had registered – a challenge for us going forward.

Development of the Wirral Volunteering Passport has continued and we are hopeful of launching in the second quarter of the coming financial year which will support individual volunteers to be able to offer their support to a range of organisations with less administrative burden for both the individual and the organisations they are working with.

The Volunteer Manager’s Forum has continued to be a resource to both support Volunteer Managers, including those carrying out the role within organisations, as well as supporting more strategic development across the sector. A training needs assessment has been carried out to identify common training needs to support a learning programme.

We have begun, with Public Sector partners in Job Centre Plus, Cheshire Wirral Partnership NHS Trust and Wirral Council, to increase the offer for customers, patients and staff.

Funding has been secured to continue and expand this work in the new financial year.

Leadership & Advocacy

The Representation Model is a distinct feature of Wirral CVS and sets the tone for the way we work, keeping the wider sector at the heart of delivery. Over the last 12 months there have been a number of changes to the programme in both personnel and context. Cheshire and Merseyside ICB (Wirral Place) are experiencing significant challenges and restructuring has meant that there are fewer opportunities for representation, however for the past year we have had a VCFSE leader, Carol Johnson-Eyre of Citizens Advice Wirral, chairing the Place Based Partnership Board with the intention, from the Place Director, Simon Banks that the chair will remain an elected VCFSE representative in the future.

In addition to ICB, Wirral Borough Council and Voluntary Sector North West have provided opportunities for Sector Representation and we are seeking support to be able to co-ordinate the information flow. The website now houses a repository of information from the opportunity identification, selection to the reporting and feedback process.

The Sector Leaders Group reviewed their terms of reference and established contact with local MP's to create an open forum for discussion about issues facing organisations and the people they serve. The intention from MP's is that we are able to hold these meetings regularly though so far, and for multiple reasons, this has proven challenging.

Across the local system we have been advocating for increased engagement and involvement of the sector through Regeneration, Workforce and Estates & Sustainability Programmes.

On a City Region footprint, Wirral CVS have taken a leadership role on Merseyside Resilience Forum on behalf of the 6 Local Infrastructure Organisations in Halton, St Helens, Sefton, Knowsley and Liverpool.

Our advocacy work has led directly to grant funding such as the Step Up Fund – £200,000 additional funding to support organisational development across the sector in this year and a further £250,000 for the coming year.

Nationally, we have worked with the Department for Culture, Media and Sport and IPSOS on developing a Draft Theory of Change for Local Civil Society Infrastructure which is in the final stages of development and will hopefully be published early in the new financial year and should support Infrastructure Organisations to demonstrate impact and make the argument for core funding.

Partnerships & Collaboration

We have continued to support the development of COP (Community of Practice), ably led by Chris Shaw and Amy Butterworth which has an average monthly attendance of 51 groups from across Wirral and the CVF Forum in partnership with colleagues from Public Health which has an average attendance of 37.

The Social Action project funded by the Cheshire and Mersey Cancer Alliance and delivered by One Wirral CIC continues though the Wirral programme is currently paused while recruitment of a new Social Action Lead takes place. A video has been produced for use across multiple audiences.

The Neighbourhoods programme is also currently paused while a review of the programme is carried out Wirral CVS continues to be involved with both the review and ensuring that neighbourhoods are appropriately engaged. The ICB are currently awaiting new guidance as changes to the health system are implemented.

The VS6 Partnership brings together Infrastructure organisations across the Liverpool City Region. Over the period of this report we have been active in delivering a Liverpool City region Mayoral Hustings attended by more than 80 sector representatives and led to all candidates signing an updated VCFSE Manifesto pledge. We also campaigned on the Impact of Employers National Insurance contributions increase on Sector organisations. In Wirral, we know that there was some success in commissioners uplifting the value of contracts and grants to reflect this unbudgeted and unexpected increase.

The Liverpool City Region Combined Authority have been working with the Ministry for Housing Communities and Local Government on developing a business case for the development of an Office for Public Service Innovation (OPSI) and we have supported this development through a number of projects and promoting the engagement of VCFSE organisations.

Organisation Development

Our final, yet foundational, objective is to ensure that we build Wirral CVS for the future. We are yet to reach a Business as Usual phase in the organisations development and we have been constantly reminded that everything we undertake, we are starting from scratch with only the board's, staff and stakeholders experience and knowledge to guide us.

Throughout the year we have faced challenges of building systems and processes from scratch and we have had challenges in recruitment but we have developed our website,

created, and delivered, a number of grant programmes, our financial systems have developed and we have begun the process of reviewing and developing our governance in preparation for recruiting new Trustees as we move into the next phase of our development.

Conclusions

The first full year of operation has created a number of surprising outcomes we can be proud of and laid the foundation for future development. Over half of the income we have generated has or will be redistributed directly to the organisations we serve. £420k in Grants, £60k in contracted/commissioned work and almost £100k in direct support. The representation model is broader in scope but hasn't increased in number.

Funding for all of our core programmes is secure for at least another twelve months and we have been able to generate a small surplus which will allow us to begin to build unrestricted reserves. We have already secured the same amount of grants for the coming year.

Plans for Future Period

- Deliver at least £420,000 in grants
- Implement a Contact Management System that will enhance our impact evidence
- Undertake a programme of work to demonstrate our Social Value to the wider sector and the community
- Recruit 5 new Trustees
- Increase full membership by 30%
- Recruit core team and implement new staffing structure

Financial Review

The charity's financial position at the end of the year ended 31 March 2025

The financial position of the charity at 31st March 2025 and comparatives for the prior period, as more fully detailed in the accounts, can be summarised as follows:

	2025 £	2024 £
Net Income	176,782	331,771
Unrestricted Revenue Funds available for the general purposes of the charity	180,136	144,431
Restricted Revenue Funds	331,736	190,659
Total Funds	511,872	335,090

Financial review of the position at the reporting date, 31 March 2025 .

In the financial year, income increased significantly. Core funding from Wirral Borough Council and the UK Shared Prosperity Fund provided sufficient funding to employ a Chief Executive and Development Manager as well as planning for the recruitment of other key team members.

In addition, the organisation managed funding for Representation, Mental Health Alliance and Wirral's Neighbourhood Programmes from Cheshire & Merseyside ICB, Wirral Place. 23% of the income generated will be redistributed as Grants to the sector in the coming year.

In this financial year, we have spent 23% of income and generated 18% unrestricted revenue, that will be reserved or designated, the remainder is restricted income to be spent in the next financial year.

Policies on reserves.

The purpose of the reserves policy (POL018) is to explain to existing and potential funders, donors, beneficiaries and other stakeholders why Wirral CVS is holding a particular amount of reserves and to give confidence to stakeholders that Wirral CVS's finances are being properly managed, and provides an indicator of future funding needs and overall resilience.

Over the past two years, the targets set regarding the levels of reserves have changed reflecting the development of the organisation. We have reached our 5 year target

already with three months of operating costs and fixed liabilities (contracts, redundancy costs etc). The trustees have agreed to designate £80,000 as a Reserve Fund.

There are no concerns about the charity continuing as a going concern and the Trustees are satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Availability and adequacy of assets of each of the funds

The board of trustees is satisfied that the charity's assets in each fund are available and adequate to fulfil its obligations in respect of each fund.

Details of The Independent Examiner

Member of CIPFA
Bluecoat Chambers
College Lane
Liverpool
L1 3BZ

Statement of Trustees' Responsibilities

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities Act 2011 and the Charities (Accounts and Reports) Regulations 2008. Notwithstanding the explicit requirement in the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008, to prepare the financial statements in accordance with the SORP 2005, in view of the fact that the SORP 2005 has been withdrawn, the Trustees determined to interpret this responsibility as requiring them to follow current best practice and prepare the accounts according to the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2019, applicable to all accounting periods beginning on or after 1st January 2019), (The SORP).

In particular, charity law requires the Trustees, if they prepare accounts on an accruals basis, to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity as at the end of the financial year and of the surplus or deficit of the charity. In preparing those financial statements the Trustees are required to :

- prepare the accounts in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law);
- select suitable accounting policies and apply them consistently;

- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements;

The law requires that the trustees must not approve the accounts unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for the year.

The Trustees are also responsible for maintaining adequate accounting records which disclose with reasonable accuracy, at any time, the financial position of the charity and which are sufficient to show and explain the charity's transactions and enable them to ensure that the financial statements comply with regulations made under the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are also responsible for the contents of the Trustees' report, and the statutory responsibility of the Independent Examiner in relation to the Trustees' report is limited to examining the report and ensuring that, on the face of the report, there are no material inconsistencies with the figures disclosed in the financial statements.

This report was approved by the board of trustees on 2 December 2025.

A handwritten signature in black ink, reading "B Simpson". The signature is written in a cursive, flowing style.

Brian Simpson
Chair of Trustees

Report of the Independent Examiner to the Trustees of the Charity on the accounts for the year ended 31st March 2025

I report to the Trustees on my examination of the financial statements of the charity on pages 13 to 30 for the year ended 31 March 2025 which have been prepared in accordance with the Charities Act 2011 (the Act) and with the Financial Reporting Standard 102, (effective 1st January 2016) as modified by FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2019, applicable to all accounting periods beginning on or after 1st January 2019), (The SORP), published by the Charity Commission in England & Wales (CCEW) , and under the historical cost convention and the accounting policies set out on page 18.

Respective responsibilities of the Trustees and the Independent Examiner and the basis of the report

As described on page 9, you, the charity's Trustees, are responsible for the preparation of the financial statements in accordance with the Charities Act 2011 and all other applicable law and with United Kingdom Generally Accepted Accounting Practice, applicable to smaller entities, and for being satisfied that the financial statements give a true and fair view.

The Trustees consider that the audit requirement of Section 144(1) of the Charities Act 2011 (the Act) does not apply, and that there is no requirement in the Governing Document for the conducting of an audit. As a consequence, the Trustees have elected that the financial statements be subject to independent examination.

Having satisfied myself that the financial statements are not required to be audited under any legal provision, or otherwise, and are eligible for independent examination, it is my responsibility to:-

- a) examine the financial statements of the charity under Section 145 of the Act;
- b) follow the applicable procedures in the Directions given by the Charity Commission under section 145(5)(b) of the Act.

Basis of Independent Examiner's Statement and scope of work undertaken

Since the charity's gross income exceeded £250,000, the charity's examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am an authorised member of CIPFA, which is one of the listed bodies.

I report in respect of my examination of the charity's financial statements carried out under s145 of the 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 setting out the duties of an independent examiner in relation to the conducting of an independent examination. An independent examination includes a review of the accounting records kept by the charity and of the accounting systems employed by the charity and a comparison of the financial statements presented with those records. It also includes consideration of any unusual items or disclosures in the financial statements, and seeking explanations from you, as Trustees, concerning such matters. The purpose of the examination is to establish as far as possible that there have been no breaches of charity legislation and that, on a test basis of evidence relevant to the amounts and disclosures made, the financial statements comply with the SORP.

The procedures undertaken do not provide all the evidence that would be required in an audit, and information supplied by the Trustees in the course of the examination is not subjected to audit tests or enquiries and does not cover all the matters that an auditor would consider in arriving at an opinion. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide

Consequently, I do not express an audit opinion on the view given by the financial statements, and in particular, I express no opinion as to whether the financial statements give a true and fair view of the affairs of the charity, and my report is limited to the matters set out in the statement below.

I planned and performed my examination so as to satisfy myself that the objectives of the independent examination are achieved and before finalising the report I obtained written assurances from the Trustees of all material matters.

Independent Examiner's Statement, Report and Opinion

Subject to the limitations upon the scope of my work as detailed above, I have completed my examination: and can confirm that:-

The gross income of the charity in the year ended 31 March 2025 appears to exceed the sum specified in Section 145(3) of the Act, namely £250000, and that I am qualified to act as Independent Examiner in accordance with that section by virtue of my being a qualified member of CIPFA;

This is a report in respect of an examination carried out under 145 of the Act and in accordance with Directions given by the Charity Commission under section 145(5)(b) of the Act which may be applicable;

and that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:-

- accounting records were not kept in respect of the charity as required by with Section 130 of The Charities Act 2011;
- the financial statements do not accord with those records; or
- the financial statements 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;
- have not been prepared in accordance with the methods and principles set out in the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2019, applicable to all accounting periods beginning on or after 1st January 2019), (The SORP).

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 financial statements to be reached.

Signed:-



Matthew Brown – Independent Examiner CIPFA
Bluecoat Chambers
College Lane
Liverpool
L1 3BZ

This report was signed on 7 January 2026

Statement of Financial Activities

For the year ended 31st March 2025

	Current year Unrestricted Funds	Current year Restricted Funds	Current year Total Funds	Prior Year Total Funds
	2025 £	2025 £	2025 £	2024 £
Income & Endowments from:				
Donations & Legacies	6,700	340,000	346,700	170,810
Charitable activities	33,000	440,421	473,421	317,542
Total income	39,700	780,421	820,121	488,352
Expenditure on:				
Charitable activities	3,995	639,344	643,339	157,181
Total expenditure	3,995	639,344	643,339	157,181
Net income for the year	35,705	141,077	176,782	331,171
Net income after transfers	35,705	141,077	176,782	331,171
Net movement in funds	35,705	141,077	176,782	331,171
Reconciliation of funds:-				
Total funds brought forward	144,431	190,659	335,090	3,919
Total funds carried forward	180,136	331,736	511,872	335,090

As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the Balance Sheet.

A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.

All activities derive from continuing operations

The notes attached on pages 17 to 30 form an integral part of these accounts.

Statement of Financial Activities continued...

Analysis of prior year total funds, as required by paragraph 4.2 of the SORP

	Prior Year Unrestricted Funds 2024 £	Prior Year Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Income & Endowments from:			
Donations & Legacies	-	170,810	170,810
Charitable activities	237,997	79,545	317,542
Total income	237,997	250,355	488,352
Expenditure on:			
Charitable activities	97,485	1,330	157,181
Total expenditure	97,485	1,330	157,181
Net income for the year	140,512	249,025	331,171
Net income after transfers	140,512	249,025	331,171
Net movement in funds	140,512	249,025	331,171
Reconciliation of funds:-			
Total funds brought forward	3,919	-	3,919
Total funds carried forward	144,431	249,025	335,090

A separate Statement of Total Recognised Gains and Losses is not required as this statement includes all recognised gains and losses.'

Statement of Financial Activities continued...

Resources applied in the year ended 31 March 2025 towards fixed assets for Charity use:-

	2025 £	2024 £
Resources applied on functional fixed assets	(15,562)	-
Net resources available to fund charitable activities	(15,562)	-

*Movements in revenue and capital funds for the year ended 31 March 2025**Revenue accumulated funds*

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Last year Total Funds 2024 £
Accumulated funds brought forward	144,431	190,659	335,090	3,919
Recognised gains and losses before transfers	35,705	141,077	176,782	331,171
	180,136	331,736	511,872	335,090
Closing revenue funds	180,136	331,736	511,872	335,090
Revenue accumulated funds	180,136	331,736	511,872	335,090

Income and Expenditure Account for the year ended 31 March 2025 as required by the Companies Act 2006

	2025 £	2024 £
Income		
Income from operations	820,121	488,352
Gross income in the year	820,121	488,352
Expenditure		
Charitable expenditure, excluding depreciation and amortisation	639,647	155,600
Depreciation and amortisation	1,917	-
Governance costs	1,775	1,581
Total expenditure in the year	643,339	157,181
Net income before tax in the financial year	176,782	331,171
Tax on surplus on ordinary activities	-	-
Net income after tax in the financial year	176,782	331,171
Retained surplus for the financial year	176,782	331,171

All activities derive from continuing operations

In accordance with the provisions of the Companies Act 2006, the headings and subheadings used in the Income and Expenditure account have been adapted to reflect the special nature of the charity's activities.

The notes attached on pages 17 to 30 form an integral part of these accounts.

Balance Sheet

As at 31st March 2025

	Notes	2025 £	2024 £
Fixed Assets			
Tangible assets	9	13,645	-
Current Assets			
Debtors	10	78,227	266,707
Cash at bank and in hand		436,843	98,276
Total current assets		515,070	364,983
Creditors: amounts falling due within one year	11	(16,843)	(29,893)
Net current assets		498,227	335,090
The total net assets of the charity		511,872	335,090

The total net assets of the charity are funded by the funds of the charity, as follows:

Restricted Funds				
Restricted revenue funds	15	331,736	190,659	190,659
		331,736		
Unrestricted Funds				
Unrestricted revenue funds	15	180,136	144,431	144,431
		180,136		
		-		-
Total charity funds		511,872	335,090	

As required by paragraph 4.60 of the SORP, the brought forward and carried forward funds above have been agreed to the SOFA.

The Trustees acknowledge their responsibilities for complying with the requirements of charity legislation with respect to accounting records and the preparation of accounts.

The charity is subject to Independent Examination under charity legislation, and the report of the Independent Examiner is on page 12.

The Trustees are satisfied that, although the charity is not registered under the Companies Acts, if it were so registered, it would be eligible to prepare accounts in accordance with the provisions in Part 15 of the Companies Act 2006. applicable to companies subject to the small companies regime.

B Simpson

Brian Simpson

Chair of Trustees

Approved by the board of trustees on 2 December 2025

The notes attached on pages 17 to 30 form an integral part of these accounts.

Notes to the Accounts

For the year ended 31st March 2025

1. Accounting policies

Policies relating to the production of the accounts.

Basis of preparation and accounting convention

The accounts have been prepared on the accruals basis, under the historical cost convention, and in accordance with the Financial Reporting Standard 102, (effective 1st January 2016) and 'FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2019, applicable to all accounting periods beginning on or after 1st January 2019), (The SORP), published by the Charity Commission in England & Wales (CCEW) , and in accordance with all applicable law in the charity's jurisdiction of registration, except that the charity has prepared the financial statements in accordance with the FRS 102 SORP (Statement of Recommended Practice for Accounting and Reporting by Charities) 2019, applicable to all accounting periods beginning on or after 1st January 2019), (The SORP), in preference to the previous SORP, the SORP 2005, which has been withdrawn, notwithstanding the fact that the extant statutory regulations, the Charities (Accounts and Reports) Regulations 2008 refer explicitly to the SORP 2005. This has been done to accord with current best practice.

Going Concern

There are no uncertainties about going concern.

Risks and future assumptions

The charity is a public benefit entity.

Policies relating to categories of income and income recognition.

Nature of income

Gross income represents the value, net of value added tax and discounts, of goods provided to customers and work carried out in respect of services provided to customers.

Categories of Income

Income is categorised as income from exchange transactions (contract income) and income from non-exchange transactions (gifts), investment income and other income.

Income from exchange transactions is received by the charity for goods or services supplied under contract or where entitlement is subject to fulfilling performance related conditions. The income the charity receives is approximately equal in value to the goods or services supplied by the charity to the purchaser.

Income from a non-exchange transaction is where the charity receives value from the donor without providing equal value in exchange, and includes donations of money, goods and services freely given without giving equal value in exchange.

Income recognition

Income, whether from exchange or non exchange transactions, is recognised in the statement of financial activities (SOFA) on a receivable basis, when a transaction or other event results in an increase in the charity's assets or a reduction in its liabilities and only when the charity has legal entitlement, the income is probable and can be measured reliably.

Income subject to terms and conditions which must be met before the charity is entitled to the resources is not recognised until the conditions have been met.

All income is accounted for gross, before deducting any related fees or costs

Policies relating to expenditure on goods and services provided to the charity.

Recognition of liabilities and expenditure

A liability, and the related expenditure, is recognised when a legal or constructive obligation exists as a result of a past event, and when it is more likely than not that a transfer of economic benefits will be required in settlement, and when the amount of the obligation can be measured or reliably estimated..

Liabilities arising from future funding commitments and constructive obligations, including performance related grants, where the timing or the amount of the future expenditure required to settle the obligation are uncertain, give rise to a provision in the accounts, which is reviewed at the accounting year end. The provision is increased to reflect any increases in liabilities, and is decreased by the utilisation of any provision within the period, and reversed if any provision is no longer required. These movements are charged or credited to the respective funds and activities to which the provision relates.

Policies relating to assets, liabilities and provisions and other matters.

Tangible fixed assets

Tangible fixed assets are measured at their original cost value, or subsequent revaluation, or if donated, as described above. Cost value includes all costs expended in bringing the asset into its intended working condition.

Depreciation has been provided at the following rates in order to write off the assets to their anticipated residual value over their estimated useful lives.

Computer and office equipment	25 % straight line
-------------------------------	--------------------

Debtors

Debtors are measured at their recoverable amounts at the balance sheet date.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Financial instruments including cash and bank balances

Bank balances, whether in credit or overdrawn, are shown at the amounts properly reconciled to the bank statements.

Fund Accounting

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

There are no designated funds.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or as implied by law. There are no endowment funds.

2. Liability to taxation

The Trustees consider that the charity satisfies the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by chapter 3 part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively on the specific charitable objects of the charity and for no other purpose. Value Added Tax is not recoverable by the charity, and is therefore included in the relevant costs in the Statement of Financial Activities.

3. Winding up or dissolution of the charity

If upon winding up or dissolution of the charity there remain any assets, after the satisfaction of all debts and liabilities, the assets represented by the accumulated fund shall be transferred to some other charitable body or bodies having similar objects to the charity.

4. Significance of financial instruments to the charity's position

There are no significant implications of such matters.

5. Net surplus before tax in the financial year

	2025 £	2024 £
The net surplus before tax in the financial year is stated after charging:-		
Depreciation of owned fixed assets	1,917	-
Pension costs	2,901	1,044

6. The contribution of volunteers

The charity depends on the support of its volunteers, which is much appreciated.

7. Staff costs and emoluments

Salary costs	2025 £	2024 £
Gross Salaries excluding trustees and key management personnel	132,946	50,452
Employer's National Insurance for all staff	8,639	707
Employer's operating costs of defined contribution pension schemes	2,901	1,044
Total salaries, wages and related costs	144,486	52,203
The average number of full time staff employed in the year was	4	1

Neither the trustees nor any persons connected with them have received any remuneration from the charity or any related entity, either in the current or prior year.

No employees received emoluments (excluding pension costs) in excess of £60,000 per annum.

8. Remuneration and payments to Trustees and persons connected with them

No trustees or persons connected with them received any remuneration from the charity, or any related entity.

9. Tangible fixed assets

<i>Current Year</i>	Computer & Office Equipment	Total
	£	£
Cost		
Additions	15,562	15,562
At 31 March 2025	15,562	15,562
Depreciation		
Charge for the year	1,917	1,917
At 31 March 2025	1,917	1,917
Net book value		
At 31 March 2025	13,645	13,645

10. Debtors

	2025	2024
	£	£
Trade debtors	64,736	262,343
Prepayments and accrued income	13,491	4,364
	78,227	266,707

11. Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	14,686	28,513
Accruals	1,123	1,123
PAYE, NIC VAT and other taxes	512	-
Other creditors	522	257
	16,843	29,893

12. Income and Expenditure account summary

	2025	2024
	£	£
At 1 April 2024	335,090	3,919
Surplus after tax for the year	176,782	331,171
At 31 March 2025	511,872	335,090

13. No related party transactions

There were no transactions with related parties in the year.

*Notes to the accounts for the year ended 31st March 2025 cont...**14. Particulars of how particular funds are represented by assets and liabilities*

At 31st March 2025	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Tangible Fixed Assets	13,645	-	-	13,645
Current Assets	183,334	-	331,736	515,070
Current Liabilities	(16,843)	-	-	(16,843)
	180,136	-	331,736	511,872

At April 1st 2024	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds £
Current Assets	174,324	-	190,659	335,090
Current Liabilities	(29,893)	-	-	(29,893)
	144,431	-	190,659	335,090

15. Change in total funds over the year as shown in note 14, analysed by individual funds

	Funds brought forward from 2024 £	Movement in funds in 2025 £ (see note 16)	Transfers between funds in 2025 £	Funds carried forward to 2026 £
Unrestricted and designated funds:				
Unrestricted Revenue Funds	144,431	35,705	-	180,136
Total unrestricted and designated funds	144,431	35,705	-	180,136
Restricted Funds:				
UKSPF (Wirral Borough Council)	86,000	90,375	-	176,375
NHS Cheshire & Merseyside, Wirral Place	41,335	(20,900)	-	20,435
Cheshire and Wirral Partnership NHS Foundation Trust	38,332	-	-	38,332
NHS Cheshire & Merseyside, Wirral Place	4,875	(4,875)	-	-
Cheshire Mersey Cancer Alliance	17,465	(9,113)	-	8,343
Liverpool City Region Combined Authority	2,661	-	-	2,661
UKSPF (Liverpool CVS)	-	5,000	-	5,000
Wirral Borough Council	-	80,590	-	80,590
Total Restricted Funds	190,659	141,077	-	331,736
Total Charity Funds	335,090	176,782	-	511,872

Notes to the accounts for the year ended 31st March 2025 cont...

16. Analysis of movements in funds over the year as shown in note 15

	Income	Expenditure	Other Gains & Losses	Movement in Funds
	2025	2025	2025	2025
	£	£	£	£
Unrestricted and designated funds:				
Unrestricted Revenue Funds	39,700	(3,995)	-	35,705
Restricted Funds:				
UKSPF (Wirral Borough Council)	191,950	(101,575)	-	90,375
NHS Cheshire & Merseyside, Wirral Place	-	(20,900)	-	(20,900)
NHS Cheshire & Merseyside, Wirral Place	-	(4,875)	-	(4,875)
Cheshire Mersey Cancer Alliance	14,741	(23,854)	-	(9,113)
UKSPF (Liverpool CVS)	233,730	(228,730)	-	5,000
Wirral Borough Council	340,000	(259,410)	-	80,590
	820,121	(643,339)	-	176,782

17. The purposes for which the funds, as detailed in note 15, are held by the charity are:

Unrestricted and designated funds:

Unrestricted Revenue Funds

These funds are held for the meeting the objectives of the charity, and to provide reserves for future activities, and , subject to charity legislation, are free from all restrictions on their use.

Restricted Funds:

UKSPF (Wirral Borough Council)

Programme to develop a Single Front Door for Volunteering in Wirral. Increasing the number of volunteers, volunteer opportunities, DBS checking and a volunteer passport.

NHS Cheshire & Merseyside, Wirral Place

Supporting the development and delivery of a place based population health programme across Wirral

Cheshire & Wirral Partnership NHS Foundation Trust

Funding to support the development of a Mental Health Alliance in Wirral

Cheshire Mersey Cancer Alliance

Liverpool City Region programme delivering and engaging sector partners in Social Action programmes to increase information around early cancer detection

Liverpool City Region Combined Authority

Funding to launch and promote the Liverpool City Region Volunteering Portal with CVS partners

UKSPF (Liverpool CVS)

To deliver both capacity building support to a range of organisations and a grants programme to improve both Capacity & Resilience of VCFSE organisations

Wirral Borough Council

Core grant for the development of Wirral CVS over the next three years – includes an option for an additional 2 years of funding.

18. Ultimate Controlling Party

The charity is under the control of it's legal members

Detailed analysis of income and expenditure for the year ended 31st March 2025 as required by the SORP 2015

This analysis is classified by conventional nominal descriptions and not by activity

19. Donations, Grants and Legacies

	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2025 £
Revenue grants from government and public bodies				
Liverpool City Region Combined Authority	-	-	-	4,050
Cheshire and Wirral Partnership NHS Foundation Trust	-	-	-	38,360
UKSPF (Wirral Borough Council)	-	-	-	86,000
NHS Cheshire & Merseyside, Wirral Place	-	-	-	42,400
Wirral Borough Council	-	340,000	340,000	-
Total public sector revenue grants	-	340,000	340,000	170,810

Revenue grants from government and public bodies – prior year analysis

	Prior Year Unrestricted Funds 2024 £	Prior Year Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Prior Year	-	170,810	170,810

	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2025 £
Revenue grants and donations from non public bodies				
VOLA Consortium	3,200	-	3,200	-
Voluntary Sector NorthWest	1,800	-	1,800	-
Locality Health & Wellbeing Alliance	1,600	-	1,600	-
Multiply Steel	100	-	100	-
Total private sector revenue grants	6,700	-	6,700	-
Total Donations, Grants and Legacies	6,700	340,000	346,700	170,810

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Prior Year	-	170,810	170,810
Total Donations, Grants and Legacies	-	170,810	170,810

*Detailed analysis of income and expenditure for the year ended 31st March 2025
as required by the SORP 2015 cont...*

20. Charitable income from funders

	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2024 £
Contractual payments from public bodies to fund charitable activities				
NHS Cheshire & Merseyside, Wirral Place	33,000	-	33,000	59,898
Total contractual payments from public bodies	33,000	-	33,000	59,898

Contractual payments from public bodies to fund charitable activities – prior year analysis

	Prior Year Unrestrict ed Funds 2024 £	Prior Year Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Prior Year	10,813	49,085	59,898

	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2024 £
Performance related grants from public bodies to fund charitable activities				
Cheshire Mersey Cancer Alliance	-	14,741	14,741	30,460
Wirral Borough Council	-	191,950	191,950	227,184
Liverpool CVS	-	233,730	233,730	-
Total performance related grants from public bodies	-	440,421	440,421	257,644

Performance related grants from public bodies to fund charitable activities – Prior Year analysis

	Unrestrict ed Funds 2024 £	Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Prior Year	227,184	30,460	257,644

*Detailed analysis of income and expenditure for the year ended 31st March 2025
as required by the SORP 2015 cont...*

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total Funds 2025 £	Prior Year Total Funds 2024 £
Total charitable income from funders:				
Current Year – income from funders	33,000	440,421	473,421	317,542
Prior year	Prior Year Unrestricted Funds 2024 £	Prior Year Restricted Funds 2024 £	Prior Year Total Funds 2024 £	
Prior Year – Income from funders	237,997	79,545	317,542	

21. Total income from charitable activities

	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2025 £
Current year				
Income from funders	33,000	440,421	473,421	317,542
Total from charitable activities	33,000	440,421	473,421	317,542

Income from charitable activities – Prior Year analysis

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Prior year			
Total income from charitable trading	-	-	-
Income from funders	237,997	79,545	317,542
	237,997	79,545	317,542

*Detailed analysis of income and expenditure for the year ended 31st March 2025
as required by the SORP 2015 cont...*

22. Expenditure on charitable activities – Direct Spending

Current year	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2025 £
Gross wages and salaries	-	132,946	132,946	50,452
Employer's NI	-	8,639	8,639	707
Defined contribution pension costs	-	2,901	2,901	1,044
Travel and Subsistence	-	126	126	259
Marketing and Advertising	-	1,298	1,298	6,019
Activities	-	9,459	9,459	558
Events	-	13,184	13,184	1,730
Service fees	-	33,799	33,799	78,758
Other Direct Costs	-	14,196	14,196	1,127
Total direct spending	-	216,548	216,548	140,654

Prior year	Unrestrict ed Funds 2024 £	Restricted Funds 2024 £	Prior Year Total Funds 2024 £
Activities	298	260	558
Events	660	1,070	1,730
	958	1330	2,288

23. Expenditure on charitable activities – Grant Funding

Current year	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2024 £
Grants made to Organisations	-	402,761	402,761	-
Total direct spending	-	402,761	402,761	-

*Detailed analysis of income and expenditure for the year ended 31st March 2025
as required by the SORP 2015 cont...*

Breakdown of Grants Made to Organisations

Current Year	Current Year Unrestricted Funds 2025 £	Current Year Restricted Funds 2025 £	Current Year Total Funds 2025 £
Wirral Green Grants			
The Callister Trust	-	11,200	11,200
Friends of Roman Road Sandhills	-	1,000	1,000
Brackenwood Infant School	-	1,000	1,000
Love Bebington CIC	-	1,150	1,150
Wirral Environmental Network	-	1,690	1,690
St Luke's Methodist Church	-	1,200	1,200
Friends of Sandlea Gardens	-	1,000	1,000
Port Sunlight Village Trust	-	6,825	6,825
Wallasey Community Anglers	-	1,500	1,500
The Positivitree	-	4,970	4,970
Bee Wirral CIC	-	15,000	15,000
Friends of Ashton Park	-	5,000	5,000
Develop Thru Sport CIC	-	14,200	14,200
Friends of New Brighton Marine Lake	-	4,690	4,690
Poll Hill Community Group	-	900	900
Park Roots CIC	-	3,510	3,510
Wirral Joint Services Club	-	1,000	1,000
New Brighton in Bloom	-	3,000	3,000
Bidston Golf Club	-	1,000	1,000
Bromborough Village Community Association	-	1,500	1,500
Friends of Hoylake Willows	-	669	669
Wirral Wombles	-	757	757
	-	82,761	82,761
Neighbourhood Grants			
Liscard Community Links	-	1,905	1,905
Seacombe Community Association	-	1,905	1,905
Wallasey Islamic Cultural Centre	-	5,000	5,000
The Voice of Egremont Tenants & Residents Assoc	-	2,500	2,500
Next Chapter CIC	-	3,690	3,690
Wirral Environmental Network	-	2,000	2,000
St Mary's Church	-	3,000	3,000
	-	20,000	20,000
Step Up Fund			
Heart 4 Refugees CIC	-	15,000	15,000
Neo Community	-	15,000	15,000
Wirral Mencap	-	15,000	15,000
Tomorrow's Women	-	15,000	15,000
Nightingales Recovery Café	-	15,000	15,000
The Open Door Charity	-	15,000	15,000
The Hive (Wirral Youth Zone)	-	15,000	15,000
Women's Enterprising Breakthrough	-	15,000	15,000
Future Yard CIC	-	15,000	15,000
Caritas Diocese of Shrewsbury	-	15,000	15,000
Wirral Chinese Association	-	15,000	15,000
BEE Wirral CIC	-	15,000	15,000
Energy Projects Plus	-	15,000	15,000
Quirky Community Hub	-	15,000	15,000
Comics Youth CIC	-	15,000	15,000
Make CIC	-	15,000	15,000
Hitched Communities	-	15,000	15,000

One Wirral CIC	-	15,000	15,000
Wallasey Churches Community Asset Project	-	15,000	15,000
Energise Cycles	-	15,000	15,000
	-	300,000	300,000
Total Grants Made	=	402,761	402,761

24. Support Costs for Charitable Activities

Current year	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2024 £
Premises Expenses				
Rent	-	12,906	12,906	5,250
Administrative Overheads				
Telephone, Fax and Internet	166	396	562	59
Postage and Stationery	-	50	50	20
Membership Subscriptions	551	651	1,202	1,000
Equipment Expensed	487	-	487	4,738
IT, Software Licences and Expenses	-	1,653	1,653	391
Insurance	-	2,340	2,340	2,818
Sundry Expenses	-	264	264	670
Professional Fees (see note 25)	850	-	850	-
Financial Costs				
Bank Charges	24	-	24	-
Depreciation & Amortisation in total for the period	1,917	-	1,917	-
Support Costs allocated to Charitable Trading	3,995	18,260	22,255	14,946

25 Other Expenditure – Governance Costs

Current year	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2024 £
Independent Examiner's Fee	-	1,123	1,123	1,123
Compliance	-	652	652	458
Total Governance Costs	-	1,775	1,775	1,581

Professional fees paid to the Auditor or Independent Examiner in addition to audit and examination

	Current year unrestricted funds 2025 £	Current year restricted funds 2025 £	Current year Total Funds 2025 £	Prior year Total Funds 2024 £
Other financial services	850	-	850	-
Total additional fees	850	-	850	-

Included in Support costs at Note 24

*Detailed analysis of income and expenditure for the year ended 31st March 2025
as required by the SORP 2015 cont...*

26. Total Charitable Expenditure

Current Year	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2025	2025	2025	2024
	£	£	£	£
Total direct spending	-	216,548	216,548	140,654
Total grantmaking costs	-	402,761	402,761	-
Total support costs	3,995	18,260	22,255	14,946
Total Governance costs	-	1,775	1,775	1,581
Total charitable expenditure	3,995	639,344	643,339	157,181

Prior Year	Prior Year Unrestricted Funds	Prior Year Restricted Funds	Prior Year Total Funds
	2024	2024	2024
	£	£	£
Total direct spending	80,958	1,330	140,654
Total support costs	14,946	-	14,946
Total Governance costs	1,581	-	1,581
Total charitable expenditure	97,485	1,330	157,181

Structure Governance & Management

About Wirral CVS

Wirral CVS is a charitable incorporated organisation (CIO), established in 2021 by and for Wirral's Voluntary, Community, Faith and Social Enterprise Sector (VCFSE). Wirral CVS is an Association CIO with membership open to any VCFSE organisation based, or operating, in Wirral at no cost. The membership shape and drive what the organisation does.

Not less than two thirds of the trustees are nominated from and elected by member organisations with an Independent Chair also selected by the membership. Trustees are responsible for ensuring that the organisations community benefit is informed by the strategic priorities of the sector.

The founding trustees are committed to establishing the organisation and standing down to enable broad leadership to be selected from the membership. Continual engagement and identification of new organisations/members is critical to the organisation staying relevant and connected to those it serves.

Wirral CVS has been accredited for infrastructure by NAVCA (National Association for Voluntary and Community Action).

Charitable Objects

- To promote any charitable purposes for the benefit of the public, principally but not exclusively in the local government area of Wirral and the surrounding area (hereinafter called the "area of benefit") and, in particular, to build the capacity of third sector organisations and provide them with the necessary support, information and services to enable them to pursue or contribute to any charitable purpose.
- To promote, organise and facilitate co-operation and partnership working between third sector, statutory and other relevant bodies in the achievement of the above purposes within the area of benefit.

Vision, Mission and Values

Vision

A strong, vibrant and resilient Voluntary, Community, Faith and Social Enterprise sector that leads positive and impactful changes in Wirral.

Mission

To be an organisation designed, developed and grown by its members to support the Voluntary, Community, Faith and Social Enterprise sector in Wirral and surrounding area.

Values

- We are an organisation designed, created and led by Wirral's VCFSE sector. We will continue this way of working in everything we do; we will work with and for all VCFSE organisations in an open, authentic way, always accountable for our actions.
- We know we can't do everything so we will harness the collective power and strengths of the sector. Everyone's voice and contribution will be heard and valued.
- We will lead by example and with drive and passion to be an organisation our members are proud to be part of.

Trustees

The following persons served as Trustee during the reporting period:

Name	Host Organisation	Resigned/Retired
Brian Simpson	Independent Chair	
Jay Anderson	Age UK Wirral	
Sandra Gilbert	Wirral Mind	
Justine Molyneux	Involve Northwest	Resigned 19 th June 2024
Bev Morgan	Koala Northwest	
Sabra Ahmed	Wirral Change	

Administrative Details

Accountant	Banking	Insurer
Adding Value Consultancy Ltd,	The Co-operative Bank,	QBE UK Limited,
Studio 6,	PO Box 250, Skelmersdale,	30 Fenchurch Street,
Bluecoat Chambers,	WN8 6WT	London,
Liverpool, L1 3BX		EC3M 3BD

Election and Role of Trustees

The charity has adopted an "Association Model", whereby the charity's trustees are elected by the voting members of the organisation. The Trustee Board embarked upon a structured process during the year to recruit a number of new Trustees to be recommended to the membership for appointment to the board.

Trustees are elected to serve for a three-year period at the Annual General Meeting, one third of the number retiring and being eligible for re-election each year.

New Trustees are supported through an induction process, which includes a presentation, planned visits to each department of the organisation, plus written material giving additional background information and outlining their responsibilities as a Trustee.

The Board of Trustees is responsible for the overall governance and direction of the charity, with day-to-day operational management delegated to the Chief Executive.

The Trustees meet a minimum of six times a year; this includes a Forward Planning Day to review the organisation's strategy and performance and to set operating plans and budgets, plus a Half-year Review Day to monitor progress of these plans.

The Board receives reports at each meeting from the Chief Executive, along with a schedule of reports from all areas of the organisation.

No director / Trustee has any beneficial interest in the Company. The subscribing members of the Company undertook to contribute £1 each in the event of its winding up.

Internal Control

The Trustees have overall responsibility for ensuring that the charity has appropriate systems of controls, financial and otherwise. They are also responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The charity is operating efficiently and effectively.
- Its assets are safeguarded against unauthorised use or disposition.
- Proper records are maintained, and financial information used is reliable.
- The charity complies with relevant laws and regulations.

The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss. They include:

- A strategic plan and an annual budget approved by the trustees.
 - Regular consideration by the Trustees of financial results, variance from budgets, non-financial performance indicators and benchmarking reviews.
 - Delegation of authority and segregation of duties.
 - Identification and management of risks.
-

Risk Assessment

The Trustees have a formal risk management process to assess business risks and implement risk management strategies. This involves identifying the types of risks the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying means of mitigating the risks. As part of this process, the trustees review the adequacy of the charity's current internal controls.

Charity Good Governance Code

The Trustees have adopted the code and undertaken a Self Assessment, the coming year will see us implement the findings of this review and report back in the 25/26 Report.

Key Management Remuneration

The Board consider the affordability of a cost-of-living increase for all employees when budgets are set annually. This would include Senior Leaders.

Senior Leaders, including the CEO, are on fixed levels of pay, with no additional increments available currently. The Board are committed to continue to review salary structures year on year.

Become a member

