

GLADCA SERVICES CIO

Trustees Report and Accounts

For the year ended 31st March 2025

Charity number 1196708

GLADCA SERVICES CIO

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GLADCA SERVICES CIO

Reference and Administrative information

Charity registration number	1196708
Trustees	Dr Mohammad Nawaz (Chair) Shabir Akhtar (Treasurer) Snieguole Maliavskaja Israr Khan Jawaid Khan Salman Khan Farhad Mousavi Anamika Ghosh Mohammad Afzal Mohammed Jamil
Joint Chief Executive Officers	Mohammed Choudhary Yasmin Ilahi
Principal Address	Gladstone House 316 – 318 Gladstone Street Peterborough PE2 2BX
Independent Examiner	Mark Ray AAC Accountants Ltd Rycroft School Road Broughton Cambridgeshire PE28 3AT
Bankers	HSBC UK Cathedral Square Peterborough PE1 1XL

GLADCA SERVICES CIO

Trustees Report

For the year ended 31st March 2025

The Trustees present their report and the independently examined financial statements of the charity for the year ended 31st March 2025. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities / Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014 (as amended by Update Bulletin 1 published on 2 February 2016).

Structure, governance and management

The organisation is a charitable incorporated organisation governed by a constitution adopted 22nd November 2021.

The trustees who served during the year were:

Shabir Akhtar
Gillian Beasley – appointed July 2024 and resigned May 2025
Snieguole Maliavskaja – appointed July 2024
Dr Mohammad Nawaz
Karen Igho – resigned November 2024
Israr Khan – appointed June 2024
Salman Khan – appointed June 2024
Jawaid Khan
Farhad Mousavi
Anamika Ghosh
Mohammad Afzal
Mohammed Jamil
Mohammed Yousaf – resigned April 2025

None of the Trustees has any beneficial interest in the charity.

The Trustees are responsible for the recruitment and appointment of the Trustees Board.

The Trustees delegate the day to day management of the charity to GLADCA Services CIO management.

GLADCA SERVICES CIO

Trustees Report continued

For the year ended 31st March 2025

Objectives of the charity

The objectives of the charity are to promote the social welfare of the inhabitants of the Gladstone District and any individual working and living within the administrative area of Peterborough City Council, or living outside that administrative area but wishing to avail himself or herself of the benefit of or to access the services offered by GLADCA Services.

Activities, Achievements and Performance of the year under review

This year, GLADCA Services has continued to grow and evolve in response to the needs of our community. In addition to our core education, health, and immigration services, we have introduced new initiatives that promote inclusion, wellbeing, and practical support.

Community Sports and Engagement

We successfully launched a series of community sports activities, including our first-ever *GLADCA Cricket Tournament*, which drew wide participation and enthusiasm from diverse local groups. The event was a major success, strengthening social cohesion, encouraging physical activity, and showcasing the positive impact of inclusive sports. Due to overwhelming interest, we are planning to expand our sports offerings in the coming year, with a focus on building regular, accessible recreational opportunities for all ages.

Expansion of Immigration Services

Our fee-based immigration service has seen significant growth. We have expanded this department by bringing in additional qualified IAA-registered advisors, allowing us to meet the rising demand for complex immigration support. This expansion has enabled us to reduce waiting times, offer more tailored consultations, and generate additional income to reinvest in charitable activities.

New Welfare Benefits Support Service

In direct response to community feedback and increasing need, we have introduced a new welfare benefits advice service. This offers crucial support to individuals and families navigating the benefits system, helping them to understand entitlements, complete applications, and appeal decisions. The service has already proven to be vital in preventing hardship and improving financial stability for many in our community.

These new developments demonstrate GLADCA Service's ongoing commitment to adapting our services to meet real needs, building on our strong community relationships and ensuring our support remains relevant, inclusive, and impactful.

Public benefit statement

The trustees confirm they have met their obligations relating to public benefit, as detailed above in "Activities, Achievements and Performance of the year under review".

GLADCA SERVICES CIO

Trustees Report continued

For the year ended 31st March 2025

Financial review for the year

In the year to 31st March 2025 there was a surplus of £7,041. We are extremely grateful to all of the organisations that have supported our work during 24/25 and the surplus for the year will be invested into services in 25/26 to enable them to continue.

At the end of the year the reserves stood at £7,041.

Reserves policy

The trustees' aim is that the reserves of the charity represent at least 3 months operating costs.

Plans for the future (including principal risks, uncertainties, and development and plans)

Looking ahead, GLADCA Services is planning a focused and ambitious programme of development to build on this year's achievements. Following the overwhelming success of our first cricket tournament and increasing demand for community sports, we aim to establish a structured programme of regular sporting activities to promote health, social inclusion, and youth engagement. In parallel, we will continue to strengthen our immigration and welfare support by upskilling our existing team of qualified advisors, who will now also deliver welfare benefits advice alongside immigration services. This integrated approach will allow us to meet growing community needs more efficiently. We will also enhance our outreach work to ensure our services are delivered directly where communities are based, improving accessibility and engagement. To support these expanding efforts, we will focus on strengthening the charity's financial sustainability by increasing revenue from fee-based services, applying for multi-year grant funding, and building stronger partnerships across the public and voluntary sectors. The transition to a Charitable Incorporated Organisation (CIO) strengthens our governance and opens access to wider funding streams essential for long-term development. However, we remain mindful of several risks and uncertainties, including rising service demand, limited staffing capacity, and competition for funding. Through strategic planning, proactive fundraising, and ongoing service evaluation, the trustees are confident in GLADCA Services ability to meet these challenges. With a strong foundation, a dedicated team, and deep-rooted community trust, we are well-positioned to continue delivering inclusive, impactful support to those who need it most.

GLADCA SERVICES CIO

Trustees Report continued

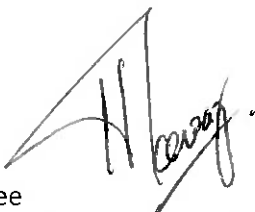
For the year ended 31st March 2025

Disclosure of information to the Independent Examiners

We, the trustees of the charity who held office at the date of approval of these Financial Statements as set out above each confirm, so far as we are aware, that:

- there is no relevant information of which the independent examiners are unaware; and
- we have taken all the steps that we ought to have taken as trustees in order to make ourselves aware of any relevant information and to establish that the independent examiners are aware of that information.

Signed on behalf of the board of Trustees on 18th June 2025


Trustee
Muhammad Nawaz
10/7/25

GLADCA SERVICES CIO

Independent Examiners report

To the members of GLADCA SERVICES CIO.

For the year ended 31st March 2025

I report on the accounts of the Association for the year ended 31st March 2025 which are set out on pages 8 to 18.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Act) and that an independent examination is needed.

It is my responsibility to:

1. examine the accounts under section 145 of the Act
2. to follow the procedures laid down in the general directions given by the commission under section 145(5)(b) of the Act.
3. to state whether particular matters have come to my attention.

Basis of examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanation from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

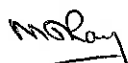
Independent examiner's statement

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 the accounting records and
 - to 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.



Mark Ray, FFA / FIPA.

AAC Accountants Ltd, Rycroft, School Road, Broughton, Huntingdon,
PE28 3AT

Date: 18th June 2025

GLADCA SERVICES CIO

Statement of Financial Activities

For the year ended 31st March 2024

Incoming Resources

	Note	Unrestricted (£)	Restricted (£)	Total (£)	Prior Year (£)
Income from					
Charitable Activities	2	15,761	0	15,761	6,120
Investments	2	0	0	0	0
Total		15,761	0	15,761	6,120

Resources Expended

Expenditure on					
Raising Funds	3	0	0	0	0
Charitable Activities	3	8,720	0	8,720	6,120
Total		8,720	0	8,720	6,120

Net income / (expenditure)	16	7,041	0	7,041	0
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Transfer between funds	16	0	0	0	0
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Net movement in funds	16	7,041	0	7,041	0
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Reconciliation of funds

Brought forward	16	0	0	0	0
Carried forward	16	7,041	0	7,041	0

GLADCA SERVICES CIO

Balance Sheet

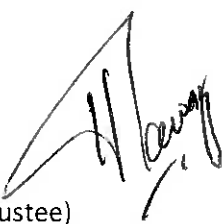
For the year ended 31st March 2025

	Note	Unrestricted (£)	Restricted (£)	Total (£)	Prior Year (£)
Fixed assets					
Tangible assets	11	0	0	0	0
Current assets					
Debtors	12	6,426	0	6,426	0
Cash in hand and at bank		2,939	1,500	4,439	3,358
		9,365	1,500	10,865	0
Creditors falling due in one year	13	2,324	1,500	3,824	3,358
Net current assets		7,041	0	7,041	0
Creditors falling due over one year	14	0	0	0	0
Total net assets		7,041	0	7,041	0
Total funds	16	7,041	0	7,041	0

The trustees acknowledge their responsibilities for complying with the requirements of the Charities Act with respect to accounting records and the preparation of accounts.

These financial statements were approved and authorised for issue by the board on 18th June 2025

Signed on behalf of the trustees



(Trustee)

Muhammad Nawaz
10/7/25

The notes on pages 11 to 19 form part of these financial statements.

GLADCA SERVICES CIO

Notes to the accounts

For the year ended 31st March 2025

1. Summary of significant accounting policies

a. Basis of accounting

These accounts have been prepared on a going concern basis under historical cost convention with items recognised at cost or transaction values unless otherwise stated. They have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by charities.

They have been presented in sterling, which is the functional currency of the charity. The significant accounting policies are set out below and they have been applied consistently to both years.

b. Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

There are no designated funds or endowment funds.

c. Income recognition

Incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income; after performance criteria have been met; that it is more likely than not that the income will be received; and the monetary value can be reliably measured.

There has been no offsetting; no donations of any type were received; no government grants were received; and no legacies were received.

The value of services provided by volunteers has not been incorporated into these financial statements.

Investment income is only interest on bank accounts

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

d. Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

No grants are payable to third parties.

e. Support costs

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, administrative and payroll costs. They are incurred directly in support of expenditure on the objects of the charity. Where support costs cannot be directly attributed to particular headings they have been allocated to expenditure on charitable activities on a basis consistent with amount of income.

f. Governance costs

Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

g. Costs of raising funds

The cost of raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes.

h. Tangible fixed assets

Tangible fixed assets are stated at cost or valuation less accumulated depreciation. Depreciation is provided on all tangible assets, except freehold property, at rates calculated to write off the cost, less estimated residual value, over its expected useful life as follows:

Equipment, computers, fixtures and fittings - between 20% and 50% per annum on a straight-line basis.

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

i. Cash at bank

Cash at bank is highly liquid funds with access such that commitments can be met as they fall due.

j. Debtors and creditors receivable and payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

k. Leases

There are no finance leases.

Rentals payable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

l. Pensions

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

m. Tax

The charity is exempt from taxation.

n. Judgements and key sources of estimation uncertainty

No material judgements have been made in the process of applying the above accounting policies that have significant effect on amounts recognised in the financial statements, or that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

2. Analysis of income

	Note	Unrestricted (£)	Restricted (£)	Total (£)	Prior Year (£)
Charitable Activities:					
Training & education		0	0	0	0
Immigration		5,263	0	5,263	0
Community Support		5,298	0	5,298	0
Room Hire		5,200	0	5,200	0
Support Costs		0	0	0	6,120
Total		15,761	0	15,761	6,120

	Note	Unrestricted (£)	Restricted (£)	Total (£)	Prior Year (£)
Investments					
Bank deposit interest		0	0	0	0
Total		0	0	0	0

Total		15,761	0	15,761	6,120
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3. Analysis of expenditure

	Note	Unrestricted (£)	Restricted (£)	Total (£)	Prior Year (£)
Raising funds					
Consultants		0	0	0	0
Total		0	0	0	0

	Note	Unrestricted (£)	Restricted (£)	Total (£)	Prior Year (£)
Charitable activities :					
Training & education		0	0	0	0
Immigration		2,424	0	2,424	0
Community Support		5,906	0	5,906	0
Support Costs		390	0	390	6,120
Total		8,720	0	8,720	6,120

Total		8,720	0	8,720	6,120
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GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

Further analysis of expenditure on charitable activities

	Note	Training / Education	Immigration	Community Support	Support Costs	Total	Last year
Salary and on costs	8	0	0	0	0	0	0
Non salary service provision costs		0	2,424	5,906	0	8,330	0
General Administration		0	0	0	150	150	0
Property		0	0	0	0	0	0
Governance	5	0	0	0	240	240	120
Support Costs reallocated	4	0	0	0	0	0	6,000
Total		0	2,424	5,906	390	8,720	6,120

4. Allocation of Support Costs

Support costs have been allocated to the unrestricted activities based on income.

5. Governance costs

These are the cost of the Independent Examination per note 6

6. Independent Examiners costs

	This year	Last year
Independent Examination	240	120
Other services	0	0
Total paid to Independent Examiner	0	0

7. Trustees' and key management personnel remuneration and expenses

The total amount of employee remuneration received by key management personnel was £0 (2024 : £0)

No employees received any benefits in kind.

The trustees neither received nor waived any remuneration during the year.

The trustees were not reimbursed any expenses.

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

8. Staff costs and employee benefits

	This year	Last year
Salaries and wages	0	0
Employers National Insurance costs	0	0
Pension costs	0	0
Total staff costs	0	0

No employee in either year received any other benefits

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

9. Average headcount

	This year	Last Year
The average monthly number of employees during the year was :	0	0

10. Pension

The charity does not employ any staff.

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

11. Tangible fixed assets

	Freehold buildings	Fixtures and equipment	Total
Cost or valuation			
At 1 st April 2024	0	0	0
Additions	0	0	0
Disposals	0	0	0
At 31st March 2025	0	0	0

Depreciation			
At 1 st April 2024	0	0	0
Charge for the year	0	0	0
On disposals	0	0	0
At 31st March 2025	0	0	0

Net book value			
At 31 st March 2025	0	0	0
At 31 st March 2024	0	0	0

12. Debtors due within one year

	This year	Last year
Trade debtors	0	0
Accrued income for grants	0	0
Prepayments	0	0
GLADCA	6,426	0
Total	6,426	0

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

13. Creditors falling due within one year

	This year	Last year
Trade and other creditors	240	120
GLADCA	0	3,238
Accruals and deferred income	3,584	0
Total	3,824	3,358

14. Creditors falling due in more than one year

None

15. Leases

None

GLADCA SERVICES CIO

Notes to the accounts continued

For the year ended 31st March 2025

16. Fund reconciliation

	Balance at 31 st March 2024	Income	Expenditure	Gains / (losses)	Transfers	Balance at 31 st March 2025
Unrestricted	0	15,761	8,720	7,041	0	7,041
Restricted	0	0	0	0	0	0
Total Funds	0	15,761	8,720	7,041	0	7,041

17. Fund descriptions

- Unrestricted Funds – these are general funds
- Restricted Funds – there were no funds that the Trustees considered to be restricted.

18. Related party transactions

Mr Choudhary, the Chief Executive, is a director of Sahara Community Care Services Ltd.

	This year	Last year
Sales to Sahara Community Care Services	5,200	0

