

Charity registration number 1197354

THE MASLOW FOUNDATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

THE MASLOW FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms V Webb Ms E C Webb Ms C S Morrissey Mr J C Webb Mr G Green	(Appointed 29 August 2023)
Senior management team		
Chief Executive Officer	Mr J Westwood	
Operations Director	Mr K Hennings	
Charity number	1197354	
Registered office	Connexions 159 Princes Street Ipswich IP1 1QJ	
Independent examiner	Helen Rumsey Ensors Accountants LLP Connexions 159 Princes Street Ipswich IP1 1QJ	
Bankers	Metro Bank One Southampton Row London WC1B 5HA	
Solicitors	Birketts LLP Providence House 141-145 Princes Street Ipswich IP1 1QJ	

THE MASLOW FOUNDATION

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THE MASLOW FOUNDATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees present their annual report and financial statements for the year ended 31 December 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the CIO's constitution, 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 applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The CIO aims to foster social inclusion for the public benefit by preventing social exclusion, addressing the needs of those who are socially excluded, and assisting them in integrating into society. "Socially excluded" refers to individuals who are excluded from society or parts of it due to factors such as:

- Unemployment
- Financial hardship
- Youth or old age
- Physical or mental ill health
- Substance abuse or dependency (including alcohol and drugs)
- Discrimination based on sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender reassignment
- Poor educational or skills attainment
- Relationship and family breakdown
- Poor housing (not meeting basic habitable standards)
- Crime (either as a victim or as an offender rehabilitating into society)

Reflection on the year

As we review the second end-of-year accounts for The Maslow Foundation, we are both humbled and inspired by the progress we have made as a team in such a short time. Over the past year, we have successfully designed, mobilized, and run innovative services across various sectors in different parts of the country. We have conducted valuable research and evaluations on these services to ensure alignment with our vision and values, making a meaningful difference in the lives of those marginalized and facing barriers to inclusion. We are proud to say that we are well on our way to fulfilling our mission.

Throughout the past year, we have learned a great deal as an organization, exploring new areas and communities. These opportunities have been incredibly rewarding, as evidenced by the amazing feedback we have received from our service users.

Looking ahead

We are only two years into our journey, and we feel that the road ahead is filled with promise and potential. Together, we will continue to strive towards greater social inclusion, empowering lives, and building a more compassionate and inclusive society. We want to express our gratitude to everyone who has been part of this remarkable journey. We look forward to the next chapter and making an even greater impact in the years to come.

Public benefit

The Trustees have paid due regard to public benefit guidance issued by the Charity Commission in deciding what activities the CIO should undertake.

THE MASLOW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Achievements and performance

Significant activities and achievements against objectives

Hope for Change

The Maslow Foundation, in partnership with Surrey County Council, has introduced Hope for Change (H4C), a new service providing temporary housing solutions for individuals involved in domestic abuse. This service offers intensive housing management for men with multiple vulnerabilities who are homeless or at risk of homelessness.

By accommodating the male, their partners and families can safely remain in their homes, maintaining crucial connections to support networks and specialized community services. Addressing the vulnerabilities and support needs of the males reduces the likelihood of reoffending and fosters sustainable change for them, the victims, and their children. H4C aims to support victims of domestic abuse and promote a safer community across Surrey. Key features of H4C include:

- Innovative victim support services
- Enhanced safeguarding provisions
- Intensive housing management
- Collaborative multi-agency work with secure, real-time information sharing
- Community value through the Innovation and Sustainability fund
- Commitment to evidence-based decision-making and research for effective service delivery

We believe H4C will set a precedent beyond Surrey, creating a safer and more supportive environment for all affected by domestic abuse. This innovative housing initiative aims to balance the scales of justice and promote a more equitable support system for Surrey's families.

Virtual Referral Hub

In September, Thames Valley Police and the Maslow Foundation initiated a pilot program in Oxfordshire to empower women through a strengths-based referral service. This program bridges the gap between custody and community services, ensuring women can access support from their first contact with the Criminal Justice System. It aims to foster their ability to thrive with a seamless, evidence-driven safeguarding model.

The program seeks to reduce the delay between a woman's referral while in custody and her introduction to an agency, partner, charity, or responsible person. It supports women affected by the criminal justice system by providing meaningful assistance to meet their needs and build aspirations.

A seamless approach is ensured by connecting community services across the Thames Valley area through a single point of contact, creating a comprehensive support system. The program aims to identify the needs of women offenders at their first contact with the CJS and provide holistic and appropriate support.

Safeguarding for women is improved by implementing a new system that enhances communication and engagement across third sector organizations. The program guarantees a relevant and effective service through a commitment to evidence-based decision-making, research, and evaluation.

Family Connections Project

We have partnered with Sussex Prisoners' Families to launch a pilot project aimed at supporting women at risk of imprisonment and their families. This initiative focuses on understanding and addressing the impacts of potential custodial sentences. It is dedicated to capturing the voices and concerns of both the women and their children, using the Child Impact Assessment Toolkit to inform judicial decisions and provide comprehensive family support.

The project uses a standardised assessment toolkit to identify who could care for the children if the mother goes to prison and to determine the support needs of the woman and her family. By employing the Child Impact Assessment Toolkit (Prison Reform Trust, published November 2022), we gather children's feelings, wishes, and concerns.

We provide information about relevant support and services, with family support offered by Sussex Prisoners' Families. This information is shared with PSR authors to ensure that magistrates and judges understand the impact, enabling them to make well-informed decisions.

THE MASLOW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

Financial review

Throughout the financial period the trustees reviewed the financial statements and ensured that sufficient cash remained available due to the unpredictable nature of the charity's operations. The significant costs to the charity are the staff costs. This is expected to remain the same although other costs are expected to increase as the charity's activities increase.

We would be remiss if we did not acknowledge the invaluable financial support that allows us to carry out our mission. Our primary funding source continues to be the generous funding from philanthropists who believe in and endorse our cause. Their unwavering support has been the lifeline of our foundation, nurturing our growth and enabling us to deliver on our promise to the community.

However, as the scope of our work has broadened, we've decided to diversify our funding streams. In recent times, we have been fortunate to secure additional backing in the form of grant funding and project-specific funding. These resources have played a critical role in supplementing our budget, allowing us to scale our impact, initiate new programs, and ensure that we meet the evolving needs of those we serve.

We remain deeply grateful for the ongoing support of our donors and the confidence shown by those who have resourced our services. Their trust fuels our determination to make a lasting and meaningful difference in the communities we serve.

It is the policy of the CIO that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to six month's expenditure. The Trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the CIO's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the period.

Structure, governance and management

The Maslow Foundation was established by its Constitution, and was registered as a CIO with the Charities Commission on 5 January 2022, charity registration number 1197354.

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

Ms V Webb

Ms E C Webb

Ms C S Morrissey

Mr C G Sellers

(Resigned 24 July 2023)

Mr J C Webb

Mr G Green

(Appointed 29 August 2023)

Recruitment and appointment of trustees

The CIO recruits new trustees as and when vacancies have arisen due to resignations or certain skills are considered required in order to maintain a balanced and effective trustee board and a well governed and effective charity. The skills required are reviewed by the trustees and applicants are considered, and discussed before being appointed for a fixed term by way of resolution passed at a properly convened meeting of the charity trustees.

The main donor of the CIO is a Trustee.

THE MASLOW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

The Trustees' Report was approved by the Board of Trustees.

Vanessa Webb

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Ms V Webb

Trustee

Date: 21/9/2024

THE MASLOW FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE MASLOW FOUNDATION

I report to the Trustees on my examination of the financial statements of The Maslow Foundation (the CIO) for the year ended 31 December 2023.

Responsibilities and basis of report

As the Trustees of the CIO you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the CIO's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the CIO's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICEAW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 CIO as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 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.

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.

Helen Rumsey, FCA
Ensors Accountants LLP

Connexions

159 Princes Street
Ipswich
IP1 1QJ

Dated:

THE MASLOW FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £
Income and endowments from:					
Donations and legacies	3	300,000	-	300,000	400,000
Charitable activities	4	-	65,753	65,753	-
Other income	5	108	-	108	-
Total income		300,108	65,753	365,861	400,000
Expenditure on:					
Charitable activities	6	249,679	80,267	329,946	277,899
Total charitable expenditure		249,679	80,267	329,946	277,899
Net income/(expenditure) and movement in funds		50,429	(14,514)	35,915	122,101
Reconciliation of funds:					
Fund balances at 1 January 2023		122,101	-	122,101	-
Fund balances at 31 December 2023		172,530	(14,514)	158,016	122,101

All income and expenditure derive from continuing activities.

THE MASLOW FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	11		2,723		2,500
Current assets					
Debtors	12	86,645		12,500	
Cash at bank and in hand		175,672		120,496	
		262,317		132,996	
Creditors: amounts falling due within one year	14	107,024		13,395	
Net current assets			155,293		119,601
Total assets less current liabilities			158,016		122,101
The funds of the CIO					
Restricted income funds	17	(14,514)		-	
Unrestricted funds		172,530		122,101	
		158,016		122,101	

The financial statements were approved by the Trustees on

Vanessa Webb

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Ms V Webb
Trustee

Emma Webb

.....
Emma Webb (Sep 23, 2024 20:23 GMT+1)

Ms E C Webb
Trustee

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

Charity information

The Maslow Foundation is a charitable incorporated organisation, registered with the Charity Commission in England and Wales. The CIO's registered office is Connections, 159 Princes Street, Ipswich, IP1 1QJ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the CIO's constitution, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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). The CIO is a Public Benefit Entity as defined by FRS 102.

The CIO has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the CIO. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the CIO has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the CIO is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that the income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the CIO has been notified of the donation. Income tax recoverable in relation to donations received under Gift Aid is recognised at the time of the donation.

Grants are recognised when received, unless performance conditions require deferral of part of the grant awarded.

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.6 Tangible fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Computers	33.33% of cost
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the CIO reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The CIO only has basic financial instruments, so has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments

Financial instruments are recognised in the CIO's balance sheet when the CIO becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method. Financial assets classified as receivable within one year are not amortised.

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the CIO's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the CIO's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Donations and gifts	300,000	400,000

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

4 Income from charitable activities

	Restricted funds 2023 £	Restricted funds 2022 £
Performance related grants	65,753	-

Performance related grants analysis

	Charitable Activities 2023 £
Surrey County Council - provision of supported housing	33,182
Thames Valley Police - provision of post custody interventions	32,571
	65,753

5 Other income

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Interest income	108	-

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

6 Expenditure on charitable activities

	Charitable Activities 2023 £	Charitable Activities 2022 £
Direct costs		
Staff costs	263,672	225,427
Depreciation and impairment	1,571	1,250
App development costs	-	5,400
Legal fees	900	-
Rent	21,352	-
Maintenance	1,662	-
Furniture	2,517	-
Case management system	4,313	-
	<u>295,987</u>	<u>232,077</u>
Share of support and governance costs (see note 7)		
Support	29,399	37,175
Governance	4,560	8,647
	<u>329,946</u>	<u>277,899</u>
Analysis by fund		
Unrestricted funds	249,679	277,899
Restricted funds	80,267	-
	<u>329,946</u>	<u>277,899</u>

Further details of the charitable activities are shown in note 17.

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

7 Support costs allocated to activities

	2023 £	2022 £
Staff costs	400	850
HR costs	338	218
Bank charges	385	320
Phones & IT	11,509	10,555
Accounting	2,667	3,192
General	925	3,221
Legal fees	-	11,596
Marketing	-	2,400
Insurance	5,453	4,823
Hotel & food	2,886	-
University research	4,836	-
Governance costs	4,560	8,647
	<u>33,959</u>	<u>45,822</u>
Analysed between:		
Charitable Activities	<u>33,959</u>	<u>45,822</u>
Governance costs comprise:	2023 £	2022 £
Accountancy	4,560	3,840
Legal and professional	-	4,807
	<u>4,560</u>	<u>8,647</u>

8 Trustees

None of the Trustees (or any persons connected with them) received any remuneration during the year, but one of them was reimbursed a total of £28,096 (2022: £109,043) for wages and salaries, legal expenses, insurance and administration cost that they paid on behalf of the CIO. At the year end £10,088 (2022: £7,750) was owed to this Trustee.

All the donations during the year were from a Trustee.

9 Employees

The average monthly number of employees during the year was:

2023 Number	2022 Number
<u>7</u>	<u>5</u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

9 Employees (Continued)

Employment costs	2023 £	2022 £
Wages and salaries	240,256	208,241
Social security costs	18,869	14,396
Other pension costs	4,947	3,640
	<u>264,072</u>	<u>226,277</u>

The number of employees whose remuneration was more than £60,000 in the period is as follows:

	2023 Number	2022 Number
£60,001 to £70,000	-	1
	<u>-</u>	<u>1</u>

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

11 Tangible fixed assets

	Computers £
Cost	
At 1 January 2023	3,750
Additions	1,794
	<u>5,544</u>
At 31 December 2023	
Depreciation and impairment	
At 1 January 2023	1,250
Depreciation charged in the year	1,571
	<u>2,821</u>
At 31 December 2023	
Carrying amount	
At 31 December 2023	2,723
	<u>2,723</u>
At 31 December 2022	2,500
	<u>2,500</u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

12 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	46,950	10,000
Prepayments and accrued income	39,695	2,500
	<u>86,645</u>	<u>12,500</u>

13 Loans and overdrafts

	2023 £	2022 £
Loans from related parties	10,088	7,750
	<u>10,088</u>	<u>7,750</u>
Payable within one year	10,088	7,750
	<u>10,088</u>	<u>7,750</u>

Loans are interest free and repayable on demand.

14 Creditors: amounts falling due within one year

	Notes	2023 £	2022 £
Borrowings		10,088	7,750
Deferred income	15	90,793	-
Other creditors		1,069	857
Accruals and deferred income		5,074	4,788
		<u>107,024</u>	<u>13,395</u>

15 Deferred income

	2023 £	2022 £
Other deferred income	90,793	-
	<u>90,793</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

	2023 £	2022 £
Deferred income is included within:		
Current liabilities	90,793	-
	<u>90,793</u>	<u>-</u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

15 Deferred income (Continued)

Movements in the year:

Deferred income at 1 January 2023	-	-
Resources deferred in the year	90,793	-
	<u>90,793</u>	<u>-</u>
Deferred income at 31 December 2023	90,793	-
	<u>90,793</u>	<u>-</u>

At the balance sheet date the CIO was holding funds received in advance, £66,364 relating to Surrey County Council and £24,429 relating to Thames Valley Police. These are in respect of the proportion of the grant which relates to 2024.

16 Retirement benefit schemes

Defined contribution schemes

The CIO operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the CIO in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £4,947 (2022 - £3,640).

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
Surrey County Council	-	33,182	(46,594)	(13,412)
Thames Valley Police	-	32,571	(33,673)	(1,102)
	<u>-</u>	<u>65,753</u>	<u>(80,267)</u>	<u>(14,514)</u>

The deficits on the restricted funds are due to there being more costs at the beginning of the grant period and therefore these deficits are expected to reverse in 2024.

The Suffolk County Council restricted fund is a hope for change project to provide supported housing for those who abuse others. The Thames Valley Police restricted fund is to provide post custody interventions for women who have been arrested by Thames Valley Police.

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 January 2023	Incoming resources	Resources expended	At 31 December 2023
	£	£	£	£
General funds	122,101	300,108	(249,679)	172,530
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous period:	At 1 January 2022	Incoming resources	Resources expended	At 31 December 2022
	£	£	£	£
General funds	-	400,000	(277,899)	122,101
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

19 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 December 2023 are represented by:			
Tangible assets	2,723	-	2,723
Current assets/(liabilities)	169,807	(14,514)	155,293
	<u>172,530</u>	<u>(14,514)</u>	<u>158,016</u>
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2022 are represented by:			
Tangible assets	2,500	-	2,500
Current assets/(liabilities)	119,601	-	119,601
	<u>122,101</u>	<u>-</u>	<u>122,101</u>
	<u> </u>	<u> </u>	<u> </u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

20 Operating lease commitments

Lessee

At the reporting end date the CIO had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	31,200	-
	<u>31,200</u>	<u>-</u>

21 Related party transactions

Transactions with related parties

During the year the CIO entered into the following transactions with related parties:

	2023 £	2022 £
Key management personnel	124,173	130,276
	<u>124,173</u>	<u>130,276</u>

There are two key management personnel, the Chief Executive Officer and the Operations Director.






Final accounts 2023

Final Audit Report

2024-09-23

Created:	2024-09-21
By:	Vanessa Webb (Ness@themaslow.foundation)
Status:	Signed
Transaction ID:	CBJCHBCAABAAMQyvGGsv7saQI0GN3IEXtVczvA99tR2F

"Final accounts 2023" History

-  Document created by Vanessa Webb (Ness@themaslow.foundation)
2024-09-21 - 3:06:21 PM GMT
-  Document emailed to Emma Webb (emma@themaslow.foundation) for signature
2024-09-21 - 3:06:26 PM GMT
-  Email viewed by Emma Webb (emma@themaslow.foundation)
2024-09-23 - 7:22:44 PM GMT
-  Document e-signed by Emma Webb (emma@themaslow.foundation)
Signature Date: 2024-09-23 - 7:23:24 PM GMT - Time Source: server
-  Agreement completed.
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