

Charity registration number 1197354 (England and Wales)

THE MASLOW FOUNDATION
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

THE MASLOW FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Ms V Webb
Ms E C Webb
Mr J C Webb
Mr G Green
Mr G Hanson

(Appointed 1 December 2024)

Senior management team

Chief Executive Officer
Operations Director

Mr J Westwood
Mr J Whiteley

Charity number

1197354

Registered office

Connexions
159 Princes Street
Ipswich
IP1 1QJ

Independent examiner

Helen Rumsey
Ensors
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

CONTENTS

	Page
Trustees' report	1 - 4
Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Notes to the financial statements	8 - 18

THE MASLOW FOUNDATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The Trustees present their annual report and financial statements for the year ended 31 December 2024.

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 present the third set of annual accounts for The Maslow Foundation, the Trustees are both humbled and inspired by the progress achieved in such a short time. Over the past year, we have further developed our services across regions and sectors, ensuring our work continues to make a tangible difference in the lives of those facing marginalisation and barriers to inclusion.

Our services have not only flourished but also expanded to reach new communities. Collaboration has been central to this growth: by working with both local and national agencies, we have shared our learning, strengthened partnerships, and ensured alignment with evolving government priorities.

We have placed particular emphasis on research and evaluation, ensuring that our innovative approaches remain aligned with our vision and values. This evidence-based approach enables us to demonstrate impact and refine our services to meet emerging needs.

Positive feedback from both service users and partner organisations affirms the value and impact of our efforts and inspires us to continue building on this strong foundation.

Looking ahead

Although only three years into our journey, the future is filled with promise and potential. We are committed to developing deeper partnerships that will allow us to enhance existing services and establish new initiatives. Our unwavering focus remains on advancing social inclusion, empowering individuals, and contributing to a more compassionate and equitable society.

We are deeply grateful for the support of all those who have walked alongside us on this journey. Together, we look forward to building on these foundations and delivering even greater impact in the years ahead.

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 2024

Achievements and performance

Significant activities and achievements against objectives

Hope for Change

Over the past year, we have worked diligently to expand and strengthen the Hope for Change service, delivered in partnership with Surrey County Council. Now firmly established within Surrey, the service has attracted national interest for its innovative approach to supporting those affected by domestic abuse and for promoting safer, more supportive communities.

The service provision has grown from one property to two, with a second house launched in November 2024 and plans for a third to be operational in early 2025.

Our housing initiative is designed to create a more equitable support system for families in Surrey. It provides temporary accommodation for men with histories of involvement within the Criminal Justice System and have multiple vulnerabilities and support needs, as well as being homeless or at risk of homelessness. By offering intensive housing management and support, the programme reduces the risk of reoffending while enabling partners and children to remain safely in their homes, maintaining vital specialised support in their community.

Key features of Hope for Change include:

- Innovative victim support services
- Enhanced safeguarding provisions
- Intensive housing management
- Collaborative multi-agency work with secure, real-time information sharing
- A strong commitment to research and evidence-based practice

This approach promotes sustainable change for perpetrators, supports victims, and fosters safer communities across Surrey.

Family Connections Project

Now in its second year, the Family Connections Project—a partnership with Probation and Sussex Prisoners' Families—focuses on supporting women at risk of imprisonment and their children.

This initiative seeks to understand and address the profound impact a custodial sentence has on children. Using the Child Impact Assessment Toolkit (Prison Reform Trust, November 2022), we capture the voices, concerns, and experiences of both mothers and their children. The standardised assessment identifies potential carers if the mother is imprisoned, while also highlighting wider support needs.

The findings are shared with probation officers preparing pre-sentence reports, ensuring that magistrates and judges have a clear picture of the implications for families when making sentencing decisions. In addition, we provide families with information about relevant services, with wider support coordinated through Sussex Prisoners' Families.

We are also working with Keele University to research and evaluate the project. This collaboration not only evidences the importance of the initiative but also supports our goal of securing sustainable funding for this vital service.

THE MASLOW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

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

(Resigned 1 September 2024)

Mr J C Webb

Mr G Green

Mr G Hanson

(Appointed 1 December 2024)

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 2024

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

.....
Ms V Webb

Trustee

Date: 17/10/2025.....

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 2024.

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.

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

Independent examiner's statement

Since the CIO's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, 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 Charities Act 2011.
- 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 financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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

Connexions

159 Princes Street
Ipswich
IP1 1QJ

Dated: 17 October 2025

THE MASLOW FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income and endowments from:							
Donations and legacies	3	150,016	-	150,016	300,000	-	300,000
Charitable activities	4	55,446	132,470	187,916	-	65,753	65,753
Investments	5	782	-	782	108	-	108
Total income		<u>206,244</u>	<u>132,470</u>	<u>338,714</u>	<u>300,108</u>	<u>65,753</u>	<u>365,861</u>
Expenditure on:							
Charitable activities	6	165,645	226,070	391,715	249,679	80,267	329,946
Total charitable expenditure		<u>165,645</u>	<u>226,070</u>	<u>391,715</u>	<u>249,679</u>	<u>80,267</u>	<u>329,946</u>
Net income/(expenditure)		40,599	(93,600)	(53,001)	50,429	(14,514)	35,915
Transfers between funds		(108,114)	108,114	-	-	-	-
Net movement in funds	8	(67,515)	14,514	(53,001)	50,429	(14,514)	35,915
Reconciliation of funds:							
Fund balances at 1 January 2024		172,530	(14,514)	158,016	122,101	-	122,101
Fund balances at 31 December 2024		<u>105,015</u>	<u>-</u>	<u>105,015</u>	<u>172,530</u>	<u>(14,514)</u>	<u>158,016</u>

All income and expenditure derive from continuing activities.

THE MASLOW FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	12		1,618		2,723
Current assets					
Debtors	13	80,028		86,645	
Cash at bank and in hand		107,895		175,672	
		187,923		262,317	
Creditors: amounts falling due within one year	15	(84,526)		(107,024)	
Net current assets			103,397		155,293
Total assets less current liabilities			105,015		158,016
The funds of the CIO					
Restricted income funds	18		-		(14,514)
Unrestricted funds	19		105,015		172,530
			105,015		158,016

The financial statements were approved by the Trustees on 17/10/2025.....

.....
Ms V Webb
Trustee

.....
Ms E C Webb
Trustee

THE MASLOW FOUNDATION

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

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 Third Floor, Connexions, 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 receivable, 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 2024

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.

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 2024

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 2024 £	Unrestricted funds 2023 £
Donations and gifts	150,016	300,000

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

4 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Performance related grants	-	132,470	132,470	-	65,753	65,753
Housing benefit	55,446	-	55,446	-	-	-
	<u>55,446</u>	<u>132,470</u>	<u>187,916</u>	<u>-</u>	<u>65,753</u>	<u>65,753</u>

Performance related grants analysis

	Charitable Activities 2024 £	Charitable Activities 2023 £
Surrey County Council - provision of supported housing	108,041	33,182
Thames Valley Police - provision of post custody interventions	24,429	32,571
	<u>132,470</u>	<u>65,753</u>

5 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest income	<u>782</u>	<u>108</u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

6 Expenditure on charitable activities

	Charitable Activities 2024 £	Charitable Activities 2023 £
Direct costs		
Staff costs	256,864	263,672
Depreciation and impairment	2,080	1,571
HR costs	223	-
Phones & IT	8,765	-
Housing costs	6,447	-
Legal fees	-	900
Insurance	4,489	-
Rent	71,312	21,352
Maintenance	-	1,662
Furniture	-	2,517
Case management system	2,588	4,313
	<u>352,768</u>	<u>295,987</u>
Share of support and governance costs (see note 7)		
Support	33,374	29,399
Governance	5,573	4,560
	<u>391,715</u>	<u>329,946</u>
Analysis by fund		
Unrestricted funds	165,645	249,679
Restricted funds	226,070	80,267
	<u>391,715</u>	<u>329,946</u>

Further details of the charitable activities are shown in Note 18.

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

7 Support costs allocated to activities

	2024 £	2023 £
Staff costs	-	400
HR costs	223	338
Bank charges	360	385
Phones & IT	8,765	11,509
Accounting	3,581	2,667
General	6,448	925
Insurance	4,489	5,453
Hotel, food & travel	3,813	2,886
University research	5,695	4,836
Governance costs	5,573	4,560
	<u>38,947</u>	<u>33,959</u>
Analysed between:		
Charitable Activities	<u>38,947</u>	<u>33,959</u>

	2024 £	2023 £
Governance costs comprise:		
Accountancy	<u>5,573</u>	<u>4,560</u>
	<u>5,573</u>	<u>4,560</u>

8 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	4,180	3,420
Depreciation of owned tangible fixed assets	<u>2,080</u>	<u>1,571</u>

9 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 £26,257 (2023: £28,096) for wages and salaries, legal expenses, insurance and administration costs that they paid on behalf of the CIO. At the year end £19,168 (2023: £10,088) was owed to this Trustee.

Other than £16, all the donations during the year were from a Trustee (2023: All donations from a trustee).

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
	7	7

Employment costs

	2024 £	2023 £
Wages and salaries	234,844	240,256
Social security costs	17,059	18,869
Other pension costs	4,961	4,947
	256,864	264,072

There were no employees whose annual remuneration was more than £60,000.

11 Taxation

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

12 Tangible fixed assets

	Computers £
Cost	
At 1 January 2024	5,544
Additions	975
	6,519
Depreciation and impairment	
At 1 January 2024	2,821
Depreciation charged in the year	2,080
	4,901
Carrying amount	
At 31 December 2024	1,618
At 31 December 2023	2,723

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

13 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Other debtors	30,000	46,950
Prepayments and accrued income	50,028	39,695
	<u>80,028</u>	<u>86,645</u>

14 Loans and overdrafts

	2024 £	2023 £
Loans from related parties	<u>19,168</u>	<u>10,088</u>
Payable within one year	<u>19,168</u>	<u>10,088</u>

Loans are interest free and repayable on demand.

15 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Borrowings		19,168	10,088
Deferred income	16	58,069	90,793
Other creditors		776	1,069
Accruals		6,513	5,074
		<u>84,526</u>	<u>107,024</u>

16 Deferred income

	2024 £	2023 £
Other deferred income	<u>58,069</u>	<u>90,793</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	<u>58,069</u>	<u>90,793</u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Deferred income (Continued)

Movements in the year:		
Deferred income at 1 January 2024	90,793	-
Released from previous periods	(90,793)	-
Resources deferred in the year	58,069	90,793
	<u>58,069</u>	<u>90,793</u>
Deferred income at 31 December 2024	<u>58,069</u>	<u>90,793</u>

At the balance sheet date the CIO was holding funds received in advance, £58,069 relating to Surrey County Council (2023: £66,364) and £Nil relating to Thames Valley Police (2023: £24,429). These are in respect of the proportion of the grant which relates to 2025.

17 Retirement benefit schemes

	2024 £	2023 £
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	4,961	4,947
	<u>4,961</u>	<u>4,947</u>

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.

18 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 2024 £	Incoming resources £	Resources expended £	Transfers £	At 31 December 2024 £
Surrey County Council	(13,412)	108,041	(202,743)	108,114	-
Thames Valley Police	(1,102)	24,429	(23,327)	-	-
	<u>(14,514)</u>	<u>132,470</u>	<u>(226,070)</u>	<u>108,114</u>	<u>-</u>
Previous year:	At 1 January 2023 £	Incoming resources £	Resources expended £	Transfers £	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>-</u>	<u>(14,514)</u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

18 Restricted funds

(Continued)

The Surrey 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.

19 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 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
General funds	172,530	206,244	(165,645)	(108,114)	105,015
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
General funds	122,101	300,108	(249,679)	-	172,530
	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>

20 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Tangible assets	1,618	-	1,618
Current assets/(liabilities)	103,397	-	103,397
	<u> </u>	<u> </u>	<u> </u>
	105,015	-	105,015
	<u> </u>	<u> </u>	<u> </u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Tangible assets	2,723	-	2,723
Current assets/(liabilities)	169,807	(14,514)	155,293
	<u> </u>	<u> </u>	<u> </u>
	172,530	(14,514)	158,016
	<u> </u>	<u> </u>	<u> </u>

THE MASLOW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

21 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:

	2024 £	2023 £
Within one year	25,200	31,200

22 Related party transactions

Transactions with related parties

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

	2024 £	2023 £
Key management personnel	119,699	124,173
	119,699	124,173

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

During the year, the charity made payments totaling £3,973 (2023: £Nil) to Urban Nest Housing Solutions CIC for housing-related consultancy services, including sourcing accommodation and advising on housing legislation. These payments are disclosed as related party transactions due to a trustee of The Maslow Foundation also being a director of Urban Nest Housing Solutions CIC.