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**THE BRIDGE PLUS+ LIMITED**  
(A company limited by guarantee)

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**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 JANUARY 2024**

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**THE BRIDGE PLUS+ LIMITED**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 JANUARY 2024**

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<b>Trustees</b>	Gordon Ronald Turner, Chair (appointed 16 January 2020) Nicholas Rennie (appointed 03 July 2023) Judith Ekirapa Omasete (appointed 03 July 2023) Luxley Musoni (appointed 09 March 2012) Jacques M'vita Kalume (appointed 08 March 2012) Pa Musa Jobarteh (appointed 13 January 2012) Gervais Kouloungou-Mambs (appointed 13 January 2012, resigned 16 November 2023)
<b>Company registered number</b>	07909389
<b>Charity registered number</b>	1198642
<b>Registered office and principal place of business</b>	Charing Cross Centre 17-19 St John Maddermarket Norwich NR2 1DN
<b>Accountants and Independent Examiner</b>	YBSM Partners Ltd - Chartered Certified Accountants 44 Broadway Stratford London E15 1XH
<b>Bankers</b>	Lloyds Bank plc Gentleman's Walk Norwich NR2 1LZ

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

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The Directors are pleased to present their report and financial statements for the year ended 31 January 2024.

**Structure, Governance and Management**

The Bridge Plus+ Limited is a voluntary organisation, which first registered as a not-for-profit company with Companies House in 2012. Its registration with the Charity Commission was successfully completed on 14<sup>th</sup> April 2022. The charitable company is also known as The Bridge Plus+.

The organisation's activities are governed by a Board of Directors whose names are listed above on page 2. The document regulating the purposes and administration of the charity is the Articles of Association of The Bridge Plus+ Limited whose most recent version was adopted on 5<sup>th</sup> April 2022, having been approved by the Charity Commission.

The Trustees are responsible for managing the charity and supervising its operations in accordance with its stated charitable objectives and for the public benefit. They meet a minimum of four times a year with ad hoc meetings and electronic means of communications also used when necessary.

Our Board continues to be informed by lived experience: five out of six Trustees are from an ethnic minority background. Our former Chair retired due to ill health in 2023. Two new Trustees were recruited in July 2023. The current Board includes individuals with project management skills; business development skills; skills and knowledge in the advice and advocacy sector; the social care sector; counselling and mental health; community engagement and media/journalism.

The Executive Coordinator is the most senior member of staff and is employed on a full-time basis. They report to the Board of Directors/Trustees and are responsible to them for both the day-to-day operations and the future development of the organisation. They are supported by a small team of paid staff (4.1 FTE over this reporting period) and volunteers.

The Trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Trustees have a duty to identify and review the risks to which the charity is exposed and ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Over the course of time, directors have conducted reviews of the major risks to which the charity is exposed, and systems have been put in place to mitigate those risks.

**Objectives and activities**

The Bridge Plus+ operates in Norfolk, primarily from its office base in Norwich. The objects of the charity are:

1. the relief of financial hardship of people from ethnic minority backgrounds and/or migrant backgrounds by, for example (but without limitation), the provision of free advice, advocacy, education and/or training in the English language and/or in vocational skills and/or by providing facilities and/or events and/or other forms of assistance to such persons to relieve the needs of such people.
2. the promotion of social inclusion by preventing people from ethnic minority backgrounds and/or migrant backgrounds from becoming socially excluded.
3. the promotion of equality and diversity in particular, but not exclusively, by: (i) advancing education and raising awareness in equality and diversity; (ii) promoting activities to foster understanding between people from diverse backgrounds; (iii) conducting or commissioning research on equality and diversity



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issues and publishing the results to the public; and (iv) cultivating a sentiment in favour of equality and diversity.

4. the promotion of racial harmony in particular, but not exclusively, by: (i) promoting knowledge and mutual understanding between different racial groups; (ii) advancing education and raising awareness about different racial groups to promote good relations between persons of different racial groups; (iii) working towards the elimination of discrimination on the grounds of race.
5. the development of the capacity and skills of those people from ethnic minority and/or migrant backgrounds who are socially and/or economically disadvantaged in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.

The Bridge Plus+ runs the following activities to fulfil its charitable objects for the public benefit:

- Information, advice and advocacy support services on a range of issues including social welfare benefits, housing, employment and job search, and access to mainstream services, tailored to the needs of people from ethnic minority and/or migrant backgrounds, many of whom may have limited English language skills. Our approach is person-centred, holistic and time intensive. We offer phone as well as face-to-face appointments, depending on the service user's preferences and support needs.
- Community lunches which bring together Bridge Plus+ service users, other community members, representatives from other service providers, Bridge Plus+ volunteers and staff.
- Learning and skills development activities that respond to needs expressed by service users and that complement what other local stakeholders already offer to people from ethnic minority and/or migrant backgrounds.
- Consultation and community engagement activities with service users on issues that matter to them. We collate evidence and feed back to decision-makers to inform policy and practice.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on Public Benefit when reviewing the charitable company's aims and objectives and planning future activities.

## **Strategic report**

### ***Achievements and performance***

The Bridge Plus+ has had a successful year in 2023-24, delivering essential services for the public benefit and making a positive difference to the lives of service users. We have grown our team and stepped up our level of activities, in response to the increased demand for our information, advice and advocacy support services. While fostering partnerships with other charities supporting ethnic minority and migrant communities locally, we have also extended our collaborations with mainstream and quality assured advice sector organisations in Norfolk (via NCAN – Norfolk Community Advice Network) and with other advocacy services (via Norfolk Advocacy Partnership – NAP, led by Equal Lives). While remaining community-based and led by people with lived experience, we have further established ourselves as a reputable advice and advocacy service for diverse communities. The breadth and quality of our collaborative links with a wide range of services and stakeholders (over 50 different services during the reporting period) have proved invaluable in order to support minoritised communities. It also shows the increased local profile that we have built, and the trust which other local providers have towards The Bridge Plus+.

Despite our best efforts, external factors have negatively impacted our service user base. This report must therefore reflect on the fact that, in 2023-24 more than in any previous year of activity, The Bridge Plus+ team has worked with an increased number of individuals and households facing homelessness and destitution. In the last quarter of this reporting period (November 2023-January 2024), many of our service users, particularly newly recognised refugees, experienced greater uncertainty and hardship.

### **More work, with more people**

Thanks to additional staff capacity (two members of staff had joined the team at the end of the last reporting

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period (2022-23), we responded more efficiently to the demand for our services. We successfully supported 366 service users – an increase of just over 20% compared to 2022-23 figures – through 8,492 information, advice and advocacy sessions (40% more than last year).

We worked with people from 52 different nationalities (45 nationalities in 2022-23). An overwhelming majority of beneficiaries have limited English language skills; those in work are in low-paid and insecure employment; others are long-term unemployed; just over 25% of households include someone with disabilities and/or long-term health issues. The support we provide is ongoing, open-ended and involves casework for two-thirds of our service users. Many service users have known the organisation for several years; thanks to our innovative approach to complex issues, we have earned the trust and respect of service users and their communities.

Our support enabled service users to exercise their rights and entitlements and find solutions to deal with a range of issues. Our holistic approach to people's support needs enabled us to embed preventative work in our practice. For example, we identified during a housing related appointment that the service user's welfare benefits had not been paid in full; or that they had been unable to access a medical referral due to digital exclusion and needed help to book an online appointment.

During 2023-24, the top three issues for our service users remained:

- welfare benefits issues (relevant to 58% of our interventions – in line with last year's figure of 56%)
- housing and/or homelessness issues (included in 47% of our work, a significant increase compared to last year's figure of 35%);
- money matters and alleviation of financial hardship (45% of our interventions compared to 54% last year at the peak of the cost-of-living crisis).

Other types of support offered by The Bridge Plus+ team included referrals to specialist immigration legal advice, help with job search and/or employment, access to local services including physical and mental health services.

### **Increased pressures at the frontline.**

New government policies and significant changes to the UK immigration system during the reporting period have introduced challenges for both individuals seeking support and our organisation. From July 2023 onwards, an increased number of individuals were granted refugee status in Norfolk, at a much faster pace than in previous months. At the same time, the Home Office changed the procedure for ending asylum support, which resulted in many newly recognised refugees given less than 28 days, and as little as seven days in some cases, to make "move-on arrangements". Many came to The Bridge Plus+ for support with applying for Universal Credit and for homelessness support from the relevant local authority. We saw 71 homeless service users during the reporting period, a 280% increase compared to 2022-23. To respond to this demand, The Bridge Plus+ strengthened their knowledge and skills in relation to housing and homelessness through increased joined up working and capacity building with other VCS partners working at the frontline including NCAN partners MAP and Shelter, and City of Sanctuary colleagues from New Routes, English+, The Red Cross refugee services and the Zainab Project.

Despite our advocacy work with local authorities to secure emergency accommodation, particularly during winter months, several of our service users had to sleep rough for days, sometimes weeks, between November 2023 and January 2024. We are hopeful that the appointment of a specialist housing officer for refugees within the local authority's housing department at the end of this reporting period, will bring about much needed systemic changes and improve joint working between statutory housing departments and the community and voluntary sector.

### **Group activities**



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In response to the demand from service users claiming Universal Credit (UC), for ongoing support with managing their UC claim, The Bridge Plus+ team launched a new group activity in Spring 2023. We co-produced with the local branch of WEA (Workers' Educational Association), a new short course for ESOL learners with limited digital skills. The course aims at improving service users' skills and confidence and empower them to carry out simple tasks on their online UC claims/accounts. Nineteen small group sessions were held during February 2023 and January 2024. Learners offered excellent feedback: "Before doing the course, I was so worried about doing something wrong on my Universal Credit account that I would not even log in without help. Now, I feel confident that I can do the basics, and I am ok checking for new messages by myself. I really enjoyed the course as well, there was a nice atmosphere, and we all wanted to help each other". This activity will carry on next year.

We also held six community lunches during the reporting period, each attracting larger numbers of participants than last year, between 82 and 115 participants. We proactively advertise lunches to groups whom we do not otherwise work with, e.g. asylum-seekers living in hotels; refugees who came to Norfolk through the resettlement programme with support from Norfolk County Council's People from Abroad Team.

Attendance numbers combined across the six lunches went up and reached 575, compared to 428 in 2022-23. Lunches are informal and serve multiple purposes: meet new people and make new friends; learn new information and hear about local support services; taste food from all around the world and enjoy a free hot meal; and develop new skills.

For those who volunteer on the day as community cooks, kitchen assistants or community event assistants, they feel a sense of pride from giving back to the community and report improved self-esteem. We received excellent feedback from participants: "Thank you so much for inviting me to the Bridge Plus lunch last Thursday. It was a truly enriching experience, meeting so many people of different nationalities in Norwich and learning of their situations" (local resident); "I like the lunch it helps us to embrace each other" (Bridge Plus+ service user).

### **Team, premises and systems**

The Bridge Plus+ moved offices on the first day of this reporting period (1 February 2023). We are now based at Charing Cross Centre, a charity-led community hub in the city centre of Norwich, easily accessible by public transport. Service users have commented on how welcoming and light our "new" offices are. The space offers us added flexibility, is better suited for teamwork while enabling confidential one-to-one appointments.

We have continued to use Advice Pro, the case management programme specifically tailored to the needs of advice agencies. It has proved extremely useful to help staff work efficiently and securely. It is an essential reporting tool which has enabled us to take advantage of new funding opportunities in relation to our information, advice and advocacy work. Thanks to AdvicePro generated data, we know that our support has generated £185,986 worth of welfare benefits and/or financial hardship support for our service users.

We are delighted that The Bridge Plus+ has continued to attract staff and volunteers with lived experience of migration, who speak languages used by service users. Staff and volunteer training and development have remained a priority. We have strengthened the offer of vicarious trauma support to the team, with regular input from a qualified clinical supervisor. Monthly group sessions took place, as well as one-to-one, ad hoc sessions. This was particularly valuable for the team, given the increase in the number of service users facing homelessness during this reporting period. We were pleased to hear from one of our funders that our practice had influenced their own grant-making process. After having heard about The Bridge Plus+' good practice in relation to wellbeing support, they have since ringfenced funding for staff wellbeing support as part of their grant-making offer.

We recruited new volunteers during the reporting period. Four volunteers regularly came to the office and assisted with welcoming service users and "triaging" enquiries. 27 event volunteers from diverse backgrounds contributed to the success of our community lunches.

Thanks to our partnership work with other NCAN Steering Group members, we continue to access funding



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from a district local authority (Norwich City Council) to run our core advice and advocacy frontline activities. It is also through NCAN that we receive multi-year funding from Norfolk County Council (Public Health). Our sub-delivery role within Norfolk County Council Information, Advice and Advocacy services (IAA) Lot 3 contract held by Equal Lives has carried on as planned and will enter its final year in the next reporting period.

Thanks to the diversification of our sources of income that has carried on from the last financial year, The Bridge Plus+ is in a stronger position to respond to the increasing demand for its services and to adapt to more complex needs and external changes.

The Directors are extremely grateful to our staff and volunteers without whom we would not be able to carry out essential frontline work and make a positive difference to people's lives, for the benefit of the whole community. We also thank our funders for their generous support. Finally, we thank our service users for trusting us and sharing their issues with the Bridge Plus+ team. They have shown remarkable resilience in, yet again, very difficult times.

### ***Financial review***

#### **Increased expenditure because of increased frontline activity**

Our expenditure on charitable activities has increased by just under 30% compared to the last financial period - £191,480 during this reporting period (2023-24) and £147,726 in 2022-23. This reflects our increased level of activity.

The main contributing factor is staffing costs, due to increased staff hours and capacity. Our core activities have also expanded, as reflected in our expenditure on professional interpreting costs, community lunches and community engagement activities.

We have succeeded in keeping running costs overall stable, as a result of our office move and improved infrastructure costs (eg lower broadband and office rent costs).

#### **Principal funding sources**

During the reporting period, our flagship information, advice and advocacy services were funded by National Lotteries Community Fund (Partnerships grant), the Charity of Sir Richard Whittington/Mercers Company, Norwich City Council Financial Inclusion Consortium's grant, led by Norfolk Community Law Service (NCLS), Norwich Health and Wellbeing Partnership, and Norfolk County Council (Public Health Suicide Prevention grant and Hardship/Debt&Financial Advice grant, both with NCLS as lead body).

Professional interpreting costs were funded by Norwich Consolidated Charities during the first quarter, then by National Lotteries Community Fund (Partnerships grant), the Charity of Sir Richard Whittington/Mercers Company and Norfolk County Council (Public Health Suicide Prevention grant and Hardship/Debt&Financial Advice grant, both with NCLS as lead body).

Community lunch events were funded by the National Lotteries Community Fund, the Charity of Sir Richard Whittington/Mercers Company and Norfolk County Council's Hardship/Debt&Financial Advice grant (partnership grant funding with NCLS as lead body).

Norfolk Community Foundation's Household Support Fund (Round 5) enabled The Bridge Plus+ to provide 200 supermarket vouchers, worth £50 each, to service user households experiencing financial hardship.

Our sub-contract agreement with the local charity Equal Lives, as part of the IAA (Information, Advice, Advocacy) Lot 3 contract agreement with Norfolk County Council, to deliver specialist support including complex advocacy support and systems advocacy to people from ethnic minority and/or migrant backgrounds, went into its second year (contracted period: 1 April 2022 to 31st March 2025). All targets have been met and reported against.

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The Bridge Plus+ received funding from the NHS Norfolk and Waveney Integrated Care Board (ICB), which will be used during the next reporting period.

Norfolk Community Foundation's Ukraine Fund received during the previous financial period has been used towards increased staff hours, with the remaining funds to cover salary costs for the next financial year.

Funds held from Children's Society will be disbursed during the next financial period.

We have secured a grant from Norwich City Council's Asylum Dispersal Grant, to support asylum seekers and refugees transitioning from asylum seeking to refugee status. The grant agreement was signed in December 2023 therefore the monies (£9,807) are presented in these accounts as accrued income (not yet received by 31<sup>st</sup> January 2024). Expenditure will be incurred during the next reporting period.

We also acknowledge receipt of unrestricted funding from Septagon Charity, who has been supporting us since 2019 and whose support has been instrumental to developing our sustainability and organisational resilience.

In accordance with the Charities SORP (FRS 102), all income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Total income for 2023-24 is £340,039, of which £134,649 is accrued income.

#### **Risk Management and Reserves Policy**

The Directors have reviewed the major risks to the organisation and do not consider any significant matters of concern. The charity's financial position is strengthened compared to previous years, thanks to the increased diversification of income sources. The charity has not experienced any cashflow issues during this financial year as most restricted funds were paid up front to the charity. In addition, some restricted funds were received during the last quarter of the financial year and are to cover expenditure to be incurred in the next financial year, which in part explains the level of restricted funds carried forward as at 1 February 2024.

The Charity has designated funds worth £10,133. The designated amount reflects an outstanding HMRC Corporation Tax liability for the financial period 1 February 2020-31 January 2021, issued by HMRC in October 2021. HMRC has since then provided The Bridge Plus+ with a backdated tax exemption certificate from 16 April 2020 onwards, in recognition of our charity status obtained in 2022. The Bridge Plus+ is in contact with HMRC about the outstanding liability for the period 1 Feb 2020-15 April 2020 and although the matter has not yet been settled, it is anticipated that this will be achieved during the next financial year. Although the liability is expected to be significantly lower than £10,133, Trustees have not yet been notified by HMRC of the revised amount. Therefore, they remain prudent and have left the liability unchanged, until further update from HMRC.

It is the policy of the charity to maintain unrestricted funds, which are the free reserves of the charity, in accordance with the Charity Commission's guidance CC19 "Charity reserves: building resilience". The current target level set by the Directors is one that covers a minimum of three months of estimated essential operational costs as well as costs required to enable an orderly closure of the charity. The corresponding amount has been recalculated to reflect our increased level of activity and level of expenditure.

Therefore, our reserves target has increased from £66,962 (2022-23) to £89,799 (2023-24). As at 31<sup>st</sup> January 2024, our free reserves are 88,127 (£62,127 in 2023). Although the target level has not been fully reached at the end of this financial year, Directors are confident that it will be during the next financial year.

#### **Financial position**

In the year ended 31 January 2024 the Incoming Resources are £340,039 (2023: £226,819) and the Resources Expended are £191,480 (2023: £147,726).



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The surplus in funds for the year ended 31 January 2024 is £148,559 (2023: £79,093) and the starting funds was £183,709 giving a total carried forward fund of £332,268

**Funds in deficit**

There are no funds materially in deficit.

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**Statement of Trustees' Responsibilities.**

The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charity's transactions and 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.

Approved by order of the members of the board of Trustees on 29 November 2024 and signed on their behalf by:



**Gordon Ronald Turner**  
(Chair of Trustees)

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**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE BRIDGE PLUS+ LIMITED**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

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**Independent examiner's report to the Trustees of The Bridge Plus+ Limited ('the Charity')**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 January 2024.

**Responsibilities and basis of report**

As the Trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

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

**Independent examiner's statement**

Your attention is drawn to the fact that the Charity has prepared the accounts in accordance with 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) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

I understand that this has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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 Charity as required by section 130 of the 2011 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

This report is made solely to the Charity's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Charity's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Charity and the Charity's Trustees as a body, for my work or for this report.



.....  
Samuel Sylvester Mendy (FCCA, FMAAT, MCMI, MBA, MA)  
YBSM Partners Ltd - Chartered Certified Accountants  
44 Broadway, Stratford, London, E15 1XH  
29 November 2024

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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE  
ACCOUNT) FOR THE YEAR ENDED 31 JANUARY 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b><u>Income from:</u></b>					
Donations and Legacies	3	26,353	313,686	340,039	226,819
<b>Total income</b>		<b>26,353</b>	<b>313,686</b>	<b>340,039</b>	<b>226,819</b>
<b><u>Expenditure on:</u></b>					
Charitable activities	6	-	191,480	191,480	147,726
<b>Total expenditure</b>		<b>-</b>	<b>191,480</b>	<b>191,480</b>	<b>147,726</b>
<b>Net income/(expenditure) for the year before transfers</b>		<b>26,353</b>	<b>122,206</b>	<b>148,559</b>	<b>79,093</b>
Transfers between funds	13	(29)	29	-	-
<b>Net movement in funds</b>		<b>26,324</b>	<b>122,235</b>	<b>148,559</b>	<b>79,093</b>
<b><u>Reconciliation of funds:</u></b>					
Balance at 01 February 2023		96,921	86,788	183,709	104,616
<b>Balance at 31 January 2024</b>		<b>123,245</b>	<b>209,023</b>	<b>332,268</b>	<b>183,709</b>

The Statement of financial activities includes all gains and losses recognised in the year. The notes on pages 14 to 23 form part of these financial statements.



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**REGISTERED NUMBER: 07909389**

**BALANCE SHEET AS AT 31 JANUARY 2024**

	Note	2024 £	2023 £
<b>Current assets</b>			
Debtors due within one year	10	134,649	13,518
Cash at bank and in hand		209,421	181,163
<b>Total current assets</b>		<b>344,070</b>	<b>194,681</b>
Creditors: amounts falling due within one year	11	11,802	10,972
<b>Net current assets / (liabilities)</b>		<b>332,268</b>	<b>183,709</b>
<b>Total assets less current liabilities</b>		<b>332,268</b>	<b>183,709</b>
<b>Total net assets</b>		<b>332,268</b>	<b>183,709</b>
<b>Charity funds</b>			
Unrestricted funds	13	123,245	96,921
Restricted funds	13	209,023	86,788
<b>Total charity funds</b>		<b>332,268</b>	<b>183,709</b>

The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 29 November 2024 and signed on their behalf by:



**Gordon Ronald Turner**  
 (Chair of Trustees)

The notes on pages 14 to 23 form part of these financial statements.



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

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**1. Accounting policies**

**1.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Bridge Plus+ meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**1.2 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donated services or facilities are recognised when the Charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' report for more information about their contribution.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Charity which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**1.3 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. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

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**THE BRIDGE PLUS+ LIMITED**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

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**1. Accounting policies (continued)**

Support costs are those costs incurred directly in support of expenditure on the objects of the Charity and include project management carried out at Headquarters. Governance costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

Charitable activities and Governance costs are costs incurred on the Charity's operations, including support costs and costs relating to the governance of the Charity apportioned to charitable activities.

All expenditure is inclusive of irrecoverable VAT.

**1.4 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**1.5 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**1.6 Financial instruments**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**1.7 Fund accounting**

General funds are unrestricted funds which 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.



**THE BRIDGE PLUS+ LIMITED**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JANUARY 2024**

**2. General information**

The Charity is a company limited by guarantee. The members of the company are the Trustees named on page 1. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity.

**3. Income from donations and legacies**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Donations	353	-	353	561	-	561
Grants	26,000	313,686	339,686	31,080	195,178	226,258
<b>Total income from donations and legacies</b>	<b>26,353</b>	<b>313,686</b>	<b>340,039</b>	<b>31,641</b>	<b>195,178</b>	<b>226,819</b>

**4. Grants receivable for core activities**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Community Action Norfolk COMF	-	-	-	5,080	-	5,080
Septagon Charity	26,000	-	26,000	26,000	-	26,000
Charity of Sir Richard Whittington/Mercers Company	-	27,000	27,000	-	25,000	25,000
National Lottery Community Fund Partnerships London SE region	-	104,875	104,875	-	65,625	65,625
Norfolk CC IAA contract/Equal Lives	-	40,157	40,157	-	13,518	13,518
Norfolk County council hardship/debt and financial advice funding	-	15,000	15,000	-	15,848	15,848
Norfolk County Council Public Health Suicide Prevention	-	59,662	59,662	-	24,880	24,880
Norwich City Council Consortium	-	32,686	32,686	-	15,450	15,450
Norwich Health & Wellbeing Board	-	-	-	-	10,412	10,412
Norfolk Community Foundation Seldom Heard Communities	-	276	276	-	5,445	5,445
Norfolk Community Foundation Household Support Fund	-	-	-	-	4,000	4,000
Norfolk Community Foundation Ukraine Fund	-	-	-	-	10,000	10,000
Children's Society Crisis Support Grant	-	-	-	-	5,000	5,000
NHS Norfolk & Waveney ICB	-	14,223	14,223	-	-	-
Norfolk Community Foundation HSF 2023	-	10,000	10,000	-	-	-
Norwich City Council Asylum Dispersal Grant	-	9,807	9,807	-	-	-
<b>Total income from grants receivable for core activities</b>	<b>26,000</b>	<b>313,686</b>	<b>339,686</b>	<b>31,080</b>	<b>195,178</b>	<b>226,258</b>

**THE BRIDGE PLUS+ LIMITED**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JANUARY  
2024**

**5. Analysis of expenditure on charitable activities**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total</b>	<i>Unrestricted</i>	<i>Restricted</i>	<i>Total</i>
	<b>funds</b>	<b>funds</b>	<b>funds</b>	<i>funds</i>	<i>funds</i>	<i>funds</i>
	<b>2024</b>	<b>2024</b>	<b>2024</b>	<i>2023</i>	<i>2023</i>	<i>2023</i>
	<b>£</b>	<b>£</b>	<b>£</b>	<i>£</i>	<i>£</i>	<i>£</i>
Salaries	-	99,181	<b>99,181</b>	-	73,468	73,468
Telephone and internet	-	2,298	<b>2,298</b>	-	2,458	2,458
Printing, postage and stationery	-	4,909	<b>4,909</b>	-	4,715	4,715
Community cuisines	-	5,575	<b>5,575</b>	-	3,287	3,287
Community Engagement	-	843	<b>843</b>	-	479	479
Staff Pension Costs	-	6,491	<b>6,491</b>	-	4,812	4,812
Employer NIC Costs	-	23,462	<b>23,462</b>	-	16,468	16,468
Team Meetings/Workshops	-	594	<b>594</b>	-	710	710
Supermarket Vouchers	-	10,000	<b>10,000</b>	-	3,963	3,963
Professional Interpreting Costs	-	7,638	<b>7,638</b>	-	3,106	3,106
Staff And Volunteer Training	-	3,825	<b>3,825</b>	-	5,262	5,262
Insurance	-	2,846	<b>2,846</b>	-	2,965	2,965
DBS Checks	-	26	<b>26</b>	-	26	26
Committee Meetings	-	31	<b>31</b>	-	-	-
Accountancy fees	-	4,551	<b>4,551</b>	-	3,667	3,667
Website	-	384	<b>384</b>	-	558	558
ICT subscriptions, consumables and maintenance	-	3,335	<b>3,335</b>	-	4,297	4,297
Staff travel and subsistence	-	781	<b>781</b>	-	1,001	1,001
Premises rent and utilities	-	14,370	<b>14,370</b>	-	16,412	16,412
Volunteer Costs	-	340	<b>340</b>	-	72	72
<b>Total expenditure on charitable activities</b>	-	<b>191,480</b>	<b>191,480</b>	-	<b>147,726</b>	<b>147,726</b>

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**NOTES TO THE FINANCIAL STATEMENTS  
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**6. Governance costs**

During the year ended 31 January 2024, the Charity incurred the following Governance costs:

£4,551 Accountancy fees (2023 - £3,667) included within the table above in respect of Charitable Activities

**7. Independent examiner's remuneration**

The independent examiner's remuneration amounts to a fee of £3,084 (2023 - £2,160).

**8. Staff costs**

	2024	2023
	£	£
Wages and salaries	99,181	73,468
Social security costs	23,462	16,468
Contribution to defined contribution pension schemes	6,491	4,812
<b>Total staff costs</b>	<b>129,134</b>	<b>94,748</b>

The average number of persons employed by the trust during the year was as follows:

	2024	2023
	No.	No.
Staff	4.1	3.2

No employee received remuneration amounting to more than £60,000 in either year.

**9. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year, no Trustee expenses have been incurred (2023 - £NIL).

**10. Debtors**

**Due within one year**

	2024	2023
	£	£
Prepayments and accrued income	134,649	13,518
<b>Total debtors due within one year</b>	<b>134,649</b>	<b>13,518</b>



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**THE BRIDGE PLUS+ LIMITED**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JANUARY 2024**

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**11. Creditors: Amounts falling due within one year**

	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>
Accruals and deferred income	11,802	10,972
<b>Total creditors: falling due within one year</b>	<b>11,802</b>	<b>10,972</b>

**12. Financial instruments**

	<b>2023</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>Financial assets</b>		
Financial assets measured at fair value through income and expenditure	209,421	181,163

Financial assets measured at fair value through income and expenditure comprise cash and cash equivalent.

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

**13. Movement of funds**  
**- current year**

	Balance at 01 February 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 January 2024 £
<b>Unrestricted</b>					
General fund	24,661	353	-	(29)	24,985
Unrestricted - Septagon Trust	-	26,000	-	(26,000)	-
<b>Designated:</b>					
Corporation tax liability	10,133	-	-		10,133
Reserves fund	62,127	-	-	26,000	88,127
<b>Total unrestricted funds</b>	<b>96,921</b>	<b>26,353</b>	<b>-</b>	<b>(29)</b>	<b>123,245</b>
<b>Restricted</b>					
Charity of Sir Richard					
Whittington/Mercers Company	22,579	27,000	(26,176)	-	23,403
National Lottery Community Fund					
Partnerships London SE region	22,994	104,875	(77,730)	-	50,139
Norfolk CC IAA contract/Equal Lives	-	40,157	(18,740)	-	21,417
Norfolk County council hardship/debt and financial advice funding	4,145	15,000	(16,433)	-	2,712
Norfolk County Council Public Health Suicide Prevention	3,546	59,662	(19,888)	-	43,320
Norwich City Council Consortium	4,826	32,686	(16,901)	-	20,611
Norwich City Council Good Economy Commission	-	-	-	-	-
Norwich Health&Wellbeing Board	8,196	-	(1,999)	-	6,197
Norfolk Community Foundation					
Seldom Heard Communities	5,040	276	(276)	-	5,040
Norwich Consolidated Charities	491	-	(491)	-	-
Norfolk Community Foundation					
Household Support Fund	-	-	-	-	-
Norfolk Community Foundation Covid- 19 Resilience Fund	1	-	-	(1)	-
Norfolk Community Foundation					
Ukraine Fund	10,000	-	(2,846)	-	7,154
Children's Society Crisis Support Grant	5,000	-	-	-	5,000
Big Lottery Fund Reaching Communities NIP2/New Routes	(30)	-	-	30	-
The Barrow Cadbury Trust Covid-19 Support Fund	-	-	-	-	-
NHS Norfolk & Waveney ICB	-	14,223	-	-	14,223
Norfolk Community Foundation HSF 2023	-	10,000	(10,000)	-	-
Norwich City Council Asylum Dispersal Grant	-	9,807	-	-	9,807
<b>Total of restricted funds</b>	<b>86,788</b>	<b>313,686</b>	<b>(191,480)</b>	<b>29</b>	<b>209,023</b>
<b>Total funds</b>	<b>183,709</b>	<b>340,039</b>	<b>(191,480)</b>	<b>-</b>	<b>332,268</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

- prior year

	<i>Balance at 01 February 2022 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers 31 January 2023 £</i>	
<b>Unrestricted</b>					
General fund	25,147	5,641	-	(6,127)	24,661
Unrestricted - Septagon Trust	-	26,000	-	(26,000)	-
<b>Designated</b>					
Corporation tax liability	10,133	-	-		10,133
Reserves fund	30,000	-	-	32,127	62,127
<b>Total unrestricted funds</b>	<b>65,280</b>	<b>31,641</b>	<b>-</b>	<b>-</b>	<b>96,921</b>
<b>Restricted</b>					
Charity of Sir Richard Whittington/Mercers Company	20,229	25,000	(22,650)	-	22,579
National Lottery Community Fund Partnerships London SE region	18,641	65,625	(61,272)	-	22,994
Norfolk CC IAA contract/Equal Lives	-	13,518	(13,518)	-	-
Norfolk County council hardship/debt and financial advice funding	4,573	15,848	(16,276)	-	4,145
Norfolk County Council Public Health Suicide Prevention	(8,605)	24,879	(12,728)	-	3,546
Norwich City Council Consortium	-	15,450	(10,624)	-	4,826
Norwich City Council Good Economy Commission	1,132	-	(1,132)	-	-
Norwich Health&Wellbeing Board	-	10,412	(2,216)	-	8,196
Norfolk Community Foundation Seldom Heard Communities	-	5,445	(405)	-	5,040
Norwich Consolidated Charities	3,395	-	(2,904)	-	491
Norfolk Community Foundation Household Support Fund	-	4,000	(4,000)	-	-
Norfolk Community Foundation Covid-19 Resilience Fund	1	-	-	-	1
Norfolk Community Foundation Ukraine Fund	-	10,000	-	-	10,000
Children's Society Crisis Support Grant	-	5,000	-	-	5,000
Big Lottery Fund Reaching Communities NIP2/New Routes	(30)	-	-	-	(30)
The Barrow Cadbury Trust Covid-19 Support Fund	-	-	-	-	-
NHS Norfolk & Waveney ICB	-	-	-	-	-
Norfolk Community Foundation HSF 2023	-	-	-	-	-
<b>Total of restricted funds</b>	<b>39,336</b>	<b>195,177</b>	<b>(147,725)</b>	<b>-</b>	<b>86,788</b>
<b>Total funds</b>	<b>104,616</b>	<b>226,818</b>	<b>(147,725)</b>	<b>-</b>	<b>183,709</b>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 JANUARY 2024**

**14. Analysis of net assets between funds**  
**- current year**

	<b>Unrestricted funds 2024 £</b>	<b>Restricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Current assets	123,245	220,825	344,070
Creditors due within one year	-	(11,802)	(11,802)
<b>Total</b>	<b>123,245</b>	<b>209,023</b>	<b>332,268</b>

**- prior year**

	<b>Unrestricted funds 2023 £</b>	<b>Restricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Current assets	104,163	90,518	194,681
Creditors due within one year	(7,242)	(3,730)	(10,972)
<b>Total</b>	<b>96,921</b>	<b>86,788</b>	<b>183,709</b>