

Registered number: 07909389

Charity number: 1198642

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

UNAUDITED
TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE
YEAR ENDED 31 JANUARY 2025

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

CONTENTS

	Page
Reference and administrative details of the Charity, its Trustees and advisers	3
Trustees' report	4 -9
Independent examiner's report	10
Statement of financial activities	11
Balance sheet	12
Notes to the financial statements	13 - 20

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

**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS
FOR THE YEAR ENDED 31 JANUARY 2025**

Trustees	Gordon Ronald Turner, Chair (appointed 16 January 2020) Nicholas Rennie (appointed 03 July 2024) Judith Ekirapa Omasete (appointed 03 July 2024) Luxley Musoni (appointed 09 March 2012) Jacques M'vita Kalume (appointed 08 March 2012) Pa Musa Jobarteh (appointed 13 January 2012)
Company registered number	7909389
Charity registered number	1198642
Registered office and principal place of business	Charing Cross Centre 17-19 St John Maddermarket Norwich NR2 1DN
Accountants and Independent Examiner	YBSM Partners Ltd - Chartered Certified Accountants 44 Broadway Stratford London E15 1XH
Bankers	Lloyds Bank plc Gentleman's Walk Norwich NR2 1LZ

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

The Directors are pleased to present their report and financial statements for the year ended 31 January 2025.

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 14th 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 5th 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. 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. During the reporting period, they were supported by a small team of paid staff (4.3 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 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+ LIMITED
(A company limited by guarantee)

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

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 2024-25, delivering essential services for the public benefit and making a positive difference to the lives of service users. We have continued to step 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, in particular through our involvement in the Steering Group of the Norwich City of Sanctuary network, 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 have proved invaluable in order to support minoritised communities. It also shows the trust which other local providers have in the work of The Bridge Plus+.

Despite a slight drop in overall staff capacity during the reporting period, we have responded well to the increased demand for our services. We supported 424 service users (16% increase compared to 2023-24) with 1,037 cases (11% increase compared to 2023-24), through 6,145 information, advice and advocacy sessions. We worked with people from 52 different nationalities (same number as in 2023-24). 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 23% of households include someone with disabilities and/or long-term health issues. Most live in NR5, NR3, NR1 Norwich areas, which feature among the 30% most disadvantaged UK neighbourhoods.

The support we provide is open-ended and involves casework for two-thirds of our service users. Many service users have known the organisation for several years; we have earned the trust and respect of service users and their communities. Our holistic approach to addressing individual support needs enables us to embed preventative work in our practice.

Unfortunately, our service user group has continued to experience greater uncertainty and hardship. The issues they faced reflect the ongoing rising cost of living, the lack of affordable and/or social housing, as well as challenges disproportionately affecting people from ethnic and/or minority backgrounds : homelessness (particularly for newly recognised refugees), barriers to exercising welfare rights, health inequalities, and barriers to employment.

During the last quarter of the reporting period (November 2024-January 2025), service users were put at greater risk of hardship as a result of the Home Office's roll out of the Evisas scheme. Designed to replace Biometric Residence Permits (BRPs), the implementation of online evisas hit significant technical and IT issues, particularly in its first months of rollout. The Bridge Plus+ secured funding from the Home Office as a delivery partner of Norfolk Community Law Service (NCLS) and was able to help mitigate some of those negative effects.

Key trends for our one-to-one information, advice and advocacy work

Following on from trends already identified in our 2023-24 report, housing and homelessness have become the most common issue for which service users need support from The Bridge Plus+. It features in 52% of all cases supported by our team in 2024-25, compared to 47% in 2023-24 and 35% in 2022-23. Despite much improved partnership working with Norwich City

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

Council and our strong links with their specialist refugee housing team, challenges around housing and homelessness remain acute and a significant number of service users experienced street homelessness during the reporting period.

Although welfare benefits work was not as dominant as in previous years (42% of all cases this year compared to 58% in 2023-24 and 56% in 2022-23), it remains a key area of activity for The Bridge Plus+. As well as advice on claiming and maintaining welfare benefits claims, we provided advocacy support to individuals experiencing complex benefits issues. Working in partnership with Norfolk Community Law Service (NCLS), we supported people through their benefits appeals. The financial impact of this aspect of our work is clear: during 2024-25, Bridge Plus+ service users gained £389,781 (annualised amounts of benefits gains), more than twice the amount secured in 2023-24 (£185,986).

Other work aimed at alleviating financial hardship and money problems accounted for 41% of our support sessions (compared to 45% last year). We also offered other areas of support, including help with job search/employment related issues, access to local health services including mental health support, and referrals to specialist immigration legal advice.

Group activities and community events

The Bridge Plus+ has continued to co-facilitate small group sessions for ESOL learners with limited digital skills. Launched in 2023 in partnership with the local branch of WEA (Workers' Educational Association), the course aims at improving service users' skills and confidence and empower them to carry out simple tasks on their online Universal Credit (UC) claims/accounts. Fifteen small group sessions were held during the reporting period. Although we had to pause those sessions in the last quarter, due to the delivery partner no longer available, we plan to relaunch these group sessions in a near future.

We held six community lunches during the reporting period, each attracting large numbers of participants, between 85 and 112 participants. We pro-actively advertise lunches to groups whom we do not otherwise work with, e.g. asylum-seekers living in hotels; refugees who came to Norfolk through resettlement programmes with support from Norfolk County Council's People from Abroad Team. Attendance numbers combined across the six lunches went up and reached 593. 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. Volunteers decide on the menu, lead the running of the event and take part in designing community activities organised during lunches. In 2024-25, the total number of volunteers at Bridge Plus+ lunches increased to 56 community members.

Those who take part on the day as community cooks, kitchen assistants or community event assistants feel a sense of pride from giving back to the community and report improved self-esteem. « Volunteering at the lunch is one of the best things I can do for my mental wellbeing » (community volunteer, April 2024). We also received excellent feedback from lunch participants: "I absolutely loved coming to the community lunch. Such a warm and welcoming place for all. Thank you so much for the invite » (Local authority representative September 2024) ; « thank you again for another really lovely community lunch. I've always found it to be an event of welcome and opportunity to learn and exchange ». (local charity staff, January 2025); "Lunches help us to meet different people, taste different food. They are good because we socialise and also get information" (Bridge Plus+ service user, September 2024).

In June 2024, our Refugee week event was the Bishop's Open Garden Party led by our partner English+. The event attracted over 500 visitors, bringing together service users, community members and residents from all backgrounds.

Team, premises and systems

The Bridge Plus+ team is now very well settled in our Charing Cross Centre offices. Charing Cross Centre is a charity-led community hub in the city centre of Norwich, easily accessible by public transport. Service users have commented on how welcoming our office environment is.

Although the riots that took place during the summer of 2024 across 27 towns and cities did not directly affect Norwich, our team had to take additional security measures as a result of threats that were expressed online, at a national level, against charities working with asylum-seekers and refugees.

We have continued to use Advice Pro, a 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, we can measure the financial impact of our support (annualised total of welfare benefits gains of £389,781 during the reporting period).

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

We are delighted that The Bridge Plus+ attracts and retains staff and volunteers with lived experience of migration, who speak languages used by service users. We also recruited new volunteers during the reporting period. Four volunteers regularly came to the office and assisted with welcoming service users and “triaging” enquiries. In addition, 56 event volunteers from diverse backgrounds contributed to the success of our community lunches. Staff and volunteer training and development have remained a priority, with monthly group sessions as well as one-to-one support made available to all team members.

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 showed remarkable resilience in, yet again, very difficult times.

Financial review

Principal funding sources

The Bridge Plus+ Directors and team of staff and volunteers are grateful to the wide range of funders and grant-making institutions which have continued to support their important work with disadvantaged ethnic minority and migrant communities.

During the reporting period, The Bridge Plus+ successfully secured for the first time funding from The Home Office, as a delivery partner of Norfolk Community Law Service (NCLS). The funding is allocated for the period September 2024 to August 2025. During the last five months of the reporting period, the funds enabled us to support service users who hold Biometric Residence Permits (BRPs) as they transition to the new Home Office’s Evisa scheme.

We also secured our first grant from People’s Health Trust through their Advice for Health programme. The grant is aimed at people experiencing marginalisation, discrimination, and social and financial disadvantage are disproportionately impacted by the cost-of-living crisis and are therefore more likely to need to access advice. Secured for two years (December 2024–November 2026), this grant contributes to staff costs as well as activity costs, running and overhead costs.

Norwich Consolidated Charities had previously supported our work with people who need interpreting support when accessing advice and advocacy support on key issues such as welfare benefits and housing. They have awarded us a new grant to cover interpreting costs, starting from November 2024.

Our 2021-2024 funding from Mercers Company (Charity of Sir Richard Whittington) has now been fully spent. We were very pleased to secure another 3-year grant from Mercers Company, this time through Mercers’ Charitable Foundation. Their support includes a £5,000 contribution towards staff and volunteers’ wellbeing needs, which has already proven invaluable.

Norfolk Community Foundation’s Community-based Hardship grant (DWP/Norfolk County Council) enabled The Bridge Plus+ to provide supermarket vouchers during the summer months, each worth £100, to 150 service user households experiencing financial hardship. It also contributed to direct staff costs, as well as some activity costs.

Our sub-contract agreement with the local charity Equal Lives, which in turn is into a 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, is now in its final year (contracted period: 1 April 2022 to 31st March 2025) and all targets have been met and reported against. We are hopeful that our sub-contract agreement may be extended for one or two more years, however discussions were still ongoing as at the end of this reporting period.

All funds from Norfolk Community Foundation’s Ukraine Fund contributing towards direct staff costs have now been spent, as those from Children’s Society. Funds from Norwich Health and Wellbeing partnership were also disbursed during the reporting period.

As in previous reporting periods, our flagship information, advice and advocacy services and community lunches were also funded by National Lotteries Community Fund (Partnerships grant), 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).

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

We also acknowledge receipt of unrestricted funding from Septagon Charity, who has been supporting us since 2019 and without whose support we would not have been able to grow and become more sustainable and financially resilient.

Although total restricted funds received in 2024-25 (£170,296) appear lower than in 2023-24 (£313,686), it should be noted that, rather than reflecting a decrease in income, this difference is mainly due to the fact that the grant from our largest funder, National Lottery Community Fund, ended during the reporting period (October 2024). Although we secured another three-year grant (£210,000), this new award was not confirmed before this reporting period ended, therefore cannot be included here as accruals 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(s), which in part explains the level of restricted funds carried forward as at 1 February 2025.

In the last financial year, the Charity had designated funds worth £10,133. The designated amount reflected an outstanding HMRC Corporation Tax liability for the financial period 1 February 2020-31 January 2021, issued by HMRC in October 2021. Although HMRC had issued The Bridge Plus+ a backdated tax exemption certificate from 16 April 2020, in recognition of our charity status obtained in 2022, we were still awaiting, in the last financial year, confirmation from HMRC what our liability may be, if any. The Directors are pleased to report that the matter of HMRC Corporation Tax liability has now been resolved. HMRC has confirmed in writing that the Charity no longer has any Corporation Tax liability; and we received a refund of £1,136.08 (to be accounted for in our 2025-26 annual returns).

Following the successful cancellation of the HMRC liability matter, the funds previously held as designated funds (£10,133) have now been transferred to the Charity's free reserves.

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 (Updated June 2023) ». The current target level is one that covers a minimum of three months of core operational costs as well as costs required to enable an orderly closure of the charity. The corresponding amount has been recalculated to reflect the growth of the organisation and the subsequent increased expenditure levels.

The Directors' target for our free reserves has therefore been increased from £89,799 (2023-2024) to £97,317. As our free reserves are £98,260 as at 31st January 2025 (£88,127 as at 31st January 2024), The Directors are pleased to confirm that the Charity has successfully reached our target of free reserves.

Financial position

In the year ended 31 January 2025, the Incoming Resources are £197,774 (2024: £340,039) and the Resources Expended are £210,905 (2024: £191,480).

The deficit in funds for the year ended 31 January 2025 is £13,131 (surplus 2024: £148,559) and the starting funds was £332,268 giving a total carried forward fund of £319,137.

Funds in deficit

There are no funds materially in deficit.

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

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

STATEMENT OF TRUSTEES' RESPONSIBILITIES

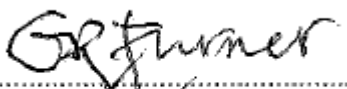
The Trustees (who are also the directors of the Charity for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 28 November 2025 and signed on their behalf by:



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

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

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE BRIDGE PLUS+ LIMITED ('THE CHARITY')
FOR THE YEAR ENDED 31 JANUARY 2025**

I report to the charity Trustees on my examination of the accounts of the Charity for the year ended 31 January 2025.

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

28 November 2025

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

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 JANUARY 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<u>Income from:</u>					
Donations and Legacies	3	26,778	170,296	197,074	340,039
Charitable activities	5	700	-	700	-
Total income		27,478	170,296	197,774	340,039
<u>Expenditure on:</u>					
Charitable activities	6	-	210,905	210,905	191,480
Total expenditure		-	210,905	210,905	191,480
Net income/(expenditure) for the year before transfers		27,478	(40,609)	(13,131)	148,559
Transfers between funds	13	(25)	25	-	-
Net movement in funds		27,453	(40,584)	(13,131)	148,559
Reconciliation of funds:					
Balance at 01 February 2024		123,245	209,023	332,268	183,709
Balance at 31 January 2025		150,698	168,439	319,137	332,268

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 13 to 20 form part of these financial statements.

THE BRIDGE PLUS+ LIMITED
(A company limited by guarantee)
REGISTERED NUMBER: 07909389

BALANCE SHEET AS AT 31 JANUARY 2025

	Note	2025 £	2024 £
Current assets			
Debtors due within one year	10	124,849	134,649
Cash at bank and in hand		199,704	209,421
Total current assets		324,553	344,070
Creditors: amounts falling due within one year	11	5,416	11,802
Net current assets / (liabilities)		319,137	332,268
Total assets less current liabilities		319,137	332,268
Total net assets		319,137	332,268
Charity funds			
Unrestricted funds	13	150,698	123,245
Restricted funds	13	168,439	209,023
Total charity funds		319,137	332,268

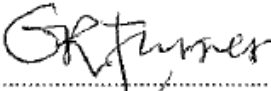
The Charity was entitled to exemption from audit under section 477 of the Companies Act 2006.

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 28 November 2025 and signed on their behalf by:


Gordon Ronald Turner
 (Chair of Trustees)

The notes on pages 13 to 20 form part of these financial statements.

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025

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.

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

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.

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

	Unrestricted funds	Restricted funds	Total funds	<i>Unrestricted funds</i>	<i>Restricted funds</i>	<i>Total funds</i>
	2025	2025	2025	<i>2024</i>	<i>2024</i>	<i>2024</i>
	£	£	£	<i>£</i>	<i>£</i>	<i>£</i>
Donations	778	-	778	353	-	353
Grants	26,000	170,296	196,296	26,000	313,686	339,686
Total income from donations and legacies	26,778	170,296	197,074	26,353	313,686	340,039

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

4. Grants receivable for core activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Septagon Charity	26,000	-	26,000	26,000	-	26,000
Charity of Sir Richard Whittington/Mercers Company	-	-	-	-	27,000	27,000
National Lottery Community Fund Partnerships London SE region	-	-	-	-	104,875	104,875
Norfolk CC IAA contract/Equal Lives	-	-	-	-	40,157	40,157
Norfolk County council hardship/debt and financial advice funding	-	-	-	-	15,000	15,000
Norfolk County Council Public Health Suicide Prevention	-	-	-	-	59,662	59,662
Norwich City Council Consortium	-	-	-	-	32,686	32,686
Home Office E-visa grant	-	10,792	10,792	-	-	-
Norfolk Community Foundation Seldom Heard Communities	-	-	-	-	276	276
Norwich Consolidated Charities	-	13,000	13,000	-	-	-
Mercers Charitable Foundation	-	75,000	75,000	-	-	-
Mercers Charitable Foundation - Staff & Volunteers Wellbeing	-	5,000	5,000	-	-	-
NCF Community-based Hardship Support Fund	-	26,504	26,504	-	-	-
NHS Norfolk & Waveney ICB	-	-	-	-	14,223	14,223
People's Health Trust	-	40,000	40,000	-	10,000	10,000
Norwich City Council Asylum Dispersal Grant	-	-	-	-	9,807	9,807
Total income from grants receivable for core activities	26,000	170,296	196,296	26,000	313,686	339,686

5. Income from charitable activities

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Consultancy	700	-	700	-	-	-
Total income from charitable activities	700	-	700	-	-	-

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

6. Analysis of expenditure on charitable activities

	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	funds	funds	funds	funds	funds	funds
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Salaries	-	108,872	108,872	-	99,181	99,181
Telephone and internet	-	1,555	1,555	-	2,298	2,298
Printing, postage and stationery	-	2,855	2,855	-	4,909	4,909
Community cuisines	-	6,546	6,546	-	5,575	5,575
Community Engagement	-	441	441	-	843	843
Staff Pension Costs	-	7,395	7,395	-	6,491	6,491
Employer NIC Costs	-	26,776	26,776	-	23,462	23,462
Team Meetings/Workshops	-	610	610	-	594	594
Supermarket Vouchers	-	15,000	15,000	-	10,000	10,000
Professional Interpreting Costs	-	12,321	12,321	-	7,638	7,638
Staff And Volunteer Training	-	3,352	3,352	-	3,825	3,825
Insurance	-	3,035	3,035	-	2,846	2,846
DBS Checks	-	26	26	-	26	26
Committee Meetings	-	101	101	-	31	31
Accountancy fees	-	4,919	4,919	-	4,551	4,551
Website	-	220	220	-	384	384
ICT subscriptions, consumables and maintenance	-	3,430	3,430	-	3,335	3,335
Staff travel and subsistence	-	917	917	-	781	781
Premises rent and utilities	-	12,268	12,268	-	14,370	14,370
Volunteer Costs	-	266	266	-	340	340
Total expenditure on charitable activities	-	210,905	210,905	-	191,480	191,480

7. Governance costs

During the year ended 31 January 2025, the Charity incurred the following Governance costs:

£4,919 Accountancy fees (2024 - £4,551) included within the table above in respect of Charitable Activities.

8. Independent examiner's remuneration

The independent examiner's remuneration amounts to a fee of £3,084 (2024 - £3,084).

9. Staff costs

	2025	2024
	£	£
Wages and salaries	108,872	99,181
Social security costs	26,776	23,462
Contribution to defined contribution pension schemes	7,395	6,491
Total staff costs	143,043	129,134

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

	2025	2024
	No.	No.
Staff	4.3	4.1

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

10. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year, no Trustee expenses have been incurred (2024 - £NIL).

11. Debtors

Due within one year

	2025	<i>2024</i>
	£	£
Trade debtors	200	-
Prepayments and accrued income	124,649	134,649
Total debtors due within one year	124,849	134,649

12. Creditors: Amounts falling due within one year

	2025	<i>2024</i>
	£	£
Accruals and deferred income	5,416	11,802
Total creditors: falling due within one year	5,416	11,802

13. Financial instruments

	2025	<i>2024</i>
	£	£
Financial assets		
Financial assets measured at fair value through income and expenditure	199,704	209,421

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

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

	Balance at 01 February 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 January 2025 £
Unrestricted					
General fund	24,985	1,478	-	(25)	26,438
Unrestricted - Septagon Trust	-	26,000	-	-	26,000
Designated:					-
Corporation tax liability	10,133	-	-	(10,133)	-
Reserves fund	88,127	-	-	10,133	98,260
Total unrestricted funds	123,245	27,478	-	(25)	150,698
Restricted					
Charity of Sir Richard Whittington/Mercers Company	23,403	-	(23,403)	-	-
National Lottery Community Fund Partnerships London SE region	50,139	-	(50,137)	(2)	-
Norfolk CC IAA contract/Equal Lives	21,417	-	(18,340)	-	3,077
Norfolk County council hardship/debt and financial advice funding	2,712	-	(2,712)	-	-
Norfolk County Council Public Health Suicide Prevention	43,320	-	(16,485)	-	26,835
Norwich City Council Consortium	20,611	-	(16,007)	-	4,604
Home Office E-visa grant 2024-25	-	10,792	(5,081)	-	5,711
Norwich Health & Wellbeing Board	6,197	-	(6,174)	-	23
Norfolk Community Foundation Seldom Heard Communities	5,040	-	-	-	5,040
Norwich Consolidated Charities	-	13,000	(2,655)	-	10,345
Mercers Charitable Foundation	-	75,000	(7,404)	-	67,596
Mercers Charitable Foundation - Staff & Volunteers Wellbeing	-	5,000	(510)	-	4,490
Norfolk Community Foundation Covid-19 Resilience Fund	-	-	-	-	-
Norfolk Community Foundation Ukraine Fund	7,154	-	(7,155)	1	-
Children's Society Crisis Support Grant	5,000	-	(4,995)	(5)	-
Big Lottery Fund Reaching Communities NIP2/New Routes	-	-	-	-	-
NCF Community-based Hardship Support Fund	-	26,504	(26,504)	-	-
NHS Norfolk & Waveney ICB	14,223	-	(10,526)	-	3,697
People's Health Trust	-	40,000	(2,979)	-	37,021
Norwich City Council Asylum Dispersal Grant	9,807	-	(9,838)	31	-
Total of restricted funds	209,023	170,296	(210,905)	25	168,439
Total funds	332,268	197,774	(210,905)	-	319,137

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

**Movement of funds
- prior year**

	<i>Balance at 01 February 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers</i>	<i>Balance at 31 January 2024 £</i>
Unrestricted					
General fund	24,661	353	-	(29)	24,985
Unrestricted - Septagon Trust	-	26,000	-	(26,000)	-
Designated					
Corporation tax liability	10,133	-	-		10,133
Reserves fund	62,127	-	-	26,000	88,127
Total unrestricted funds	96,921	26,353	-	(29)	123,245
Restricted					
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
Home Office E-visa grant 2024-25	-	-	-	-	-
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)	-	-
Mercers Charitable Foundation	-	-	-	-	-
Mercers Charitable Foundation - Staff & Volunteers Wellbeing	-	-	-	-	-
Norfolk Community Foundation Covid-19 Resilience Fund	1	-	-	(1)	-
Norfolk Community Foundation Ukraine Fund	10,000.00	-	(2,846)	-	7,154
Children's Society Crisis Support Grant	5,000	-	-	-	5,000
Big Lottery Fund Reaching Communities NIP2/New Routes	(30)	-	-	30	-
NCF Community-based Hardship Support Fund	-	-	-	-	-
NHS Norfolk & Waveney ICB	-	14,223	-	-	14,223
Norfolk Community Foundation HSF 2023	-	10,000	(10,000)	-	-
People's Health Trust	-	-	-	-	-
Norwich City Council Asylum Dispersal Grant	-	9,807	-	-	9,807
Total of restricted funds	86,788	313,686	(191,480)	29	209,023
Total funds	183,709	340,039	(191,480)	-	332,268

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JANUARY 2025**

15. Analysis of net assets between funds

- current year

	Unrestricted	Restricted	Total
	funds	funds	funds
	2025	2025	2025
	£	£	£
Current assets	150,698	173,855	324,553
Creditors due within one year	-	(5,416)	(5,416)
Total	150,698	168,439	319,137

- prior year

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