



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From: 01/04/2024 **Period start date**
To: 31/03/2025 **Period end date**

Charity name: Level Up Gosport

Charity registration number: 1199682

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>The objects of the CIO are</p> <p>To act as a resource for young people between 18 and 25 living in Gosport and the surrounding area, primarily, but not exclusively, those with mild to moderate (or hidden) disabilities, with mental health issues such as anxiety or depression, or are neurodivergent, by providing guidance and support and organising work experience and community volunteering programmes, and other activities as a means of:</p> <p>(a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;</p> <p>(b) relieving unemployment, including assistance to find employment.</p>
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>About Level Up Gosport</p> <p>Level Up Gosport empowers young people aged 18–25 years to develop essential life and employability skills, improve their self-confidence and self-esteem, and build the foundations for independent living. Our core aim is to support individuals on their journey toward meaningful employment, increased social participation, and greater autonomy.</p>

		<p>We achieve this through a range of structured and inclusive activities that focus on personal development, practical experience, and community engagement:</p> <p>◆ Our Key Activities:</p> <ul style="list-style-type: none"> - Volunteering at Local Events: Participants gain real-world experience, build soft skills, and feel a sense of contribution through volunteering at a wide variety of community events and activities. - Bi-Weekly Social Meetings: Regular social gatherings provide a safe, supportive space for young people to build friendships, receive training, develop communication skills, and boost their confidence in group settings. - WEXi (Work EXperience Initiative): Our tailored work experience programme offers placements with local businesses, charities and organisations, helping participants explore potential career paths and gain valuable workplace skills. - Inclusive Events & Activities: We host engaging events such as board gaming sessions, crafting workshops, and an Annual Volunteer Awards Evening—all designed to foster creativity, motivation, and recognition. - Specialised Training Workshops: Our young people have access to a wide range of adapted and accessible training, including: <ul style="list-style-type: none"> ○ Autism Awareness ○ Health & Safety and Fire Procedures ○ Employability Skills ○ Healthy Food Preparation & Cooking ○ First Aid, Safeguarding and, ○ Previously: Communities Against Cancer. - Community Allotment Volunteering: Participants contribute to and benefit from our local allotment, learning about sustainability, teamwork, and healthy living while building practical horticultural skills. -
Statement confirming whether the trustees have had regard to the guidance	Para 1.18	Item confirmed.

issued by the Charity Commission on public benefit		
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Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	N/A
Policy on social investment including program related investment	Para 1.38	N/A
Contribution made by volunteers	Para 1.38	N/A
Other		N/A

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>Level Up Gosport (LUPG): Strategic Overview and Impact Summary</p> <p>Charitable Purpose and Strategic Aims Established in 2008, Level Up Gosport (LUPG) exists to advance the life prospects of vulnerable young adults aged 18–25 years through community volunteering, skills development, and employability support. Our core aim is to increase self-confidence, foster self-respect, and provide structured pathways into employment, education, or independent volunteering. LUPG primarily supports individuals who are:</p> <ul style="list-style-type: none"> • NEET (Not in Education, Employment, or Training); • Living with a mild to moderate learning, physical disability, or are neurodivergent; • Experiencing mental health challenges such as anxiety or low confidence; • From areas of high deprivation, disproportionately affected by the pandemic and the cost-of-living crisis. <p>Demonstrating Impact LUPG is proud to report that 80% of participants successfully transition into employment, education, or sustained</p>

		<p>volunteering. To ensure this impact is evidence-based and measurable, we have partnered with OWL XL CIC to adopt outcome-monitoring software. This allows us to better capture, analyse, and report the positive change experienced by our service users.</p> <p>Strategic Programme Development: WEXi In response to growing need and in line with our strategic development plan, we launched the WEXi (Work EXperience Initiative) in June 2023. WEXi offers a free, structured, and outcome-led work experience programme, supported through partnerships with local businesses, charities, and community organisations. Current placements include:</p> <ul style="list-style-type: none"> • A local independent garage – HiQ Tyres & Autocare; a local Public House – The Carisbrooke Arms; the Co-operative; • A community-led entertainment venue; • Sheltered housing and community support services e.g., The Hub4Stuff; • Local heritage sites; charity shops & commercial businesses e.g., P&Js Bargains. <p>This initiative provides vulnerable young adults with meaningful practical experience, complemented by tailored training and a personalised support pathway toward economic independence.</p> <p>Community Engagement and Peer-Led Participation Alongside structured placements, young people supported by LUPG participate in ongoing community-based volunteering activities, including:</p> <ul style="list-style-type: none"> • Supporting local events and civic activities; • Taking part in fortnightly volunteer support and social meetings; • Managing a community allotment, where participants acquire horticultural skills and promote organic sustainability, while building intergenerational connections with older plot holders. <p>In 2023, participants also became Cancer Awareness Youth Ambassadors for Gosport—reflecting our commitment to providing a</p>
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		<p>youth voice, influencing public health, and civic responsibility – this initiative was re-funded and in 2024 a new cohort of young people received training, via workshops, in Cancer Awareness.</p> <p>Recognition and Governance In recognition of our longstanding and sustained voluntary service, LUPG was honoured in 2023 with the King’s Award for Voluntary Service, the highest accolade awarded to voluntary groups in the UK.</p> <p>Our governance reflects best practices in safeguarding, financial accountability, and community engagement, in line with the Charity Commission’s guidance on public benefit, outcome-based reporting, and effective strategic planning.</p> <p>Next Steps LUPG continues to evaluate and refine its young person offer & programmes, seeking to expand partnerships, secure sustainable funding, and advocate for greater inclusion of neurodivergent and disadvantaged young adults in local development and economic opportunities.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	<p>Level Up Gosport (LUPG) – Annual Activity & Impact Summary (April 2024–March 2025)</p> <p>Overview This reporting period reflects a year of continued growth, deepened community engagement, and positive outcomes for the young people we support. We have remained focused on our core mission of empowering vulnerable young adults aged 18–25 through supported volunteering, skills development, and personal progression.</p> <p>Volunteer Engagement & Progression</p> <ul style="list-style-type: none"> • We have supported between 18 to 30 active volunteers over the past year. • 7 volunteers have successfully progressed into employment; • 2 long-term volunteers have remained with LUPG and completed internal peer mentoring training, supporting the integration and development of new volunteers; • 1 youth representative continues to serve on our Board of Trustees,
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		ensuring the voice of our young people remains central to our governance and decision-making.	
		<p>Community Involvement</p> <ul style="list-style-type: none"> LUPG has actively participated in 41 community events, building visibility, confidence, and community connections for our volunteers. Key events included: <ul style="list-style-type: none"> The Gosport Half Marathon Senior Citizens Tea Party Annual Rotarian Car Rally Michaelmas Fayre Fair Trade Event Gosport Marine Festival Gosport Community Cinema Gosport Bespoke Market The Mayors' Tea Party We have formed strong working relationships with local community groups, enhancing collaborative opportunities and joint project work. 	
		<p>Training & Skills Development</p> <p>We delivered in-house training across a wide range of areas to promote independence and employability:</p> <ol style="list-style-type: none"> Communities Against Cancer – 2024 refresher session Health & Safety, plus Fire Procedures Money Management Basic Shopping and Cooking Skills Employability Skills First Aid (Level 3) Safeguarding Training <p>This practical, supportive training approach continues to build capability and self-confidence in our young adult volunteers.</p>	
		<p>Pastoral Support & Wellbeing</p> <ul style="list-style-type: none"> Several volunteers struggling with mental health challenges were supported through proactive signposting, accompaniment to appointments, and informal mentoring, reinforcing our safeguarding and holistic care principles. Volunteers were encouraged to develop soft skills such as communication, teamwork, timekeeping, and self-regulation. We actively promoted social connection and peer-led initiatives, 	

		including informal meetups outside of structured volunteering hours.
		Community Allotment Project <ul style="list-style-type: none"> • Our community allotment continues to be a valued and consistent weekly activity. Volunteers gain practical horticultural skills while working toward our long-term goal of being 100% organic and sustainable. • Intergenerational connections have flourished, with older allotment holders engaging in produce exchanges, knowledge sharing, and informal mentoring. • We are currently working towards developing our community allotment into a WEXi programme that will support our young people to gain employability and self-confidence.
		WEXi Programme Launch <ul style="list-style-type: none"> • June 2023 marked the official launch of our WEXi (Work EXperience initiative). Our bespoke programme offers supported, structured, and varied work placements in partnership with local charities, businesses, and social enterprises. • Uptake has been strong, with positive feedback from both volunteers and placement providers.
		Looking Ahead Our strategic priorities for the coming year include: <ul style="list-style-type: none"> • Expanding our WEXi programme; • Formalising progression routes into employment, independent volunteering or reengaging with education; • Deepening partnerships with local employers and education providers; • Strengthening volunteer retention through peer support and recognition; • Continuing to evidence our impact through collaboration with OWL XL CIC.
Performance of fundraising activities against objectives set	Para 1.41	We are grateful to the local organisations and charitable groups across Gosport who, through collaborative efforts and aligned values, have fundraised in support of our cause and made generous contributions to help advance our mission.
		N/A

Investment performance against objectives	Para 1.41	
Other		N/A

Financial Review

Review of the charity's financial position at the end of the period 31/03/2023	Para 1.21	<p>Financial Precis</p> <p>Unrestricted - £ 25,086</p> <hr/> <p>Use of Unrestricted Funding (£25,086) Unrestricted funds are essential to the ongoing sustainability and flexibility of Level Up Gosport. The £25,086 of unrestricted income in this period has been allocated to core operational costs that are not covered by restricted or project-specific grants. These include:</p> <ul style="list-style-type: none"> • Rental Fees: Covering the cost of our premises, alongside our storage space, which provide a safe, consistent base for our young people to engage in activities, training, and support sessions. • Staff Wages: Contributing to salaries not covered by specific, restricted grant funding, for key staff members who manage and deliver programmes; providing pastoral care, and coordinating community engagement. • Young People's Welfare Fund: Supporting essential costs such as travel and refreshments to ensure no young person is excluded due to financial barriers. • General Operating Expenses: Addressing miscellaneous and necessary running costs that are vital to the delivery of our mission but are not eligible under specific grants (e.g., utilities, insurance, supplies & professional fees). • The £10,000 Reserve: This flexible funding allows us to respond to emerging needs, ensure smooth delivery of all programmes, and maintain the high standard of support we offer to our young people. <p>Use of Restricted Funding (£32,517)</p> <ul style="list-style-type: none"> • Thanks to receiving 2-years of funding from The National Lottery: Awards for All, £10,000 is allotted towards the tax year April 2025 – March 2026.
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		Restricted - £ 32,517 Total - £ 57,603
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	1. Financial Stability and Risk Management <ul style="list-style-type: none"> • This creates a buffer against income fluctuations: donations, grants, and other income sources, which can be unpredictable. Reserves ensure continuity during lean periods. • It also provides protection against unforeseen costs: Emergencies like legal issues, unknown costs or unexpected demand for services, which can be covered by reserves.
		2. Operational Continuity <ul style="list-style-type: none"> • Cash flow management: Even if income is delayed (e.g., a late grant payment), reserves can help pay for salaries, bills, and other expenses on time. • Project sustainability: Our reserves can bridge funding gaps, ensuring that our ongoing programmes aren't suddenly cut due to short-term financial challenges.
		3. Strategic Flexibility <ul style="list-style-type: none"> • Enabling investment: LUPG may use our reserves to invest in new initiatives, pilot a new programme, or infrastructure (e.g., digital tools or training). • Our reserves respond to opportunities: If a valuable opportunity arises—such as match funding or expanding a service—our reserves can provide the necessary capital.
		4. Donor and Stakeholder Confidence <ul style="list-style-type: none"> • Demonstrating responsible governance: We believe that by maintaining a well-structured reserves policy, this reassures funders, partners, and regulators that our charity is well-managed and sustainable. • Meeting regulatory expectations: Many regulators (like the Charity Commission in England and Wales) expect charities, like our own, to have and explain a reserves policy.
Amount of reserves held	Para 1.22	£10,000
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	N/A

Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	<p>1. Reliance on External Funding (Current Vulnerability) Concern: Our charity is still heavily dependent on uncertain income streams (donations, CSR, grants & fundraising), which may fluctuate due to external factors. Justification: This is a common and valid concern for LUPG. Economic downturns, shifting donor priorities, or changes in grant criteria can reduce available funding. Acknowledging this reliance shows transparency and reinforces the need for future sustainability planning.</p>
		<p>2. Sustainability of Services Concern: If our traditional funding streams decline before self-sufficient models are in place, core services or operations could be at risk. Justification: Highlighting this concern underlines why we're proactively working toward greater independence. Planning for sustainability ensures that our charity can deliver on its mission without interruption.</p>
		<p>3. Transition Risk Concern: Developing income-generating activities or diversifying revenue streams can be resource-intensive and may not produce immediate returns, potentially straining our current operations. Justification: This is a realistic risk in strategic planning. By our trustees addressing this openly, it allows for better governance decisions, such as ring-fencing certain funds or securing transition grants to support the development phase.</p>
		<p>4. Strategic Alignment Concern: Any move toward income-generating or self-sufficient activity must align with our charity's mission and values, and not compromise service delivery. Justification: This concern highlights the need for due diligence, stakeholder consultation, and impact assessment when designing any new income streams (e.g., consultation arms, social enterprises, or service contracts).</p>
		<p>How LUPG is attempting to address these Concerns in Communication While our charity remains dependent on donations, fundraising, and grant income, we</p>

		<p>recognise the inherent risks of this funding model.</p> <p>To ensure the long-term sustainability of our services, we are actively exploring strategic opportunities to diversify our income and reduce reliance on external funding.</p> <p>This includes carefully planned initiatives that align with our mission, while maintaining financial stability and safeguarding the continuity of our core work.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<ul style="list-style-type: none"> - Grants - Donations - Charitable fundraising events - CSR opportunities - Individual fundraising events
Investment policy and objectives including any social investment policy adopted	Para 1.46	N/A
A description of the principal risks facing the charity	Para 1.46	<p>1. Risk: Insufficient Funding to Sustain Activities</p> <p>Mitigation Strategies:</p> <p>a. Diversify Income Streams</p> <ul style="list-style-type: none"> - Earned income: We are considering exploring alternative options: consultancy, training services, or practical social enterprise models related to our mission. - Community fundraising: We are currently engaging with more local supporters, who are offering our charity regular giving campaigns, events, or peer-to-peer fundraising. - Corporate partnerships: We are attempting to build relationships with local businesses for sponsorship, CSR projects, or payroll giving. - Legacy giving: We would like to further explore the opportunity to promote gifts in wills to build long-term sustainability. <p>b. Develop a Reserves Policy</p> <ul style="list-style-type: none"> - We aim to build reserves that cover at least 3–6 months of core costs to provide a buffer during low-income periods. We believe that we are building upon this aim. <p>c. Impact Reporting</p>

		<ul style="list-style-type: none"> - We believe that we are strengthening how we evidence our outcomes. Our impact is becoming clearer and easier to attract and retain funders. We use our varied social media platforms in an attempt to promote these aims. <p>d. Partnerships and Collaborations</p> <ul style="list-style-type: none"> - We are looking into working with other charities or public sector bodies to share costs or co-deliver services. 	
		<p>2. Risk: Loss of Project Manager or Trustees</p> <p>Mitigation Strategies:</p> <p>a. Succession Planning</p> <ul style="list-style-type: none"> - We are looking to identify potential future leaders (internally or externally), alongside creating a formal succession plan and reviewing it annually. <p>b. Trustee Recruitment Pipeline</p> <ul style="list-style-type: none"> - We are continually attempting to recruit or stay in touch with individuals who could become future trustees—diverse, skilled, who are aligned with our mission. - We have joined various online websites that advertise for volunteers & Trustees and have established good links with local volunteer centres. <p>c. Training and Support</p> <ul style="list-style-type: none"> - Our charity offers training or mentoring for potential leaders or new trustees. - We ensure knowledge is shared across our board and not concentrated in one person. <p>d. Governance Review</p> <ul style="list-style-type: none"> - We conduct a regular board meeting to identify gaps early. - We co-opt trustees with specific skills to manage transitions smoothly. <p>e. Volunteer/Staff Development</p> <ul style="list-style-type: none"> - We train existing staff or volunteers to step into leadership or management roles, if needed. - We are looking into job-shadowing or deputy roles for our current project leader. 	
		<p>Our Risk Register</p> <p>We will, within the next 12 months... Oversee...</p> <ul style="list-style-type: none"> - Each risk ranked by likelihood and impact; - Assign mitigation actions and owners; - Create a schedule for reviewing and updating. 	

Other		N/A
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Structure, Governance and Management

Description of charity's trusts:		N/A
Type of governing document (trust deed, royal charter)	Para 1.25	'Foundation' Model Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	Constitution of a Charitable Incorporated Organisation 'foundation' model is for charities who's only voting members will be the charity trustees
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	As per our Constitution: 10. Appointment of charity trustees (1) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. (2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	As per our Constitution: 11. Information for new charity trustees The charity trustees will make available to each new charity trustee, on or before his or her first appointment: (a) a copy of the current version of this constitution; and (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts.
The charity's organisational structure and any wider network with which the charity works	Para 1.51	The charity is currently run by a Board of 6 Trustees, a Project Leader, 1 Support Worker, 1 Young Supporter Representative (who resides on our Board of Trustees), a part-time Administrator; plus Ad Hoc individuals e.g., an Allotment Support Worker; OWL XL CIC and an Accountant that oversees the wages.
		N/A

Relationship with any related parties	Para 1.51	
Other		N/A

Reference and Administrative details

Charity name	Level Up Gosport
Other name the charity uses	N/A
Registered charity number	1199682
Charity's principal address	Thorngate Halls Bury Road Gosport PO12 3PX

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mrs Mary Ive	Chair of Trustees		Level Up Gosport
2	Mr Thomas Finn	Treasurer	March 2025	Level Up Gosport
3	Mrs Diane Furlong	HR Lead		Level Up Gosport
4	Mrs Susan Wright	WEXi Coordinator/ Safeguarding Lead		Level Up Gosport
5	Ms Deborah Sherman	Trustee	January 2025	Level Up Gosport
6	Mr Andrew Newbold	Trustee	October 2024	Level Up Gosport

Corporate trustees – names of the directors at the date the report was approved

Director name		
N/A		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
N/A		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	The charity owns a number of items that are held in storage and used at various events e.g., a PA System and Speakers. Within our office at Thorngate Halls, there are 2 computer systems and a printer, plus other items. They are worth a nominal amount.
Name and objects of the charity on whose behalf the assets are held and how this	Nil

falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	Nil

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
N/A		

Name of chief executive or names of senior staff members (Optional information)

N/A: We do not have a CEO

Exemptions from disclosure

Reason for non-disclosure of key personnel details

N/A

Other optional information

All new Trustees are required to confirm that they have read the Charity Commission advice for Trustees.

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)	M. Ive	
Full name(s)	Mrs Mary Elizabeth Ive	
Position (eg Secretary, Chair, etc)	Chair	
Date	20-06-2025	



CHARITY COMMISSION
FOR ENGLAND AND WALES

LEVEL UP GOSPORT

1199682

Receipts and payments accounts

CC16a

For the period
from

01/04/2024


To

31/03/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations, legacies and grants	5,125	35,402	-	40,527	36,203
Other receipts	70	-	-	70	3,067
Sub total (Gross income for AR)	5,195	35,402	-	40,597	39,270
Total receipts	5,195	35,402	-	40,597	39,270
A3 Payments					
Wages, salaries and associated costs	-	18,292	-	18,292	11,488
Rent/hire of rooms	-	1,983	-	1,983	1,908
Insurance	223	-	-	223	179
Telephone, internet and postage	173	216	-	389	364
Stationery and computer supplies	-	34	-	34	480
Allotment	-	2,904	-	2,904	-
Costs of charitable activities	700	1,917	-	2,617	2,266
Sub total	1,096	25,346	-	26,442	16,685
Total payments	1,096	25,346	-	26,442	16,685
Net of receipts/(payments)	4,099	10,056	-	14,155	22,585
A5 Transfers between funds	-881	881	-	-	-
A6 Cash funds last year end	21,868	21,580	-	43,448	20,863
Cash funds this year end	25,086	32,517	-	57,603	43,448

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	25,086	32,517	-
		-	-	-
		-	-	-
	Total cash funds	25,086	32,517	-
Signed by one or two trustees on behalf of all the trustees				
	Signature	Print Name	Date of approval	
		THOMAS FINN	19/06/2025	



Independent examiner's report on the accounts

Independent Examiner's Report

LEVEL UP GOSPORT

31 MARCH 2025

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I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2025.

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust'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 Act.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

CManao

22/05/2025

C J Marlow

FCCA

20 Norfolk Road

Gosport

Hampshire PO12 3AN

Disclosure

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).