

**THE POSH CLUB CIO  
TRUSTEES' REPORT AND  
UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

## **The Posh Club CIO Contents**

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# **The Posh Club CIO**

## **Trustees' Report For The Year Ended 31 March 2025**

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The trustees present their report and the financial statements for the year ended 31 March 2025.

### **Objectives and Activities**

#### **Aims and Objectives**

#### **Main Achievements**

##### **Programme of Activity - Charitable Activities**

The Posh Club is a glamorous performance and social club for older people in their 90s, 80s, 70s and 60s held once a month in four locations across London and the South East - in Crawley, Hackney, Peckham and Hastings.

Each three-and-a-half hour event is styled as a tongue-in-cheek 'posh' afternoon tea with a live variety show with various acts, volunteer waiters in black tie, socialising and dancing.

It is a glamorous event for about 100 participants at each weekly event, held in the heart of the community in elegantly transformed church halls and community centres and emphasises dressing up, regular access to high quality live performance, social connectivity and intergenerational volunteering.

The Posh Club Crawley and The Posh Club Peckham are both held on the last Tuesday of the month, The Posh Club Hackney is held on the last Wednesday of the month and The Posh Club Hastings is held on the last Friday of the month, the times are 11.30am - 3pm.

In addition to the regular monthly clubs, we also take The Posh Club on tour visiting new locations as pop-up events. This year we staged pop up clubs in Ipswich, Weston Super-Mare, Bermondsey, Woolwich, Halifax, St Helen's and St Joseph's Hospice in London.

The Posh Club is currently funded as a National Portfolio Organisation of Arts Council England, with co-funding from United St Saviours Charity and Crawley Borough Council.

#### **Future Plans**

Future plans after March 2025 include touring The Posh Club to Jaywick, Croydon, Vauxhall, Kirkby, Gloucestershire, Todmorden and return visits to Bermondsey, Woolwich and St Helens

#### **Management & Governance**

The Posh Club's Memorandum & Articles of Association set out our charitable purpose and how we are governed and led. The Articles detail responsibilities, powers and delegated authorities of the Board and Leadership. Trustees are responsible for ensuring The Posh Club is well governed, scrutinised and held to account - providing strategic leadership, monitoring financial strategy and risk, authorising stakeholder relationships, addressing succession planning and ensuring The Posh Club's programme and operational obligations are well managed. As part of this, the board of Trustees approve and annually refresh a suite of governance and procedural documents and organisational policies.

Trustees meet 4 times a year, including 1 AGM.

#### **Leadership & Operations**

The Trustees delegate leadership of The Posh Club to the Executive team, comprised of Simon Casson, Dicky Eton and Becca Lundberg. The Posh Club regularly collaborates with specialists, consultants and a pool of creative associates, production, education, and performance specialists engaged to support delivery of our artistic programme. We invest in professional development & training of our core team, freelance collaborators & board, considering this as pivotal to our ongoing resilience & progress. The Posh Club is based in Crawley, West Sussex.

#### **Public Benefit**

The objects of The Posh Club are to run day-time social and entertainment clubs for people over the age of 60 years old, with the aim of reducing social isolation and loneliness, improving well-being and helping people to feel part of their local community.

The trustees confirm that they have complied with the requirements of Section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

### **Financial Review**

# **The Posh Club CIO**

## **Trustees' Report (continued)**

### **For The Year Ended 31 March 2025**

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#### **Financial Position**

##### **Significant Events**

The Posh Club operates a tripartite business model drawing income from public bodies, fundraising and earned sources. These accounts present a turnover of £321,172. Through rigorous and robust financial planning & monthly, quarterly, and annual reporting (management accounts, cashflows, budgets, audited accounts monitored and approved by the Trustees), maintaining insurances and reserves to protect our assets and activities, contingency plans and funds, strong governance, leadership and rigorously efficient financial management the organisation continues to manage and mitigate risk.

##### **Reserves Policy**

We aim to maintain 3 months reserves, which for the year ending 2025 would be the equivalent to £69,102. We have increased our unrestricted reserves, which presently stand at £55,000. We will continue to increase our unrestricted reserves to ensure we have 3 months reserves by the end of 2026.

£49,000 has been designated as reserves for a new project commencing in March 2026 called The Rollers.

##### **Fundraising**

The Posh Club successfully secured funding as a National Portfolio Organisation (NPO) of Arts Council England (ACE) for the period 2023-2028, underpinning organisational stability going forwards. Implementation of our fundraising strategy will guide us through our endeavour to diversify our income and procure resources towards our charitable activities. Our annual grant of £150,000 contributes towards both the core running costs of the organisation together with our artistic output across the year.

#### **Structure, Governance and Management**

##### **Governing Document**

##### **Governing Document Risks**

A solid organisational structure, strong governance, a leading team, and expertise at all levels ensures risk is managed effectively. We fully consider approaches to risk mitigation, monitoring, and management as part of our ongoing practice. A contingency programme plan and contingency budget scenarios have been prepared; awareness of risks and risk mitigation as part of our on-going practice is imbedded across all activities and a Risk Register is developed on an annual basis and reviewed and monitored by the Trustees.

##### **Equity, Diversity & Inclusion**

Equity, inclusion, access & opportunity for all sits at the core of everything we do. We strive for equality, equity and diversity in all areas of our creative programme, operations and reach. In pursuit of this we have implemented a time-bound delivery plan for the year to guide us through a process of implementation, change and improvement to support our development, imbed inclusive practices across the leadership of the organisation and play our part in contributing to a more equitable, diverse, and inclusive community arts sector.

##### **Safeguarding**

The Posh Club is committed to protecting the welfare of vulnerable adults. We believe that everyone has the right to live and work free from abuse of any kind. We consider it our responsibility to keep vulnerable adults safe and we are committed to protecting vulnerable adults in all of our activities and providing a safe and supportive place to work. Our Safeguarding Policy has been developed in accordance with this commitment and the requirements and principles of statutory legislation.

##### **Environmental Responsibility**

The Posh Club is a small organisation, consisting of three part-time staff, each of whom works from their home base to support company business. As a producing organisation with no venue, our work varies from small-scale performance activity to large-scale, site-specific projects often delivered in partnership with other institutions such as local authorities, museums and festivals. The Posh Club recognises that its activity has an environmental impact which cannot be ignored. Our overall aim is to better understand this impact and where possible, make changes to our working practices to limit or reduce this. Our overall aim is to better understand this impact and where possible, make changes to our working practices to limit or reduce this.

#### **Reference and Administrative Details**

##### **Trustees**

Yin-Wai Wong  
Simon Casson  
Richard Barnes

**The Posh Club CIO  
Trustees' Report (continued)  
For The Year Ended 31 March 2025**

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**Charity Number**

1203662

**Principal Address**

28 Wakehurst Drive  
Crawley  
West Sussex  
RH10 6DH

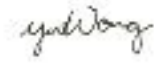
**Independent Examiner**

Caroline Clarke ACA  
Clarke + Wells  
Ground Floor  
66 High Street  
Lewes  
East Sussex  
BN7 1XG

**The Posh Club CIO  
Trustees' Report (continued)  
For The Year Ended 31 March 2025**

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The trustees' report was approved by the board of trustees and signed on its behalf by:



Yin-Wai Wong

Trustee

23rd January 2026

**The Posh Club CIO**  
**Independent Examiner's Report to the Trustees of The Posh Club CIO**  
**For The Year Ended 31 March 2025**

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I report to the trustees on my examination of the accounts of The Posh Club CIO (the Trust) for the year ended 31 March 2025.

**Responsibilities and Basis of Report**

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.

**Independent Examiner's Statement**

Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no material 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 Trust as required by section 130 of the 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 contents 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.

*Caroline Clarke*

Caroline Clarke ACA  
26th January 2026  
Clarke + Wells  
Ground Floor  
66 High Street  
Lewes  
East Sussex  
BN7 1XG

**The Posh Club CIO**  
**Statement of Financial Activities**  
**For The Year Ended 31 March 2025**

				<b>2025</b>	<b>2024</b>
		<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total funds</b>	<b>Total funds</b>
	<b>Notes</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations and legacies	<b>3</b>	200,215	58,718	258,933	229,435
Charitable activities:					
Reducing social isolation and loneliness and improving well being		62,239	-	62,239	46,972
		<u>262,454</u>	<u>58,718</u>	<u>321,172</u>	<u>276,407</u>
<b>EXPENDITURE ON:</b>					
Raising funds	<b>5</b>	(5,858)	-	(5,858)	(12,181)
Charitable activities:	<b>5</b>				
Reducing social isolation and loneliness and improving well being		(168,575)	(94,186)	(262,761)	(193,846)
		<u>(174,433)</u>	<u>(94,186)</u>	<u>(268,619)</u>	<u>(206,027)</u>
<b>NET INCOME</b>		<u>88,021</u>	<u>(35,468)</u>	<u>52,553</u>	<u>70,380</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>88,021</u>	<u>(35,468)</u>	<u>52,553</u>	<u>70,380</u>
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward		<u>34,912</u>	<u>35,468</u>	<u>70,380</u>	<u>-</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>14</b>	<u><u>122,933</u></u>	<u><u>-</u></u>	<u><u>122,933</u></u>	<u><u>70,380</u></u>

The notes on pages 9 to 14 form part of these financial statements.



**The Posh Club CIO**  
**Comparative Statement of Financial Activities**  
**For The Year Ended 31 March 2025**

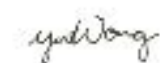
				2024
	Notes	Unrestricted funds	Restricted funds	Total funds
		£	£	£
<b>INCOME AND ENDOWMENTS FROM:</b>				
Donations and legacies	3	173,982	55,453	229,435
Charitable activities:				
Reducing social isolation and loneliness and improving well being		46,972	-	46,972
		<u>220,954</u>	<u>55,453</u>	<u>276,407</u>
<b>EXPENDITURE ON:</b>				
Raising funds	5	(12,181)	-	(12,181)
Charitable activities:	5			
Reducing social isolation and loneliness and improving well being		(173,861)	(19,985)	(193,846)
		<u>(186,042)</u>	<u>(19,985)</u>	<u>(206,027)</u>
<b>NET INCOME</b>		<u>34,912</u>	<u>35,468</u>	<u>70,380</u>
<b>NET MOVEMENT IN FUNDS</b>		<u>34,912</u>	<u>35,468</u>	<u>70,380</u>
<b>RECONCILIATION OF FUNDS:</b>				
Total funds brought forward		-	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>	14	<u>34,912</u>	<u>35,468</u>	<u>70,380</u>

The notes on pages 9 to 14 form part of these financial statements.

**The Posh Club CIO**  
**Statement of Financial Position**  
**As At 31 March 2025**

				2025	2024
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Notes	£	£	£	£
<b>FIXED ASSETS</b>					
Tangible Assets	10	5,915	-	5,915	-
		5,915	-	5,915	-
<b>CURRENT ASSETS</b>					
Debtors	11	3,458	-	3,458	-
Cash at bank and in hand		121,596	-	121,596	106,218
		125,054	-	125,054	106,218
<b>Creditors: Amounts Falling Due Within One Year</b>	12	(8,036)	-	(8,036)	(35,838)
<b>NET CURRENT ASSETS (LIABILITIES)</b>		117,018	-	117,018	70,380
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		122,933	-	122,933	70,380
<b>NET ASSETS</b>		122,933	-	122,933	70,380
<b>FUNDS OF THE CHARITY</b>					
Restricted Funds				-	35,468
Unrestricted Funds				122,933	34,912
<b>TOTAL FUNDS</b>	14			122,933	70,380

On behalf of the board



Yin-Wai Wong

Trustee

26th January 2026

The notes on pages 9 to 14 form part of these financial statements.

# **The Posh Club CIO**

## **Notes to the Financial Statements**

### **For The Year Ended 31 March 2025**

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#### **1. General Information**

The Posh Club CIO is a charitable incorporated organisation registered with the Charity Commission, registered charity number 1203662. The principal address is 28 Wakehurst Drive, Crawley , West Sussex , RH10 6DH.

#### **2. Accounting Policies**

##### **2.1. 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 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities Act 2011.

The charity is a Public Benefit Entity as defined by FRS 102.

##### **2.2. Fund Accounting**

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Designated funds comprise unrestricted funds that have been set aside by the trustees for a specific purpose.

Restricted funds are to be used for specific purposes as laid down by the donor.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

##### **2.3. Incoming Resources**

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Donations are recognised in full in the Statement of Financial Activities when entitled, receipt is probable and when the amount can be quantified with reasonable accuracy. Gift aid receivable is included when claimable.

Grant income is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless the grant relates to a future year, in which case it is deferred. Income from charitable activities is credited to the Statement of Financial Activities when received or receivable whichever is earlier, unless it relates to a specific future year or event, in which case it is deferred.

##### **2.4. Resources Expended**

Liabilities are recognised as resources expended when there is a legal or constructive obligation committing the Charity to the expenditure.

##### **2.5. Tangible Fixed Assets and Depreciation**

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Plant & Machinery	25% Reducing Balance
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##### **2.6. Cash and Cash Equivalents**

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

##### **2.7. Taxation**

The charity is exempt from tax as all its income is charitable and applied for charitable purposes.

##### **2.8. Pensions**

The charity operates a defined pension contribution scheme. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

#### **3. Income from Donations and Legacies**

**The Posh Club CIO**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 March 2025**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2025 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	1,293	-	1,293
Grants	198,922	58,718	257,640
	<u>200,215</u>	<u>58,718</u>	<u>258,933</u>
			<b>2024</b>
	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	18,057	-	18,057
Grants	155,925	55,453	211,378
	<u>173,982</u>	<u>55,453</u>	<u>229,435</u>

The following grants are included within the total income from donations and legacies above:

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2025 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Arts Council England NPO	150,000	-	150,000
Arts Council of Wales	-	22,468	22,468
National Lottery Awards for All	-	-	-
Sussex Community Foundation	-	-	-
The Chalk Cliff Trust	-	-	-
The Ernst Kleinwort Charitable Trust	-	-	-
Arts Council England Projects	-	-	-
The Foyle Foundation	-	15,000	15,000
United St. Saviour's Charity	-	18,750	18,750
Crawley Borough Council	8,240	-	8,240
Gatwick Airport Community Trust	-	2,500	2,500
Charities Aid Foundation	40,682	-	40,682
	<u>198,922</u>	<u>58,718</u>	<u>257,640</u>

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2024 Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Arts Council England NPO	150,000	-	150,000
Arts Council of Wales	-	22,468	22,468
National Lottery Awards for All	-	19,985	19,985
Sussex Community Foundation	-	5,000	5,000
The Chalk Cliff Trust	-	5,000	5,000
The Ernst Kleinwort Charitable Trust	-	3,000	3,000
Arts Council England Projects	5,925	-	5,925
The Foyle Foundation	-	-	-
United St. Saviour's Charity	-	-	-

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**The Posh Club CIO**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 March 2025**

Crawley Borough Council	-	-	-
Gatwick Airport Community Trust	-	-	-
Charities Aid Foundation	-	-	-
	<u>155,925</u>	<u>55,453</u>	<u>211,378</u>

**4. Net Income/(Expenditure)**

The net income is stated after charging/(crediting):

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible fixed assets - owned	<u>126</u>	<u>-</u>

**5. Analysis of Expenditure**

	<b>Activities undertaken directly</b>	<b>Support costs (see note 6)</b>	<b>2025 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Raising funds	5,858	-	5,858
Reducing social isolation and loneliness and improving well being	249,622	13,139	262,761
	<u>255,480</u>	<u>13,139</u>	<u>268,619</u>

	<b>Activities undertaken directly</b>	<b>Support costs (see note 6)</b>	<b>2024 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Raising funds	12,181	-	12,181
Reducing social isolation and loneliness and improving well being	186,972	6,874	193,846
	<u>199,153</u>	<u>6,874</u>	<u>206,027</u>

**6. Support Costs**

	<b>2025 Reducing social isolation and loneliness and improving well being £</b>
Premises expenses:	
Rent	4,817
General administration:	
Insurance	1,048
Subscriptions	3,295
Finance	1,698
Office	824
Depreciation:	
Depreciation	126
	...CONTINUED

**The Posh Club CIO**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 March 2025**

Governance costs:

Independent examiner's fees	1,320
Legal fees	11
	<u>13,139</u>

**2024**  
**Reducing**  
**social**  
**isolation and**  
**loneliness**  
**and**  
**improving**  
**well being**  
**£**

General administration:

Insurance	1,374
Subscriptions	2,038
Finance	228
Office	963

Governance costs:

Independent examiner's fees	1,620
Legal fees	651
	<u>6,874</u>

**7. Independent Examiner's Remuneration**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Independent examination of the financial statements	<u>1,320</u>	<u>1,620</u>

**8. Staff Costs**

Staff costs were as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	62,139	53,195
Other pension costs	2,618	1,308
	<u>64,757</u>	<u>54,503</u>

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.

**9. Average Number of Employees**

Average number of employees during the year was: 4 (2024: 3)

**The Posh Club CIO**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 March 2025**

**10. Tangible Assets**

	<b>Plant &amp; Machinery</b>
	<b>£</b>
<b>Cost</b>	
As at 1 April 2024	-
Additions	6,041
As at 31 March 2025	6,041
<b>Depreciation</b>	
As at 1 April 2024	-
Provided during the period	126
As at 31 March 2025	126
<b>Net Book Value</b>	
As at 31 March 2025	5,915
As at 1 April 2024	-

**11. Debtors**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
<b>Due within one year</b>		
Trade debtors	3,000	-
Other debtors	458	-
	3,458	-

**12. Creditors: Amounts Falling Due Within One Year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors	7,223	34,975
Other creditors	118	168
Accruals and deferred income	695	695
	8,036	35,838

**13. Pension Commitments**

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

During the year the charge to the statement of financial activities in respect of defined contribution schemes was £2,618 (2024: £1,308).

At the statement of financial position date contributions of £NIL were due to the fund and are included in creditors.

**The Posh Club CIO**  
**Notes to the Financial Statements (continued)**  
**For The Year Ended 31 March 2025**

**14. Movement in Funds**

	<b>As at 1 April 2024</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>As at 31 March 2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>					
General:					
General unrestricted fund	34,912	262,454	(174,433)	(49,000)	73,933
Designated:					
Designated Fund	-	-	-	49,000	49,000
<b>Total unrestricted funds</b>	<u>34,912</u>	<u>262,454</u>	<u>(174,433)</u>	<u>-</u>	<u>122,933</u>
<b>Restricted funds</b>					
Restricted	35,468	58,718	(94,186)	-	-
<b>Total funds</b>	<u>70,380</u>	<u>321,172</u>	<u>(268,619)</u>	<u>-</u>	<u>122,933</u>

	<b>As at 1 April 2023</b>	<b>Income</b>	<b>Expenditure</b>	<b>As at 31 March 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Unrestricted funds</b>				
General:				
General unrestricted fund	-	220,954	(186,042)	34,912
<b>Restricted funds</b>				
Restricted	-	55,453	(19,985)	35,468
<b>Total funds</b>	<u>-</u>	<u>276,407</u>	<u>(206,027)</u>	<u>70,380</u>

**15. Transactions with Trustees**

During the year the expenses reimbursed to the trustees or paid directly to third parties were as follows:

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Travel	<u>-</u>	<u>40</u>

**16. Related Party Disclosures**

Key management personnel (including directors) received compensation of £50,134 (2024: £48,830)