

Charity registration number 1208138 (England and Wales)

WAYS INTO WORK
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 31 MARCH 2025

WAYS INTO WORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mr J D Welchman (Chair)	(Appointed 7 May 2024)
	Mr D Lindop	(Appointed 12 February 2025)
	Ms M Mitchell	(Appointed 12 February 2025)
	Mr B Mills	(Appointed 12 February 2025)
	Mr A Edger (Treasurer)	(Appointed 12 February 2025)
	Mr R Royal	(Appointed 12 February 2025)
	Mr S Gillan	(Appointed 12 February 2025)
	Mr H Khan	(Appointed 10 February 2025)
	Ms J Kidd	(Appointed 7 October 2024)
	Ms C Gardner	(Appointed 7 May 2024)

Charity number (England and Wales) 1208138

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WAYS INTO WORK

CONTENTS

	Page
Trustees report	1 - 14
Independent auditor's report	15 - 17
Statement of financial activities including income and expenditure account	18
Balance sheet	19
Statement of cash flows	20
Notes to the financial statements	21 - 31

WAYS INTO WORK

TRUSTEES REPORT

FOR THE PERIOD ENDED 31 MARCH 2025

The Trustees present their annual report and financial statements for the period ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)".

Previously the C.I.O was registered as a Community Interest Company (C.I.C). The charity registered as a Charitable Incorporated Organisation (C.I.O) on 7 May 2024 at which point the assets, liabilities and reserves were transferred to the charity as disclosed in note 12.

Objectives and activities

The objectives of the charity are:

- The relief of unemployment for the benefit of the public in such ways as may be thought fit, including education of employers and assistance to find and sustain employment.
- To advance the education and training of people with disabilities, social and or economic disadvantage and or neurodiversity to develop their vocational life skills and skills relevant to participation in employment.
- The advancement of mental and physical health and wellbeing of people with disabilities, social and or economic disadvantage and or neurodiversity through awareness raising and training of organisations and people who engage with our beneficiaries.

Our Mission

Changing Lives One Job at a Time

"To deliver high quality Supported Employment services to people with disabilities and neurodivergence in Berkshire.

To encourage employers across the region to enjoy the benefits of employing a diverse workforce, and to understand inclusive workplace practices."

Our Vision

As a result of everyone being given a fair chance for employment in a role they aspire to, all of society will benefit

"We want a society where all of us understand people's differences so as to enable inclusive workplaces, free from barriers. People will value the strengths in our individual differences."

In pursuit of achieving our Charitable Objectives, Mission and Vision Ways into Work's Trustees approved the following activities to be carried out over the previous year:

1. **Supported Internships** providing work placements for young people with disabilities/neurodivergence/disadvantage to learn the on-the-job practical skills they need to secure paid employment.
2. **Support and coaching** for young people and adults to find, apply for and secure the right job for them - matching them with the right employer and providing them with appropriate skills for successful paid employment.
3. **Local employer coaching and upskilling** through specific, bespoke and informal training so adults and young people with disabilities enter a workplace that understands their specific needs.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

4. **In-work support (KIT - Keep in Touch)**, working both with clients and their employer so those living with a disability, neurodivergence or disadvantage continue to sustain work, thrive in employment and commensurate to their aspirations achieve career progression.
5. **Local Authority consultancy**, to enable commissioners, managers and disability partnership teams to promote employment as an expected outcome for people with a disability, neurodivergence or disadvantage.

Overview

After existing as a Community Interest Company (C.I.C) since 2015 Ways into Work converted to a Charitable Incorporated Organisation on the 7th of May 2024.

The decision to convert to a charity was based on a clear mandate given by the then Non-Executive Director Board and employees of Ways into Work who felt that charitable status would increase the possibility and probability of us diversifying our income through fundraising. Whilst acting as a not for profit over the preceding years, profitability was not a driving force for the organisation yet there was a clear desire to create operational stability, something that the reliance on government funded time limited contracts alone would not enable us to achieve.

Our strength as a charity is founded on the legacy of Ways into Work C.I.C which successfully supported 1500 people into work and positively changed hundreds more lives along the way.

We have established extremely positive working relationships with many of the unitary authorities in Berkshire and are considered the 'go to' experts in Supported Employment in the county.

Public Benefit – why our services are required

The Trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Young people and adults with disabilities, neurodivergence and disadvantage are three times less likely than anyone else to have a paid job. (Powell, A., *Disabled people in employment*, Research Briefing - UK Parliament House of Commons Library, 18 March 2018. Retrieved from <https://commonslibrary.parliament.uk/research-briefings>).

This has a huge impact on every aspect of an adult's life. It is well-evidenced that young people and adults who are unemployed are more likely to live in poverty, lack confidence and self-worth and feel isolated from friends and family.

Depending on the disability you live with, the situation is even worse. Less than 5% of adults living with a learning disability and just three in 50 adults living with a mental health challenge have a paid job. Only 22% of people with Autism are in employment. (Mencap, The Big Learning Disability Survey, 2024. Retrieved from <https://www.mencap.org.uk>).

The UK faces a huge disability and health employment gap that leaves adults, and their families, stuck, lonely and with little hope for the future, leading to an additional support and care burden on health and social services.

Objectives

The main objective of Ways into Work for 2024/25 was the sustaining of high quality supported employment services throughout our first year operating as a charity.

To achieve this objective, Ways into Work set the following aims:

- Pass The Individual Placement and Support quality audit (IPS Grow fidelity review).
- Pass The Supported Internship Quality Assessment Framework (BASE SIQAF audit).
- Enhance our supported employment offer in Berkshire.

All three aims were achieved and detail on how these were achieved along with more information on our charitable activities are set out below.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Achievements and performance

Pass The Individual Placement and Support quality audit

In September 2024 IPS Grow, the quality assurance body for Individual Placement and Support, carried out a fidelity review of our Ability Slough Project. The review found that the service had achieved fidelity in its' first year of operating an IPS service. Highlights from the report include:

- The overall impression of the service is one that has the right ethos, culture and team approach - these are the things that are the hardest to establish, so to have achieved this in 12 months is outstanding.
- The Coaches that were observed carrying out employer engagement were described as 'really strong and very effective'.
- Leadership at every level is willing to listen, adapt, take on feedback, and is committed to driving improvement.
- The 'vocational unit' (Coaches and Senior) are client focused with clients and other service providers speaking highly of the passion the Coaches bring.
- The Vocational Profile is a holistic process with a very good level of detail.

Pass The Supported Internship Quality Assessment Framework (SIQAF) review

In February 2025 The British Association for Supported Employment (BASE) on behalf of the Department for Education carried out an audit of Ways into Work's Supported Internship provision, known as Route to Recruit .

Route to Recruit achieved a fidelity score of 82% placing it in the top ten supported internship programmes that have undergone a Supported Internship Quality Assessment Framework (SIQAF) review to date.

Highlights from the report include:

- This is a well-established programme which has seen high numbers of interns go into paid employment in various roles in retail, administrative, logistics and elsewhere, often taking on apprenticeships.
- The programme is well resourced, which allows for graduates to continue receiving follow-along support from the Ways into Work team for as long as needed.
- This programme demonstrates excellent practice.

Enhance our supported employment offer in Berkshire

In January 2025 Ways into Work had the opportunity to bid through an open tender exercise for the delivery of Supported Employment Services in West Berkshire Local Authority. We were awarded the contract in February 2025 which provides the charity with sufficient funding to provide Supported Employment support to 100 beneficiaries with a disability per year, for three years.

The charity also successfully secured an extension to its Individual Placement and Support contract in Slough (known as Ability Slough) through to September 2026.

These two contracts along with our growing Supported Internship programme allow the charity to maintain a strong presence right across the county of Berkshire going into 2025/26 and beyond.

Activities and impact

Support and coaching

By following an evidence based model of Supported Employment (using both SEQF and IPS models) the charity has enabled more people than ever before to enter employment. Our Supported Employment activities were as follows:

West Berkshire Supported Employment service for Young People age 16-25 with an Education, Health and Care Plan (EHCP). We Worked with 21 young people of whom 10 were in paid employment at the end of March 2025. Importantly many of the young people we worked with were supported to believe that employment was a realistic ambition having not previously been encouraged to pursue this path or have generational role models for whom work was the norm.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

West Berkshire Client feedback

"Working with Helen (Employment Coach) has really helped me, I like the way Helen has got to know me over time without me feeling too uncomfortable and anxious about talking to someone, I can now talk to Helen on my own without needing my Mum around with me all the time.

Helen supported me [on employer placement] each time I went for a few months until I felt comfortable and got to know a few people and knew what I needed to do so now I go there on my own which I didn't think I would be able to do due to my anxiety and learning difficulties but over time and lots of help from Helen I now have a bit more confidence in myself and abilities and realise I can do these things

I like it that we can take things at a pace which is good for me and that I can cope with.

I'm so glad I have been able to work with Ways into Work they are amazing and have really helped me as I would never of been able to do any of this without their help."

Ability Slough is an Individual Placement and Support in Primary Care service. This project allowed Ways into Work to reach 1,307 beneficiaries in Slough postcodes. Many of the people accessing the service have comorbid diagnosis, predominantly involving some form of mental health condition. Anecdotal feedback suggests that the single most transformative element of those supported has been their social valorisation. Beneficiaries report feeling seen and believed in and as a result their self-esteem and self-worth has increased.

An Ability Slough story:

Earlier this year a beneficiary approached their employment coach at Ways into Work wanting to put to use her knowledge and skills she had gained when undertaking a Zoology degree. However the manifestation of her anxiety disorder meant that she did not feel comfortable working outside her local geography. Undeterred the coach built a working relationship with the client and together they developed her vocational profile. Through this they determined that somewhere quiet and predictable would be suitable for her – thus ruling out most animal farm attractions/zoos in the locality. The coach supported the beneficiary to successfully apply to care for a reptile owner's collection of animals.

Route to Recruit our supported internship programme (a specialised employment education programme for 16-25 year old young people with an EHCP) in Berkshire worked with 35 students in the 2024/25 academic year in partnership with five education settings and 12 employers across 20 sites. This is a 40% increase in the number of students starting a supported Internship compared to the previous academic year.

Of the programme's 2023/24 cohort, as of three months after internship completion, 73% had gained employment.

Employer feedback:

"Ways into Work have been a pleasure to work with this year. I have valued their experience, shared insight, and support, ensuring our first year running a Supported Internship as a new company was set up to succeed from the beginning. I felt they really listened and took the time to understand the work we offer, the capabilities required, and importantly our culture and values. They continue to work collaboratively with us, which is so important."

- Host business and employer NESO (Formerly National Grid).

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

HM Prison and Probation Service (HMPPS) in Slough. This work compliments the IPS delivery work already happening in the region offering those referred by the probation service to an enhanced level of job coaching. This project is in its' infancy but we have already seen high levels of demand from referrers for the maximum 12 participants that we are funded to take. Outcomes and impact for this project will be available next year.

Local employer coaching and upskilling

Through our ongoing supported employment coaching we interacted with 298 employers across North Hampshire, Berkshire and the wider Thames Valley region. Ways into Work is proud of its engagement across a breadth and scale of employers ranging from small private firms through to large corporates. We have supported sectors ranging from hospitality through to financial services and pharmaceuticals.

Support ranged from one to one conversations with managers around making reasonable adjustments, to providing practical in work support for beneficiaries and their colleagues. Bespoke disability awareness training was delivered to Ely Lilly, Johnson & Johnson, Dunelm Mill and Housing Solutions Group reaching 60 managers that cascaded their training on to many more employees, numbering in the hundreds.

Employer feedback:

We've had the pleasure of working with Ways into Work since early 2025, and the experience has been nothing short of outstanding. Through their support, we welcomed two young autistic adults into our team and both have exceeded our expectations in every way.

Both [employees] have proven to be exceptional additions to our team. The support provided by Ways into Work throughout the process—for both the individuals and our business—has been seamless, professional, and incredibly valuable. We're grateful for the partnership and look forward to continuing this journey together.

In-work support

Our **Keeping in Touch service (KIT)** continues to be a real point of difference from other Supported Employer providers. Funded by our Unrestricted Reserves this service enables us to ensure our beneficiaries *sustain* work, thrive in employment and commensurate to their aspirations achieve career progression beyond the lifespan or eligibility of commissioned contracts. On occasions when people do fall out of work for whatever reason we are able to help them to re-enter employment as soon as possible.

In 2024/25 we supported 203 people through this service, the majority of whom are in work. There are nine individuals looking for new jobs and seven seeking employment. Job seekers only accounting for 3.4% of the 203 total compares very favourably to the national average of 6.6% who remain unemployed one year later after leaving a role. (Cockett, J., *Benchmarking employee turnover: What are the latest trends and insights?* Chartered Institute of Personnel and Development (CIPD) 11 June 2024. Retrieved August 29, 2025, from <https://www.cipd.org>).

Local Authority consultancy

Through the government backed scheme Internships Works, Ways into Work have provided consultancy and planning services to three local authorities: West Berkshire Council, Reading Borough Council, and The Royal Borough of Windsor and Maidenhead.

This work has enabled a greater number of young people and their families to become aware of Supported Internships as a positive route out of education and into employment. Through a mixture of online and in person information sessions we reached over 200 people leading to 90 expressions of interest in our Route to Recruit supported internship programme, a 100% increase on the previous year.

The grant also enabled us to strategically engage with two large employers (Marriot Hotels and Amazon) about running DFN (David Forbes Nixon) Project Search Supported Internship sites. As a result from September 2025 we will be able to offer up to 14 more internship placements with well know corporate organisations in the locality.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Overall impact metrics

- Individuals supported **1,148**
- Number of employers worked with **298**
- Individuals supported into employment in nine months or less **73%**

Wider impacts

This is best illustrated through a case study of one of the individuals that Ways into Work has supported in collaboration with the Probation Service.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Adam was referred to Ways into Work in February this year

Criminal record

Mental health challenges

Believed he had 'little or no chance of employment' due to his past

Less than 18% of those with a custodial sentence achieve employment 6 months after release



The Supported Employment Journey

Overriding goal identified – to be a better father

Vocational profile – identifying sectors that aligned with his interests and circumstances (roles closer to home so he could spend more time with family)

Negative thoughts challenged



The Supported Employment Journey

Job search – 10+ applications per session

Adam was invited to a work trial with Compass group

Interviewed for a role with Sky

Was offered a position



Impact

Adam has described the support he has received from Ways into Work as **"life-changing,"** helping him see beyond his record and reconnect with his **potential**.

Adam's journey is a testament to the power of person-centred support. By focusing on strengths, challenging limiting beliefs, and aligning employment with personal values, he has not only **secured meaningful work** but also taken a significant step toward **long-term stability and wellbeing for him and his family**.



Impact

One employment outcome – multiple beneficiaries

The individual "life-changing," Self-worth, social valorisation

Their family Role model, present parent

The employer Social Value Increased. Customer loyalty and spending with companies that invest in social value increases.

Taxpayer Reoffending significantly less likely to occur, criminal justice costs reduced

Our coaches Trust in the process, affirmation in the role they play, motivation for the hard times.

Society Reduction in crime, reintegration, rehabilitation as opposed to punitive punishment leading to generational criminality.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Planning for the future

Data to drive performance

In its first year as a charity, Ways into Work can rightly be proud of the significant contribution it has made to its beneficiaries, employer partners and the wider community, however we also recognise that the way in which we monitor impact and celebrate success can be improved.

Throughout the next year Ways into Work will be reviewing how it captures data around impact metrics, both qualitatively and quantitatively, rather than relying on the sometimes one dimensional metrics that are required as part of contract delivery monitoring. We will then be able to set ambitious yearly performance objectives as a charity. In this way we can then show funders that we are a charity who delivers great value for money and is committed to continuous improvement in its pursuit of its charitable objectives.

Operational areas for improvement

Ways into Work has looked at where it can improve operationally as a new charity and has identified the following areas:

Operational scalability

Way into Work C.I.C operated very successfully as a tight knit employee owned organisation during its initial years. This nurtured a culture of accountability, high quality support and drove aspirational and creative delivery. As time has gone on the organisation, now a charity, has grown considerably and whilst there has been moderate investment in its business support functions, its ability to manage a growing and diverse workforce and dynamically scale up delivery operations when required has become stretched.

Fundraising & communications

Historically Ways into Work's main income was from Local Authorities, with stakeholder relationships having been nurtured over the years and impact reported in numerical data terms. As a charity we must now increasingly connect with our communities to tell the stories of the people we support and take the call to action to individual givers, Trusts and Foundations to support our mission.

Leadership & management

Ways into Work benefits from a highly experienced Senior Leadership Team (SLT). However, with many key staff approaching retirement, and operating decisions over-concentrated in a few hands, the charity must do more to develop talent development pathways and implement a more distributed leadership model to enable it to thrive.

Strategic priorities 2025/26

Built around the idea of *'delivering on our purpose today whilst building the foundations for the future'* Ways into Work have agreed five areas as priorities for the year ahead:

- **Improve the delivery of high-quality model fidelity Supported Employment.**
- **Develop and plan for scaling and upskilling of the Ways into Work team.**
- **Establish our Board and strengthen its governance, supporting the charity's growth.**
- **Develop our new charitable income streams including active fundraising, donations and grants.**
- **Sustain and increase our commissioned work.**

Long term outlook for Supported Employment and Ways into Work

The Supported Employment sector is currently undergoing its biggest period of change since its inception as a delivery model in the 1980s.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

In 2024 the Government in England and Wales pledged to fund a national scheme of Supported Employment from 2025 known as Connect to Work. The mechanisms by which regions will commission and administer this programme in our operating area are still being finalised, but Ways into Work feels confident it is well positioned to make bids for any delivery work that may be tendered.

Ways into Work welcomes the recognition of Supported Employment Quality Framework (SEQF) and Individual Placement and Support (IPS) models as the leading evidenced based models for supporting people with disabilities, neurodivergence and or other disadvantage into sustained employment.

Ways into Work is mindful that Connect to Work will not alone meet the demand for Supported Employment Services in our operating locality. However as a national scheme Connect to Work, backed by government money and benefiting from significant media attention, demonstrates well to potential donors and other commissioners that Supported Employment solutions represent the only real solution to closing the disability employment gap.

to closing the disability employment gap. Ways into Work will need to redouble its' efforts to ensure it continues to receive income from a range of sources in order to spread its liabilities. Central to this is a new emphasis on Fundraising activity.

Fundraising activities

In 2024/25 Ways into Work did not undertake any active fundraising activities.

This position is expected to change in 2025/26 and significantly thereafter as the charity plans to appoint a Head of Fundraising to its' Senior Leadership Team.

Expenditure for future income

As stated above there were no fundraising activities undertaken in 2024/25 although the Charity did commission a report and consulting services from Wooton George Consulting. The report has provided Ways into Work's Trustees and Senior Leadership Team with invaluable insight into the current fundraising landscape and the positioning and communications that the Charity needs to undertake in order to maximise any future return on investment in the area of fundraising, in particular the appointment of a Head of Fundraising and the implementation of high quality donor journey policies and procedures.

To communicate what Ways into Work does and the impact it has on individuals' lives two promotional films were commissioned. These films powerfully communicate the purpose of our mission to funders, commissioners and also advertise our services to individual beneficiaries and employers.

Financial review

The financial period ending 31 March 2025 covers the period from the 7 May 2024, when Ways into Work changed its legal status from that of a Community Interest Company (C.I.C) to a Charitable Incorporated Organization (C.I.O), until the financial year end at the 31 March 2025. In this section the year written as "2025" refers to the financial period ending 31 March 2025.

Income and expenditure

In 2025 the total income of the charity was £2.533m, all of which was unrestricted. The principal source of income, totalling £1.581m, related to the Ability Slough service contract, managed by Slough Borough Council on behalf of the Department of Work and Pensions, for the supported employment services provided by Ways into Work during the period. The other material sources of income included Education Income of £335k paid mainly by the Department for Education to pay for supported internship services provided by the charity, and £134k Local Authority income received from Hampshire County Council and West Berkshire Council also for employment support services carried out by Ways into Work in 2025. Donated net assets of £442k transferred on conversion to a C.I.O, as disclosed in note 12, were also reported as income.

During the same period expenditure totalled £1.472m, of which £1.124m were direct costs incurred in the delivery of Ways into Work's charitable projects, and £328k were support costs for the management and administration of the charity. Governance and Fundraising costs of £9k and £11k respectively were included in total expenditure incurred in 2025.

Ways into Work has set up the Governments workplace pension scheme, Nest, for its staff. New employees are automatically enrolled into the scheme and employer contributions are charged as they are incurred.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Reserves policy

Each year the Ways into Work Trustee Board reviews its Reserves Policy and considers the appropriate level of unrestricted funds for the charity to hold, in light of the risks that it faces and the economic environment in which it is operating. The Board's key priority remains to ensure the continuity of the charity's operations to meet the needs of its beneficiaries and the communities that it supports. Based on this year's review the Trustee Board's Reserve Policy is that unrestricted funds which have not been designated for a specific use ("free reserves") should be held to the equivalent of approximately three months of anticipated future cash expenditure. This level of reserves has been maintained throughout the year, with £681k of free reserves, net of designated funds, held at the 31 March 2025.

The board considers that this level of free reserves will ensure that in the event of a major shortfall of funding enough time will be available to consider and implement mitigating steps, allowing Ways into Work to continue its charitable activities and support its beneficiaries, or to organize an orderly wind up of the charity.

Designated funds of £380,000 have been set aside by the Trustees to cover both two years costs of its unfunded Keep in Touch (KIT) activities, and the unfunded costs of the extra employment support activities that Ways into Work is committed to provide in West Berkshire in its 2026 and 2027 financial years.

Investments

In 2025 the Ways into Work cash flow was strong, with total cash of £1.047m held in current and deposit accounts as at 31 March 2025. In the case that the charity has funds not required for immediate use, and in line with its Constitution, it is able to deposit or invest funds. The policy of the Trustee Board is to hold sufficient cash assets in bank accounts providing immediate access to funds to cover operating activities, whilst agreeing to hold a portion of the funds in deposit accounts, all held at UK-based institutions with solid credit ratings.

Going concern

As at the date of approving the Trustees Annual Report and Financial Statements there were no material uncertainties about the charity's ability to continue in operation.

Risk management and internal controls

The Trustees recognise that the effective management of risks is critical to the ability of Ways into Work to achieve its charitable mission and aim to anticipate and manage risks proactively. The Senior Leadership Team (SLT) have the primary responsibility to identify and address the key risks on an ongoing basis and to document these risks and the status of mitigation measures in a Risk Register, which is reviewed by the Trustee Board quarterly. Internal risks are minimized by the implementation of clearly documented organisational procedures and internal controls, that are subject to periodic review.

At the Board Meeting in August 2025 the top risk reported related to a reliance on public sector service contracts, the loss of whose income could limit the ability of Ways into Work to fully support its charitable activities. The main steps undertaken to mitigate the risk have included the use of external consultants to support the preparation of strategies and plans to diversify income streams, the set up of a fundraising working group containing both Trustees and Managers, the hiring of a new fundraising manager, and the onboarding of a new Trustee with strong fundraising experience.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Structure, governance and management

The charity is a Charitable Incorporated Organisation and is governed by its constitution adopted by resolution on 18 December 2023. The charity was registered as a Charitable Incorporated Organisation on 7 May 2024 with the Charity Commission. The charity has no share capital. In the event that the charity is wound up, the members of the charity have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The Trustees who served during the period and up to the date of signature of the financial statements are listed in the report's first section "Legal and Administrative Information".

Recruitment of Trustees

The initial three Trustees to serve on the Board of Ways into Work were previously Non-Executive Directors from Ways into Work C.I.C. They oversaw the conversion process to a charity.

The initial three Trustees recognised the need to diversify and expand the Board and in particular bring in expertise in the following areas: Charity finance; Fundraising; Data and reporting; Safeguarding; Employer networks; Lived experience.

The recruitment of the new Trustees was led by a former Managing Director of Ways into Work who built up networks within the business and third sector to advertise the vacancies. Trustees applications were also advertised openly on the charity's website, LinkedIn and other social media platforms. A shortlisting process was conducted and suitable candidates were invited to interview with current Trustees and attend a Board meeting in an observer capacity before a vote of registered Trustees was held in compliance with Ways into Works Constitution.

All Trustee appointments are subject to two written references and an Enhanced DBS check.

Appointment of Trustees

Apart from the first charity Trustees appointed on 7 May 2024, every Trustee is appointed for a term of three years by a resolution passed at a properly convened meeting of the charity Trustees.

In selecting individuals for appointment as charity Trustees, regard is given to the skills, knowledge and experience needed for the effective governance of the charity.

There must be at least three charity Trustees. If the number falls below this minimum, any remaining Trustees may act only to call a Board meeting or to appoint new Trustees. The maximum number of Trustees is 12.

No Trustee had any personal interest in any contract, transaction, or any other related party transaction entered into by the charity during the year, or at the year end.

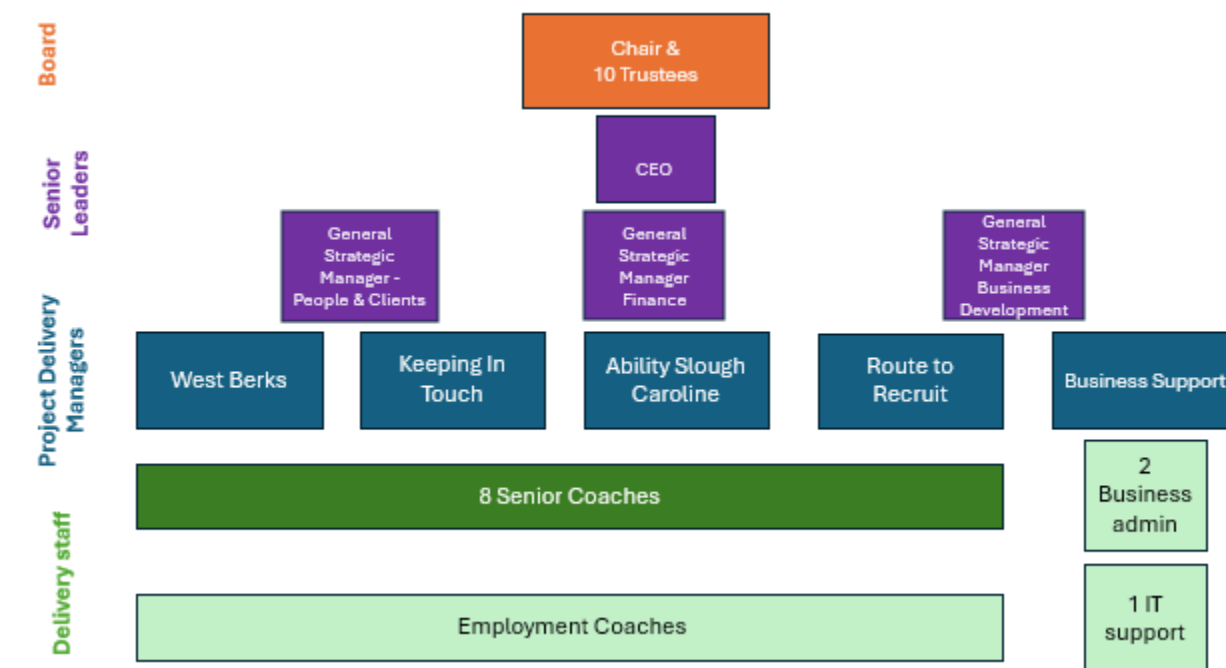
WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Organisational structure

At the end of the 2024/25 reporting year there were 10 registered trustees and 55 paid staff.



Decision making

The Trustees delegate the day to day running of the charity to the Chief Executive and the Senior Leadership Team. Trustees are kept informed about operations at monthly catch up calls with the CEO and at the four quarterly board meetings.

It is the intention of the Trustees to approve a comprehensive scheme of delegation in 2024/25. The new Trustee Board are in the process of drafting Terms of Reference for the Finance and the Safeguarding sub-committees as well as developmental working groups on Data, Strategy, People and Culture, Representation, Fundraising and Employers Partnerships.

Those whom the Trustees delegated responsibility to in 2024/25 were:

Chief Executive Officer – Maurice George

General Strategic Manager (Finance) – Debra Burnett

General Strategic Manager (People & Clients) – Sandra Briggs

Business Support Manager - Michelle Magee

Training of Trustees

A thorough induction programme is undertaken with all Trustees. This process involves a mix of online training, individual reading and study, two full days of in person training and an optional additional in person training session delivered by Reading Voluntary Action.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Remuneration

The CEO's salary is set and reviewed by the Trustees of the Board in consultation with benchmarking advice from Clearbridge HR. The review and recommendation process is led by the Chair of the Board.

The CEO leads the review of the other senior staff members pay and receives benchmarking advice from Clearbridge HR as well as paying due regard to The National Council for Voluntary Organisations (NCVO) and Charity Job Salary Report 2025.

All staff pay awards are approved by the Board of Trustees annually.

There are no performance related pay mechanisms within the charity.

Other details

For the reporting period 7 May 2024 to 31 March 2025 the Trustees appointed Wilson Partners Limited as the charity's accountants.

Wilson Partners Limited
TOR
Saint-Cloud Way
Maidenhead
Berkshire
SL6 8BN

For the Financial Year 2024/25 the Trustees have appointed Wenn Townsend to perform the independent financial audit of Ways into Work.

Wenn Townsend
30 St. Giles
Oxford
Oxfordshire
England
OX1 3LE

To support with Human Resources professional advice and service Ways into Work engaged Clearbridge HR throughout the reporting period.

Clearbridge HR
22 Martineau Lane
Hurst
Reading
Berkshire
RG10 0SF

Ways into Work does not engage the services of volunteers to carry out any of its activities and does not have any immediate plans in the future to do so.

WAYS INTO WORK

TRUSTEES REPORT (CONTINUED)

FOR THE PERIOD ENDED 31 MARCH 2025

Relationship with related parties

Related parties include Trustees, key management personnel, their family, and organisations with which they are connected. All transactions with related parties are conducted at arm's length. Any transactions or connections with related organisations such as partner local authorities, supported employment providers, charities or companies in which Trustees have an interest, require disclosing to the Board and require proper authorisation. The Trustees confirm that there were no conflicts of interest or related party transactions in 2024/25 disclosed or recorded on our register.

All Trustees are required to declare any relevant interests at the start of each financial year and to update these as necessary. Trustees are excluded from decisions where a conflict may exist.

During the year, no Trustee received any remuneration or benefits from the charity (other than reimbursement of expenses incurred in carrying out their duties as disclosed in note 9). Key management personnel are remunerated as disclosed in note 10.

Other than reimbursement of Trustee expenses as disclosed in note 9, remuneration of key management personnel as disclosed in note 10 and the café costs disclosed in note 5, there are no related party transactions or balances requiring disclosing in these financial statements.

Statement of Trustees responsibilities

The Trustees 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).

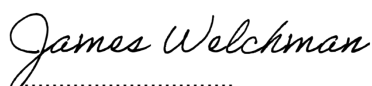
The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

The Trustees report was approved by the Board of Trustees, and signed on its behalf by:



Mr J D Welchman (Chair)
Trustee



Mr A Edger (Treasurer)
Trustee

Date: 11 December 2025

WAYS INTO WORK

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF WAYS INTO WORK

Opinion

We have audited the financial statements of Ways into Work (the 'charity') for the period ended 31 March 2025 which comprise the Statement of Financial Activities (including income and expenditure account), the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2025, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

WAYS INTO WORK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF WAYS INTO WORK

Responsibilities of Trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in tax and compliance functions to identify any instances of non-compliance with laws and regulations;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the FRC's website at: <https://www.frc.org.uk/auditors/audit-assurance/auditor-s-responsibilities-for-the-audit-of-the-fi/description-of-the-auditor%E2%80%99s-responsibilities-for>. This description forms part of our auditor's report.

WAYS INTO WORK

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF WAYS INTO WORK

Use of our report

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. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



For and on behalf of Wenn Townsend, Statutory Auditor

Chartered Accountants

30 St. Giles

Oxford

OX1 3LE

Date: 23.01.2026.....

Wenn Townsend is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

WAYS INTO WORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE PERIOD ENDED 31 MARCH 2025

	Notes	Unrestricted funds Period ended 31 March 2025 £
Income from:		
Donations and legacies	2	443,545
Charitable activities	3	2,083,314
Investments	4	6,258
Total income		2,533,117
Expenditure on:		
Raising funds	5	11,369
Charitable activities	6	1,460,779
Total expenditure		1,472,148
Net income and movement in funds		1,060,969
Reconciliation of funds:		
Fund balances as at 7 May 2024	12	-
Fund balances at 31 March 2025		1,060,969

The statement of financial activities includes all gains and losses recognised in the period. All income and expenditure derive from continuing activities.

WAYS INTO WORK

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£
Fixed assets			
Tangible assets	13		21,802
Current assets			
Debtors	15	679,730	
Cash at bank and in hand		1,046,640	
		<u>1,726,370</u>	
Creditors: amounts falling due within one year	16	(687,203)	
		<u></u>	
Net current assets			1,039,167
Total assets less current liabilities			<u>1,060,969</u>
			<u></u>
The funds of the charity			
Unrestricted funds	19		1,060,969
			<u>1,060,969</u>
			<u></u>

The financial statements were approved by the Trustees on the 11th December 2025 and signed on their behalf by:

James Welchman

.....
Mr J D Welchman (Chair)
Trustee

Andrew Edger

.....
Mr A Edger (Treasurer)
Trustee

WAYS INTO WORK

STATEMENT OF CASH FLOWS

FOR THE PERIOD ENDED 31 MARCH 2025

	Notes	2025 £	£
Cash flows from operating activities			
Cash generated from operations	22		518,663
Investing activities			
Purchase of tangible fixed assets		(24,449)	
Investment income received		6,258	
Net cash used in investing activities			(18,191)
Net cash generated from financing activities			-
Net increase in cash and cash equivalents			500,472
Cash and cash equivalents transferred on 7 May 2024	12		546,168
Cash and cash equivalents at end of period			1,046,640

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Ways into Work is a Charitable Incorporated Organisation (C.I.O). In the event that the C.I.O was to be wound up, the members of the C.I.O have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The charity is incorporated in England and Wales. The registered office is 268 Bath Road, Slough, Berkshire, SL1 4DX.

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

1.1 Reporting period

Previously the C.I.O was registered as a Community Interest Company (C.I.C) with a period end of 31 March. The charity registered as a Charitable Incorporated Organisation (C.I.O) on 7 May 2024 at which point the assets, liabilities and reserves were transferred to the charity. The charity therefore continued to use the period end of the previous C.I.C. The period for which these financial statements have been prepared is from 7 May 2024 to 31 March 2025. The previous C.I.C prepared a final set of financial statements, up to the date of transfer, for the period 1 April 2024 to 6 May 2024.

1.2 Basis of preparation

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.3 Going concern

The Trustees have reviewed the Way into Work's financial position and have concluded, based on its strong cash balance, adequate reserves and secure pipeline of grants and contracts, that the charity is well-placed to meet all its obligations as they fall due for at least twelve months from the date of the approval of the financial statements. As a result the Trustees have adopted the going concern basis of accounting in preparing the financial statements.

1.4 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the Trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Income from service contracts, training fees, consultancy, and other charitable services is recognised as the services are delivered.

For contracts where income is conditional on specific performance milestones, income is recognised when those milestones are met.

Where services are invoiced in advance, income is deferred until delivery or until performance conditions have been met.

1.6 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 are allocated on the portion of the asset's use.

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation.

Depreciation is recognised so as to write off the cost of assets over their useful lives on the following bases:

Fixtures and fittings	33% straight line
Computer equipment	33% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents represent cash in hand and deposits held at call with banks.

1.10 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are measured at transaction price including transaction costs. Financial assets are classified as receivable within one year and are not amortised on the basis that amounts are receivable within one year or less.

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors are recognised at transaction price. Financial liabilities are classified as payable within one year and are not amortised on the basis that payment is due within one year or less.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities on the basis that payment is due within one year or less.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Income from donations and legacies

	Unrestricted funds 2025 £
Donations and gifts	1,120
Donated net assets (note 12)	442,425
	443,545

The donated net assets represents the net assets of Ways into Work C.I.C on conversion to a Charitable Incorporated Organisation as disclosed in note 12.

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

3 Income from charitable activities

	Unrestricted income 2025 £
Education income	334,809
Local authority income	134,186
Access to work funding	30,108
Ability Slough	1,581,006
Probation services	2,500
Other charitable income	705
	2,083,314

4 Income from investments

	Unrestricted funds 2025 £
Interest receivable	6,258

5 Expenditure on raising funds

	Unrestricted funds 2025 £
Raising funds	
Cafe costs	11,369

The café costs totalling £11,369 represent the costs incurred with respect to the subsidiary Ways into Work Enterprises C.I.C. The subsidiary is in the process of being liquidated.

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

6 Expenditure on charitable activities

	Total 2025 £
Direct costs	
Staff costs	938,058
Impairment of investment in subsidiary	1
Travel and subsistence	19,521
Training costs	16,917
DBS checks	1,392
Recruitment costs	8,769
Marketing - events and collateral	3,067
Consultancy fees	22,681
Other charitable costs	21,286
Employee costs	10,349
Bad debts	(5,001)
Offset delivery costs	46,274
Offset procurement costs	5,834
Trustee expenses	431
General and sundry expenses	2,718
Irrecoverable VAT	31,232
	1,123,529
Share of support and governance costs (see note 7)	
Support	328,250
Governance	9,000
	1,460,779
Analysis by fund	
Unrestricted funds	1,460,779

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

7 Support costs allocated to activities

	2025 £
Staff costs	209,008
Depreciation	10,693
Operating lease charges	12,991
Subscriptions	763
Software and support costs	37,278
Telephone and mobile costs	9,762
Insurance	4,099
Accounting and finance support	27,922
Marketing - web development, management and social media	3,985
HR support	4,615
Printing, postage and stationary	2,824
General and sundry expenses	114
Consultancy costs	4,000
Bank fees and interest paid	196
Governance costs	9,000
	<u>337,250</u>
Analysed between:	
<u>Charitable activities</u>	
Supported Employment activities	<u>337,250</u>

8 Net movement in funds

	2025 £
The net movement in funds is stated after charging/(crediting):	
Fees payable for the audit of the charity's financial statements	9,000
Depreciation of owned tangible fixed assets	10,693
Impairment of investment in subsidiary	1
Operating lease charges	<u>12,469</u>

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

During the period four trustees were reimbursed a total of £431 with respect to travel and meeting expenses.

10 Employees

The average monthly number of employees during the period was:

2025 Number
<u>50</u>

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

10 Employees (Continued)

Employment costs	2025 £
Wages and salaries	1,031,202
Social security costs	84,323
Other pension costs	26,011
	<u>1,141,536</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number
£60,001 to £70,000	<u>1</u>

Remuneration of key management personnel

Key management personnel includes the Senior Leadership Team and the Business Manager. The Senior Leadership Team comprise of the CEO and two Strategic Managers.

The remuneration of key management personnel was as follows:

	2025 £
Aggregate compensation	<u>156,022</u>

11 Taxation

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

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

12 Balances transferred on 7 May 2024

On 7 May 2024, the balances were transferred from Ways into Work C.I.C to the charity on conversion to a Charitable Incorporated Organisation. The assets and liabilities value at the date of transfer were as follows:

	£
Tangible fixed assets	8,046
Investment in subsidiary	1
Accounts receivable (net of bad debts)	155,496
Prepayments	43,836
Accrued income	119,801
Other debtors	6,486
Bank	546,168
Trade creditors	(43,101)
Accruals	(27,576)
Deferred income	(209,914)
Other taxation and social security	(138,103)
Pensions payable	(5,663)
Corporation tax	(13,052)
	<u>442,425</u>
Represented by:	
Unrestricted reserves	442,425

The C.I.C was subject to corporation tax. The above corporation tax balance of £13,052 was due on the profits for the period 1 April 2024 to 6 May 2024 and was paid on 15 July 2025. The C.I.O profits are not subject to tax as they are applied for charitable purposes.

13 Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost			
Additions	-	24,449	24,449
Transferred in	13,620	45,654	59,274
	<u>13,620</u>	<u>70,103</u>	<u>83,723</u>
At 31 March 2025	13,620	70,103	83,723
Depreciation and impairment			
Depreciation charged in the period	-	10,693	10,693
Transferred in	13,620	37,608	51,228
	<u>13,620</u>	<u>48,301</u>	<u>61,921</u>
At 31 March 2025	13,620	48,301	61,921
Carrying amount			
At 31 March 2025	<u>-</u>	<u>21,802</u>	<u>21,802</u>

As disclosed in note 12, the assets of the previous entity, Ways into Work C.I.C, were transferred to the charity on conversion to a C.I.O on 7 May 2024.

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

14 Fixed asset investments

	Unlisted investments £
Cost or valuation	
At 7 May 2024	-
Transferred	1
At 31 March 2025	1
Impairment	
At 7 May 2024	-
Impairment losses	1
At 31 March 2025	1
Carrying amount	
At 31 March 2025	-

As disclosed in note 12, the investment in Ways into Work Enterprises C.I.C was transferred to the charity on 7 May 2024. Ways into Work Enterprises C.I.C is currently in the process of being liquidated. The trustees have therefore impaired the investment in the subsidiary to £nil.

15 Debtors

	2025 £
Amounts falling due within one year:	
Trade debtors	448,098
Corporation tax recoverable	11,553
Other debtors	9,173
Prepayments and accrued income	210,906
	679,730

16 Creditors: amounts falling due within one year

	2025 £
Other taxation and social security	94,833
Deferred income	501,574
Trade creditors	7,138
Other creditors	44,185
Accruals	39,473
	687,203

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

17 Deferred income

2025
£

Other deferred income	501,574
-----------------------	---------

Deferred income is included in the financial statements as follows:

2025
£

Deferred income is included within:

Current liabilities	501,574
---------------------	---------

Movements in the period:

Deferred income transferred on 7 May 2024 (note 12)	209,914
Released from previous periods	(195,703)
Resources deferred in the period	487,363

Deferred income at 31 March 2025	501,574
----------------------------------	---------

18 Retirement benefit schemes

2025
£

Defined contribution schemes

Charge to profit or loss in respect of defined contribution schemes	26,011
---	--------

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

19 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and charitable activities which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 7 May 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Designated funds - Keep in Touch activities	-	-	-	204,000	204,000
Designated funds - Supported Employment activities	-	-	-	176,000	176,000
General funds	-	2,533,117	(1,472,148)	(380,000)	680,969
	-	2,533,117	(1,472,148)	-	1,060,969

WAYS INTO WORK

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE PERIOD ENDED 31 MARCH 2025

19 Unrestricted funds

(Continued)

The above designated funds of £380,000 have been set aside by the Trustees to cover both two years costs of its unfunded Keep in Touch activities, and the unfunded costs of the extra employment support activities that Ways into Work is committed to provide in West Berkshire in its Financial Years 2025/26 and 2026/27.

20 Operating lease commitments

Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £
Within one year	23,748
Between two and five years	15,832
	39,580

21 Related party transactions

There were no disclosable related party transactions during the period.

22 Cash generated from operations

2025
£

Surplus for the period 1,060,969

Adjustments for:

Investment income recognised in statement of financial activities	(6,258)
Net assets on transfer (note 12)	(442,425)
Depreciation and impairment of tangible fixed assets	10,694

Movements in working capital:

(Increase) in debtors	(354,111)
(Decrease) in creditors	(41,866)
Increase in deferred income	291,660

Cash generated from operations	518,663
---------------------------------------	---------------------

23 Analysis of changes in net funds/(debt)

The charity had no material debt during the year.