

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025
FOR
THE MAZE ORGANISATION CIO

G. George Associates Limited
Chartered Certified Accountants
12 Gateway Mews
Ring Way
London
N11 2UT

THE MAZE ORGANISATION CIO

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FOR THE YEAR ENDED 31 March 2025

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THE MAZE ORGANISATION CIO
REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 March 2025

TRUSTEES	Ms C Maze (appointed 24.7.24) Dr A Armstrong (appointed 27.7.24) Ms B C Bamford (appointed 27.7.24) Ms A J Mellitt (appointed 27.2.25)
PRINCIPAL ADDRESS	178 Walm Lane London NW2 3AX
REGISTERED CHARITY NUMBER	1209273
INDEPENDENT EXAMINER	G. George Associates Limited Chartered Certified Accountants 12 Gateway Mews Ring Way London N11 2UT

THE MAZE ORGANISATION CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 March 2025

The trustees present their report with the financial statements of the charity for the year ended 31 March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The Maze Organisation CIO ('MazeOrg') is a Brent based charity whose objective is to provide free social, emotional and academic support to vulnerable children in London. The Charity focuses on nurturing emotional regulation and equipping young minds with the tools to manage anxiety and trauma, fostering resilience and a brighter future.

The programmes are designed to ensure every child has the emotional resilience and academic confidence to thrive. We take a holistic approach providing educational support to SEN children, educational intervention to children who have fallen behind, social and emotional interventions for children whose mental health has suffered as a result of the pandemic, world events and the cost of living crisis.

The Charity gains funding through donations and grants to be able to deliver these sessions free of charge.

MazeOrg has delivered a number of programmes term-time in schools and in the holidays, including:

- Lyon Park Primary School, Brent
- Coppetts Wood Primary School, Barnet
- Wessex Garden Primary School, Barnet
- Rhyl Primary School, Camden
- Netley Primary School, Camden
- All Saints C of E Primary School, Fulham
- Higher Potential (Community Hub), Brent

Using recognised emotional regulation tools including recognising emotions, cognitive reappraisal and social stories, MazeOrg provides children with skills including: to appropriately respond to their environment, manage thoughts, feelings, behaviour and cognition, alternative ways to problem solve and resolve arising situations, to understand social norms, to react appropriately, teaching communication and critical thinking skills and fill academic gaps.

The programmes support the needs of children who:

- lacked educational progression/are further behind than where they started pre-pandemic
- are not able to access SEN support
- experienced a deterioration in mental wellbeing
- experience low self-esteem, anxiety, depression and other related issues
- struggle in school to manage their emotions and behaviour
- require English language support and assistance transitioning into a new environment

THE MAZE ORGANISATION CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 March 2025

OBJECTIVES AND ACTIVITIES

Public benefit

The trustees have given due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake. The trustees have complied with the duty in section 17(5) of the 2011 Charities Act to have due regard to guidance published by the Charity Commission.

Details of how the charity's activities are for the public benefit are detailed in this report and the trustees have given due consideration to the Charity Commission guidance on public benefit.

The benefits of our purpose include:

1. Reduced Behavioural Issues in and outside school: Emotional and social support can contribute to a positive school/home environment. Children who feel supported are less likely to engage in disruptive or aggressive behaviour, creating a more conducive learning/home environment.
2. Enhanced Social Skills: Children who receive social support are likely to develop better interpersonal skills. They may learn effective communication, conflict resolution, and cooperation, which are crucial for building healthy relationships.
3. Better Academic Performance: Emotional well-being is closely linked to cognitive functioning. Children who are emotionally and socially supported may experience improved concentration, better problem-solving abilities, and overall enhanced academic performance.
4. Long-term Health Benefits: Emotional well-being in childhood is linked to better health outcomes in adulthood. Individuals who develop positive emotional and social skills during childhood are less likely to experience stress-related health issues later in life.

FINANCIAL REVIEW

Reserves policy

The charity maintains unrestricted funds to be at a level equivalent to three months' administrative and support expenditures. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The level of reserves has been maintained throughout the year.

At the end of the year the charity reserves were as follows:

General unrestricted fund: £39,180.

During the year the charity received total grant of £55,113 and raised donation of £15,499.

At the end of the year, the net increase in funds for the period was £35,374.

The charity continued to maintain healthy bank reserves.

THE MAZE ORGANISATION CIO
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 March 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Charity is constituted as a Charitable Incorporated Organisation (CIO) governed by its Constitution dated 30 January 2024.

The Charity is overseen by four Trustees:

- Ms Carolyn Maze, Founder and Chair
- Ms Beverley Bamford, Financial Controller
- Dr Ana Armstrong, Director of Business
- Ms Anna Mellitt, Trustee and Advisor

The Board provides strategic leadership, oversight, and governance.

Before 24 July 2024, the charity was operating as a community interest company (CIC) under the name, The Maze Organisation registered with Companies House under registration number 13703325.

On 24 July 2024, a new charity was registered with the Charity Commission under registration number 1209273 and the CIC converted/closed. Financial accounts of the CIC for the year ended 31 March 2024 were shown as comparatives in the charity accounts.

Recruitment and appointment of new trustees

Trustees are appointed under the Constitution and receive an induction on their duties.

Organisational structure

Ms C Maze is the Charity's only employee and manages day to day operations and core programme delivery. Additional specialists and project staff are engaged as consultants on a project by project basis.

Decision making

Trustees meet regularly to monitor performance, review risks, and approve strategic decisions. Operational matters within budget and strategy are delegated to the Chair. Financial controls, safeguarding, and risk management processes are reviewed annually.

Key management remuneration

The trustees are regarded as key management of the charity.

Ms C Maze received a remuneration of £8,380 (2024: £nil) and a pension contribution of £127 (2024: £nil).

THE MAZE ORGANISATION CIO

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 March 2025

TRUSTEES' RESPONSIBILITY STATEMENT

The trustees are responsible for preparing the Report of the Trustees 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, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity 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;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to 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.

Approved by order of the board of trustees on 11 December 2025 and signed on its behalf by:



Ms C Maze - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
THE MAZE ORGANISATION CIO**

Independent examiner's report to the trustees of The Maze Organisation CIO

I report to the charity trustees on my examination of the accounts of The Maze Organisation 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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 content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



Mr Philip Onissiphorou BA (Hons) FCCA FCA

G. George Associates Limited
Chartered Certified Accountants
12 Gateway Mews
Ring Way
London
N11 2UT

Date:

12/12/2025

THE MAZE ORGANISATION CIO

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 March 2025

		31.3.25 Unrestricted fund £	31.3.24 Total funds £
INCOME AND ENDOWMENTS FROM	Notes		
Donations and legacies	2	70,612	34,202
EXPENDITURE ON			
Raising funds	3	1,999	7,706
Charitable activities			
Education support programs		33,239	23,344
Total		35,238	31,050
NET INCOME		35,374	3,152
RECONCILIATION OF FUNDS			
Total funds brought forward		3,806	654
TOTAL FUNDS CARRIED FORWARD		39,180	3,806

The notes form part of these financial statements

THE MAZE ORGANISATION CIO

BALANCE SHEET

31 March 2025

	Notes	31.3.25 Unrestricted fund £	31.3.24 Total funds £
CURRENT ASSETS			
Cash at bank		49,486	34,295
CREDITORS			
Amounts falling due within one year	6	(10,306)	(30,489)
NET CURRENT ASSETS		<u>39,180</u>	<u>3,806</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		39,180	3,806
NET ASSETS		<u>39,180</u>	<u>3,806</u>
FUNDS	7		
Unrestricted funds		39,180	3,806
TOTAL FUNDS		<u>39,180</u>	<u>3,806</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 11 December 2025 and were signed on its behalf by:



Ms C Maze - Trustee

Dr A Armstrong

Dr A Armstrong - Trustee

THE MAZE ORGANISATION CIO

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, 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 financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, 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 accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.3.25	31.3.24
	£	£
Donations	15,499	-
Grants	55,113	34,202
	<u>70,612</u>	<u>34,202</u>

Grants received, included in the above, are as follows:

	31.3.25	31.3.24
	£	£
Education support programs	<u>55,113</u>	<u>34,202</u>

THE MAZE ORGANISATION CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 March 2025

3. RAISING FUNDS

Raising donations and legacies

	31.3.25	31.3.24
	£	£
Events	<u>1,999</u>	<u>7,706</u>

4. TRUSTEES' REMUNERATION AND BENEFITS

Ms C Maze received a remuneration of £8,380 (2024: £nil) and a pension contribution of £127 (2024: £nil).

No other trustee received remuneration.

No employees received emoluments in excess of £60,000.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £
INCOME AND ENDOWMENTS FROM	
Donations and legacies	<u>34,202</u>
EXPENDITURE ON	
Raising funds	7,706
Charitable activities	
Education support programs	<u>23,344</u>
Total	<u>31,050</u>
NET INCOME	3,152
RECONCILIATION OF FUNDS	
Total funds brought forward	654
TOTAL FUNDS CARRIED FORWARD	<u><u>3,806</u></u>

THE MAZE ORGANISATION CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 March 2025

6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	31.3.24 £
Taxation and social security	-	739
Other creditors	10,306	29,750
	<u>10,306</u>	<u>30,489</u>

7. MOVEMENT IN FUNDS

	At 1.4.24 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	3,806	35,374	39,180
	<u>3,806</u>	<u>35,374</u>	<u>39,180</u>
TOTAL FUNDS	<u>3,806</u>	<u>35,374</u>	<u>39,180</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	70,612	(35,238)	35,374
	<u>70,612</u>	<u>(35,238)</u>	<u>35,374</u>
TOTAL FUNDS	<u>70,612</u>	<u>(35,238)</u>	<u>35,374</u>

Comparatives for movement in funds

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	654	3,152	3,806
	<u>654</u>	<u>3,152</u>	<u>3,806</u>
TOTAL FUNDS	<u>654</u>	<u>3,152</u>	<u>3,806</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	34,202	(31,050)	3,152
	<u>34,202</u>	<u>(31,050)</u>	<u>3,152</u>
TOTAL FUNDS	<u>34,202</u>	<u>(31,050)</u>	<u>3,152</u>

THE MAZE ORGANISATION CIO

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 March 2025

7. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.23 £	Net movement in funds £	At 31.3.25 £
Unrestricted funds			
General fund	654	38,526	39,180
TOTAL FUNDS	<u>654</u>	<u>38,526</u>	<u>39,180</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	104,814	(66,288)	38,526
TOTAL FUNDS	<u>104,814</u>	<u>(66,288)</u>	<u>38,526</u>

8. RELATED PARTY DISCLOSURES

During the year, Ms C Maze, trustee of the charity, received a remuneration of £8,380 (2024: £nil) and a pension contribution of £127 (2024: £nil).

During the year, the charity received donations without conditions from Ms C Maze, trustee of the charity, for an aggregate amount of £6,499 (2024: £nil).

During the year, the charity received donations without conditions from The Maze Academy Limited, a company under the control of Ms C Maze, trustee of the charity, for an aggregate amount of £9,000 (2024: £nil).

During the year, the charity paid consultancy fees for an aggregate amount of £7,326 to The Maze Academy Limited, a company under the control of Ms C Maze, trustee of the charity.

THE MAZE ORGANISATION CIO

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 March 2025

	31.3.25 £	31.3.24 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	15,499	-
Grants	55,113	34,202
	<u>70,612</u>	<u>34,202</u>
Total incoming resources	70,612	34,202
EXPENDITURE		
Raising donations and legacies		
Events	1,999	7,706
Charitable activities		
Trustees' salaries	8,380	-
Pensions	127	-
Insurance	1,268	-
Consultants	20,517	20,041
	<u>30,292</u>	<u>20,041</u>
Support costs		
Management		
Sundries	175	867
Software and data costs	972	1,011
	<u>1,147</u>	<u>1,878</u>
Finance		
Bank charges	-	21
Governance costs		
Accountancy fees	1,800	1,404
	<u>35,238</u>	<u>31,050</u>
Total resources expended	35,238	31,050
Net income	<u><u>35,374</u></u>	<u><u>3,152</u></u>

This page does not form part of the statutory financial statements