

Charity Registration Number : 1209882

FIT FOR LIFE YOUTH

A CHARITABLE INCORPORATED ORGANISATION (CIO)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE PERIOD ENDED

30 SEPTEMBER 2025

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FIT FOR LIFE YOUTH CIO

LEGAL AND ADMINISTRATIVE INFORMATION

FOR THE PERIOD ENDED 30 SEPTEMBER 2025

Trustees

Henry Wrigley
Mark Alawiye
Chanda Tori Viette
Krystal Frimpong
Nelio Pereira Rodrigues
Kay Scott

Charity Number

1209882

Registered Office

FFLY GROUND FLOOR 151 FRESTON ROAD
London
W10 6TH

Chairperson

Kay Scott

FIT FOR LIFE YOUTH
TRUSTEES' REPORT
FOR THE PERIOD ENDED 30 SEPTEMBER 2025

1. Introduction

Fit For Life Youth CIO (FFLY) is a grassroots youth charity based in North Kensington, dedicated to positively impacting the lives and wellbeing of children and young people through youth work, sport, health and fitness.

In 2018 FFLY operated on a solely voluntary basis and then progressed to a CIC from 2019 onwards. In September 2024 FFLY became a registered charity and continued expanding its reach across Kensington and Chelsea, responding to the growing need for safe youth spaces.

We are proud to present our first set of annual accounts as a charity. Revenue has grown over the years and now stands at £433,279, with an operating surplus of £67,144 and combined reserves of £145,923.

FFLY creates safe, trusted spaces where young people aged 6–18 can build confidence, resilience and life skills that prepare them to be truly “fit for life”. Operating from its HQ on Freston Road and also from Lancaster Youth Hub and Chelsea Youth Club, areas where almost 25% of children live in poverty, FFLY delivers after-school clubs, holiday programmes, amateur boxing, youth leadership opportunities, employability pathways and SEND provision.

FFLY’s theory of change is rooted in the understanding that when young people have access to consistent role models, structured programmes and a sense of belonging, they are more likely to develop the confidence and discipline needed to make positive life choices. Through combining physical activity, particularly boxing, one of FFLY’s core strengths, with personal development and life skills, the charity addresses challenges such as low confidence, poor mental well-being, isolation and limited opportunity.

More than 90% of young people report leaving FFLY programmes feeling more confident, motivated and connected. The organisation is deeply embedded in its community, working in partnership with local schools, the council and other voluntary sector organisations, and is committed to safeguarding, inclusion and equity in all aspects of its delivery.

CEO’s statement:

I am extremely proud of the impact we have made on the lives of so many people in our community. It is both a privilege and an honour to lead Fit For Life Youth every day. I am constantly trying my utmost best to lead from the front and set a positive example to the entire team and to the community as a whole. We have a talented, empowered and proactive workforce supported by our committed and active Board members.

FFLY’s roots are never far away from our sights. We work in the heart of the community, in social housing estates and in areas where there are longstanding health and social issues. In a borough like ours, it’s devastating to know that almost 25% of all children live in poverty. Our Headquarters are in an area where the life expectancy of adults is the lowest in the whole borough. Our purpose is compounded by our moral responsibility to work harder to make a positive impact in people’s lives.

Chair’s statement:

I’m very pleased to present these accounts from our first year of being a charity. What Chris and the team have built in North Kensington is more than just a youth organisation. Exercise might be the hook that gets young people through the doors, but what follows is truly transformational. Walking into FFLY HQ, you can feel that something special is happening. It’s a space where young people are always met with belief—where the starting assumption is that they have something valuable to offer, even if they haven’t yet discovered what that is.

2. Structure, Governance, and Management

Constitution:

The charity is a Charitable Incorporated Organisation (CIO) governed by its Constitution, which was signed in 2024. The Trustees are the only voting members of the CIO. The Trustees are responsible for the overall management and administration of the charity, and may exercise all the powers of the CIO in furtherance of its charitable objects.

The constitution provides for a minimum of 4 and a maximum of 12 trustees. Trustees are appointed with regard to the skills, knowledge and experience needed for the effective administration of the charity. Appointments are normally for three-year terms. Trustees may be reappointed, subject to the constitutional provisions on term limits.

The constitution includes provisions covering Trustee benefits, conflicts of interest, Trustee decision-making, delegation, meetings, and the keeping of accounting records, annual reports and returns in accordance with the Charities Act 2011.

Risk management:

The trustees recognise their responsibility for the oversight of risk and maintain appropriate systems of governance and internal control to identify, assess and manage the principal risks facing the charity. In particular, the constitution includes provisions on Trustee decision-making, conflicts of interest, delegation, financial record-keeping, annual reporting and the proper application of the charity's funds.

The Trustees review risks on a regular basis and take steps to mitigate them through oversight of operations, financial monitoring, and compliance with the charity's governing document and relevant legislation.

3. Objectives and Activities

Charitable objects:

The objects of Fit For Life Youth CIO are:

- (1) To advance in life and help young people through:
 - a. The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
 - b. Providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.
- (2) The promotion of community participation in healthy recreation, in particular by the provision of facilities for boxing and gym exercise.
- (3) To promote for the benefit of the inhabitants of North Kensington and the surrounding area the provision of facilities for recreation or other leisure time occupation of individuals who have need of such facilities by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances or for the public at large in the interests of social welfare and with the object of improving the condition of life of the said inhabitants.

Public benefit:

FFLY provides sports and fitness related activities and mentoring programmes for young people, and gym, boxing and football facilities and fitness classes for the wider community.

4. Achievements and Performance

Overview of activities and achievements:

2025 was a remarkable year for our charity. We proudly opened two new youth clubs across the Royal Borough of Kensington and Chelsea: Lancaster Youth Hub in the north of the borough; and Chelsea Youth Club in the south.

We also embarked on an exciting new chapter by launching our first season as an amateur boxing club affiliated with England Boxing.

Alongside these new initiatives, we continued to deliver our established after-school and holiday programmes, as well as our community health, fitness, and mentoring services, ensuring ongoing support for young people and local residents.

5. Financial Review

Income:

Fit For Life income has grown steadily since it was found in 2018. In 2025 we achieved growth to £433,279. This was split between restricted funding for donor funded projects of £283,017, and other income of £150,262.

Restricted income is mostly grants for running youth programmes and centres. Unrestricted income comes from gym and membership fees, and the hire of the gym facilities by organisations providing courses and services in line with the charity's mission.

Expenditure:

Cost are split between expenditure on restricted grants and unrestricted costs. During the year there was an overall operating surplus of £67,144.

Assets:

The charity has strong cash balances. Fixed assets are mainly gym equipment. The charity also has a Covid Bounce Back long term loan on a low interest rate which is being repaid monthly.

Reserves:

We carefully manage our unrestricted reserves to balance maximising spend on activities and impact, against having surplus to manage risk. Our aim is to have sufficient free reserves to:

- Allow us operational flexibility.
- Give us the ability to invest in new projects and work.
- Manage risk and unexpected expenditure.

The charity has a reserves policy, under which the trustees aim to hold free reserves sufficient to maintain core activity for six months, set at a target of £45,000. Free reserves at the period end, being unrestricted funds less amounts held in tangible fixed assets, are approximately £32,877, which is approximately 27% below the £45,000 target. This shortfall reflects the costs of establishing two new youth clubs during the charity's first full year of operations. The trustees have agreed a plan to rebuild free reserves toward the target over the next two to three years through controlled growth in unrestricted income and continued cost discipline, and will monitor progress at each trustees' meeting.

Combined reserves are £145,923, with £103,086 of this restricted to specific funder projects.

Fundraising:

All Fit For Life fundraising activities are compliant with the recognised standards of fundraising (set out in the Code of Fundraising Practice). As well as those required under charity law and wider law. The charity is committed to conducting open, honest and respectful fundraising practices.

We thank everyone who has supported our work.

6. Plans for Future Periods

Our strategic priority is to continue delivering services in the Royal Borough of Kensington and Chelsea (RBKC) through youth clubs, school-based coaching programmes, and community youth initiatives.

Planned activities and projects will include youth engagement sessions, mentoring programmes, and residential trips designed to support young people's personal development and wellbeing.

One of the anticipated challenges is the impact of funding cuts across the voluntary and community sector (VCS). To mitigate this risk, we will continue to explore diverse funding opportunities, strengthen partnerships, and seek sustainable sources of income to support ongoing delivery.

7. 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 Generally Accepted Accounting Standards.

The law applicable to charities in England and Wales 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 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 of the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy 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.

Approved and authorised for issue by the Trustees and signed on their behalf by:

Kay Scott

Kay Scott (Jul 13, 2026 09:51:40 GMT+1)

Kay Scott

Chair

Date: 13/07/2026

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
FIT FOR LIFE YOUTH CIO**

I report to the trustees on my examination of the financial statements of Fit For Life Youth CIO (FFLY) for the period ended 30 September 2025.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the 2011 Act').

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements 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 financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I confirm that I have not passed any matters of material significance to the Charity Commission. 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 financial statements to be reached.

Signed:  [Jing Zhao \(Jul13 2026 17:04:32 GMT+1\)](#).....

Name: Jing Zhao FCCA

Address: Back Office Support Solutions Ltd

Date: 13/07/2026

FIT FOR LIFE YOUTH
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 30 SEPTEMBER 2025

	Notes	Unrestricted funds £	Restricted funds £	Total Funds 2025 £
Income and endowments from:				
Donations and legacies	2	1,946	-	1,946
Charitable activities	3	147,266	283,017	430,283
Investments	4	1,050	-	1,050
Total		150,262	283,017	433,279
Expenditure on:				
Raising funds	5	2,378	-	2,378
Charitable activities	6	178,886	179,931	358,817
Other	8	4,940	-	4,940
Total		186,204	179,931	366,135
Net income/(expenditure)		(35,942)	103,086	67,144
Net movement in funds		(35,942)	103,086	67,144
Reconciliation of funds:				
Total funds brought forward		78,779	-	78,779
Total funds carried forward		42,837	103,086	145,923

**FIT FOR LIFE YOUTH
BALANCE SHEET
FOR THE PERIOD ENDED 30 SEPTEMBER 2025**

	Notes	Total Funds 2025 £
Fixed assets		
Tangible assets	9	9,960
Total fixed assets		9,960
Current assets		
Debtors	10, 11	33,169
Cash at bank and in hand	12	162,789
Total current assets		195,958
Creditors: amounts falling due within one year	13	31,267
Net current assets		164,691
Total assets less current liabilities		174,651
Creditors: amounts falling due after one year	14	28,728
Total net assets		145,923
Funds of the Charity		
Unrestricted funds	15	42,837
Restricted funds	15	103,086
Endowment funds	15	-
Total funds		145,923

The financial statements were approved by the trustees and signed on its behalf by:


Henry Wrigley (Jul 13, 2026 10:56:24 GMT+1)

Henry Wrigley
Trustee
Date : 13/07/2026


Kay Scott (Jul 13, 2026 09:51:40 GMT+1)

Kay Scott
Chair
Date : 13/07/2026

FIT FOR LIFE YOUTH
NOTES TO THE FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 SEPTEMBER 2025

Fit For Life Youth is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission for England and Wales. The registered office is FFLY GROUND FLOOR 151 FRESTON ROAD, London, W10 6TH.

1. Accounting Policies

The principal accounting policies adopted by the Charity, which is a public benefit entity, in the preparation of the accounts are as follows.

1.1 Basis of preparation

These accounts have been prepared under the historical cost convention. They have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) (Charities SORP (FRS 102)), FRS 102 and the Charities Act 2011. These accounts are presented in pounds sterling and rounded to the nearest pound. The accounts cover the period from 4 September 2024, the date the charity was established, to 30 September 2025. As this is the charity's first reporting period, there are no prior period comparative figures.

1.2 Going concern

The Trustees have prepared financial projections, taking into consideration the current economic conditions and have, at the time of approving these accounts, a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. This assessment specifically takes into account the unresolved HMRC position described at note 13, including the possibility that penalties or interest may arise; the trustees are satisfied that the charity's cash reserves are sufficient to meet a range of realistic outcomes in this respect. Thus they continue to adopt the going concern basis of accounting in preparing the accounts.

1.3 Income from donations or grants

Donations are recognised when received and are included in the financial statements when the charity is entitled to the income, receipt is probable, and the amount can be measured reliably. The charity receives unrestricted donations from members of the public to support its charitable activities and events. As these donations are not subject to specific conditions or restrictions, they are recognised as unrestricted income when received.

1.4 Income from charitable activities

Income from charitable activities is recognised when the charity has provided the related services or activities. Income received in advance for future activities is deferred and recognised in the period to which it relates. Grant income subject to donor imposed conditions is recognised as restricted income.

1.5 Expenditure

Expenditure is recognised when a present legal or constructive obligation exists at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefits will be required to settle the obligation, and the amount can be estimated reliably. It is inclusive of VAT which cannot be recovered. Direct costs are those costs which directly attribute to activities. Payroll and support costs are allocated between restricted and unrestricted funds based on the percentage of staff time spent on each activity, as estimated by the trustees. All costs, including governance costs, are allocated between the expenditure categories of the charity on a basis designed to reflect the use of the resource.

1.6 Fund accounting

Unrestricted funds are those funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes. Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes.

1.7 Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation and impairment losses. Assets costing less than £1,000 are written off to expenditure in the year of purchase. Gym equipment costing £1,000 or more is capitalised and depreciated on a straight-line basis over three years at a rate of 33% per annum. A full year of depreciation is charged on assets held throughout the accounting period. A pro rata charge, calculated from the month the asset is brought into use, is applied in the period an asset is acquired.

1.8 Debtors

Debtors are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

2. Income from Donations and Legacies

Donations and gifts of £1,946 were received from members of the public without conditions and are recognised as unrestricted income.

3. Income from Charitable Activities

Analysis	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Funding	-	283,017	283,017
Gym	60,663	-	60,663
Rent	86,603	-	86,603
Total	147,266	283,017	430,283

An analysis of restricted funding by material individual fund, including income, expenditure, and closing balance, is provided at note 15.

4. Income from Investments

Interest income of £1,050 (unrestricted).

5. Expenditure on Raising Funds

Staging fundraising events £2,378 (unrestricted). This cost was reclassified from restricted to unrestricted expenditure following review, as it was not specifically funded by a restricted grant.

6. Expenditure on Charitable Activities

Analysis	Unrestricted funds £	Restricted funds £	Total funds 2025 £
Grants paid	-	17,268	17,268
Charity management & administration	10,790	10,158	20,948
Charity running cost	33,465	29,717	63,182
Cost of services	28,545	26,983	55,528
Advertising and marketing	4,510	-	4,510
Legal/professional fees	10,400	12,652	23,052
Staff costs	87,966	83,153	171,119
Subtotal	175,676	179,931	355,607
Support costs (note 7)	3,210	-	3,210
Total	178,886	179,931	358,817

7. Support Costs

Governance costs comprise the independent examiner's fee of £1,020 and accountancy fees of £2,190, a total of £3,210.

8. Other Expenditure

Depreciation charge for the year on gym equipment of £1,300 (unrestricted). A software subscription of £1,200, originally recorded as a fixed asset addition, has been reclassified during review, as it does not meet the definition of a tangible fixed asset. It is instead recognised as a prepayment of £1,157 (note 11) and expenditure of £43 (note 6), reflecting the portion of the annual subscription relating to this accounting period. Also included is £3,640, being the correction required to the Bounce Back Loan balance following review against the bank loan account statement (note 14). The loan balance previously used throughout the year understated the true position; this charge brings the closing balance in line with the confirmed bank figure, and reflects both a correction to the balance carried forward at incorporation and interest accrued during the period.

9. Tangible Fixed Assets

	Gym Equipment £
Cost: at 4 September 2024	-
Additions	11,260
At 30 September 2025	11,260
Depreciation: charge for the year	1,300
At 30 September 2025	1,300
Net book value at 30 September 2025	9,960

10. Debtors: Amounts Falling Due After One Year

Lease deposit £6,000.

11. Debtors: Amounts Falling Due Within One Year

Trade debtors £26,012. Prepayments £1,157, being the unexpired portion of an annual software subscription paid on 17 September 2025, covering the period after 30 September 2025. The trustees have reviewed the trade debtors balance and currently consider it recoverable, based on amounts already received since the period end and ongoing contact with the remaining debtors. No bad debt provision has therefore been made at this time. The trustees will continue to monitor these balances, and any amounts not recovered by the time the next financial statements are prepared are likely to require a bad debt provision or write off at that stage.

12. Cash at Bank and in Hand

Cash at bank and in hand £162,789.

13. Creditors: Amounts Falling Due Within One Year

Analysis of Creditors	Total funds 2025 £
Accruals	1,020
Deferred income	1,000
Taxation and social security	26,262
Pension contributions payable	1,698
Other payroll deductions payable	1,287
Total	31,267

Accruals of £1,020 represent the independent examiner's fee for this period, accrued but unpaid at 30 September 2025 (note 7).

Taxation and social security comprise PAYE, National Insurance, student loan deductions and other statutory payroll liabilities outstanding at the year end.

Pension contributions payable represent amounts due to the NEST Pension Scheme in respect of employer and employee contributions accrued but unpaid at 30 September 2025. Other payroll deductions payable represent statutory deductions held for payment to the relevant authorities. Deferred income of £1,000 represents a grant received from the Royal Borough of Kensington and Chelsea Black History Month grant scheme on 30 September 2025, relating to an event taking place in October 2025, and has accordingly been deferred to the following financial period in accordance with the charity's income recognition policy (note 1.4).

At the year end, certain payroll submissions and related liabilities remained outstanding. The charity is working to regularise these matters with HMRC, and the associated liabilities have been fully recognised within these financial statements. It is reasonably possible that penalties and interest may arise once the position is regularised; however, the amount cannot currently be reliably estimated, and no provision has been made in these financial statements. The trustees confirm that they have specifically considered the possible penalties and interest that may arise, and are comfortable that no provision can be reliably estimated at this stage given access to HMRC records has not yet been restored. The trustees confirm this position has also been factored into the going concern assessment at note 1.2, and are satisfied that the charity holds sufficient cash reserves to meet a range of realistic outcomes in this respect.

14. Creditors: Amounts Falling Due After More Than One Year

The balance represents a Government backed Bounce Back Loan obtained to support the charity's operational activities and working capital requirements. The loan stood at £35,243 at 4 September 2024 and net repayments of £6,515 were made during the year, leaving an outstanding balance of £28,728 at 30 September 2025, confirmed directly against the Barclays loan account statement. The loan is repayable by monthly instalments and the trustees are satisfied that the charity has sufficient resources to continue meeting its repayment obligations as they fall due.

15. Charity Funds

Fund names	Balances brought forward £	Income £	Expenditure £	Balances carried forward £
Unrestricted funds	78,779	150,262	186,204	42,837
Restricted funds	-	283,017	179,931	103,086
Total	78,779	433,279	366,135	145,923

The charity commenced the financial period with total funds of £78,779. During the year the charity generated a net surplus of £67,144, resulting in total funds carried forward of £145,923 at 30 September 2025.

The unrestricted fund represents funds available for the general charitable purposes of the charity at the discretion of the trustees. The deficit on unrestricted funds for the year was met from unrestricted reserves brought forward.

Restricted funds carried forward of £103,086 represent grant income received during the year for funded programmes which continue into the next financial year, and will be applied in accordance with the donors' requirements.

Analysis of material restricted funds

In accordance with paragraph 2.28 of the Charities SORP (FRS 102), the material individual restricted funds are analysed below. All restricted funds began the period with a nil balance, as this is the charity's first reporting period. Expenditure has been allocated across funds in proportion to each fund's share of restricted income, as fund level cost coding was not in place during the year; this basis is set out further in note 1.5.

Fund	Balances brought forward £	Income £	Expenditure £	Balances carried forward £
Kensington and Chelsea Foundation	-	170,572	108,443	62,129
Royal Borough of Kensington and Chelsea	-	35,223	22,393	12,830
The Grove Trust	-	20,000	12,715	7,285
Dalgarno Trust	-	19,272	12,252	7,020
School for Social Entrepreneurs	-	10,000	6,358	3,642
BCA Campden	-	9,000	5,722	3,278
Other restricted funds (7 funders, each individually immaterial)	-	18,950	12,048	6,902
Total	-	283,017	179,931	103,086

The Kensington and Chelsea Foundation grant was confirmed in writing as being for the charity's core costs. The Royal Borough of Kensington and Chelsea funding relates to a number of commissioned youth and community programmes. The purposes of the Grove Trust, Dalgarno Trust, School for Social Entrepreneurs, and BCA Campden grants are understood from the funding applications and correspondence to relate to programme delivery, though formal funding agreements confirming the specific terms for this period were not received from these funders, as noted below. Other restricted funds represent grants and donations from seven further funders, each individually below £5,000 and considered immaterial to show separately.

Based on their review, the trustees are satisfied that restricted funds have been used for their intended purposes during the period, and that the proportionate allocation of costs to restricted funds set out above is reasonable. Funding agreements confirming the specific terms of eligible expenditure have been obtained

for the Kensington and Chelsea Foundation, Abri, and the Royal Borough of Kensington and Chelsea Black History Month grant. Agreements for the remaining funders relating to this period were requested but not received; the trustees consider the proportionate allocation reasonable in their absence, based on the general purposes described in each funder's award correspondence. The trustees are reviewing the charity's fund structure and record keeping for restricted grants, and intend to request or confirm formal funding agreements from each funder as part of this process, so that fund level cost allocation and reporting for the new financial year is on a fully evidenced basis.

16. Staff Costs

	2025 £
Wages and salaries	155,928
Social security costs (employer National Insurance)	14,463
Employer pension contributions	728
Total staff costs	171,119

The average number of employees during the period was 14. No employee received emoluments of more than £60,000. The charity operates a defined contribution pension scheme with NEST.

17. Related Party Transactions

No trustee received remuneration, benefits, reimbursement of expenses or other payments from the charity during the period.

The trustees conducted all transactions in accordance with the charity's governing document and in the best interests of the charity.