

Registered Company Number: 00876027
Registered Charity Number: 256433

RE- INSTATE LIMITED
(A Company Limited by Guarantee)

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025**

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COMPANIES HOUSE

RE-INSTATE LIMITED

REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees

The trustees during the year ended 31 March 2025 were as follows:

Ms F Cummins	
B Kinsella	
D Goldberg	
Ms K Mitchell-Wallace	
Ms K Kay	(resigned 4 June 2024)
Ms K Nathan	
Ms S Sandu	(resigned 10 August 2024)
Ms S Sabrina	(resigned 11 January 2025)
Mrs T Ciocan	

Company secretary

S J Hart

Principal Address

St. Johns Hall, West Street, Erith, Kent DA8 1AN

Independent Examiner

Bells Accountants, 10a High Street, Chislehurst, Kent, BR7 5AN

Charity Number

256433

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES

Chair's Report

I am pleased to present an update on Re-Instate's work over the past financial year, a period marked by both welcome successes and growing uncertainty for the year ahead.

The pressures on the charity sector continue to demand creativity, resilience, and careful stewardship of resources. Despite these challenges, I am delighted to report that Re-Instate has continued to grow in strength and impact. Finances remain stable, and the past year has seen the development of initiatives that have further expanded the charity's reach and deepened its work across the community.

Demand for our services has once again increased, and most notably within our Employment services for neurodiverse adults. The scale of this growth has been significant, underscoring both the urgent need for specialist support and the strong reputation our Employment team has built. It has therefore been especially disappointing that we were unable to secure funding to extend the Works 4 Me service after such a promising and successful first year. This remains an area of clear need, and we will continue working with partners and commissioners to seek opportunities to revive or reshape this important provision.

One of the most important developments this year has been the strengthening of our Job Retention service. This service has become a vital resource for the people of Bexley, supporting individuals who are at risk of losing employment due to a variety of work-based challenges. The work requires exceptionally skilled mediation – balancing the needs of employers with the rights, wellbeing, and aspirations of our clients. The team's ability to negotiate reasonable adjustments, rebuild confidence, and secure fair outcomes reflects many years of accumulated expertise and training. Their professionalism is a real asset to the borough.

At the Community Hub, the benefits of last year's improvements are now being fully realised. The refurbished space has enabled the team to deliver a richer programme of activities and support options, and we have seen meaningful increases in engagement from Living Well Members. I would like to acknowledge Simon Hart and the wider Re-Instate team for their adaptability and continued commitment to providing a welcoming and supportive environment for all.

This has been a remarkable year for me as Chair of the Board, and one memory in particular stands out. Early in the year, I visited Re-Instate's offices and was blown away by the camaraderie and team collaboration in the different sessions being held. Seeing friendships formed and members gain confidence first-hand was incredibly special. I was quite tempted to ask for some sewing tips as wonderful garments were being made in one of the sessions!

The combination of determination, and mutual encouragement in the room captured for me the true spirit of Re-Instate: a place where people feel seen, supported, and given the tools to move forward. It was a powerful reminder that the charity's impact is felt not only in its programmes but in the everyday moments that build connections.

I would like to extend my sincere thanks to our staff, volunteers, trustees, funders, and commissioners. As demand for our services grows, safeguarding the wellbeing of those delivering and accessing our support remains central to our mission. With continued dedication and collaboration, I am confident that Re-Instate will remain a vital source of opportunity, stability, and hope for everyone who relies on us.

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RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

CEO's Report

It is once again my great pleasure and privilege to share all the interesting and impactful things that Re-Instate has been involved in over the last 12 months. The climate for small charities remains tough, with charity failures during the year rising by 74% on the previous year. We see clear challenges in supporting the mental wellbeing of young people, in particular with NEETS being the key focus for local and national Government, whilst funding remains tight. However, within this difficult environment, we continue to carve out an important niche that is well-thought of within the Borough, by clients and other stakeholders alike. As the financial year ends, we are getting closer to accepting Direct Payments from Personal Budgets, the direction of travel favoured by statutory services to encourage client choice.

In light of the ongoing challenges, I'm delighted to confirm a new 5-year grant from the National Lottery Community Fund. After a successful 3 years of the Early Intervention service, there were no guarantees that further funding would be awarded, but thanks to the hard work of the Early Intervention team, good outcomes and a strong vision of what the service should be, we were successful. Receiving the call from Katie, our grant manager, at 6pm on a Friday evening in May to say we'd got it has to be a highlight of the year.

Employment Services

The Employment Service continued during the year to work alongside Mind in Bexley to offer a comprehensive recovery and wellbeing service. Since 2014, we have developed bespoke Employment support for Bexley residents. This is a broad service, and includes:

- Employability support, including IT4Work, job clubs and digital support.
- One to one case management to develop a vocational profile and personal development plan.
- Support to find and access paid work.
- Support to find and access voluntary work.
- Support to find and access vocational training.
- Working with Employers to retain paid work through mediation and the negotiation of reasonable adjustments.

I would like to highlight the strong reputation and experience we have built in Job Retention work, and referrals have risen significantly from a wide variety of places, including several Oxleas teams and the local IPS service.

Disappointingly, following extensive preparation work by Re-Instate and Mind, a formal contract, due to be in place from September 2024 was not forthcoming, which has added uncertainty within the service, creating anxiety amongst the team.

The Early Intervention Service

Following a pilot in 2017, the Early Intervention service was created to support individuals within the Bexley Borough with tailored Employment support at the earliest possible time, before a problem becomes a crisis. After a successful 3 years supported by the National Lottery Community Fund, we have been able to increase the size and scope of the offer through a new 5-year settlement. This has meant a further case manager and extra Admin support. In addition, Camille was installed as Early Intervention Manager. The project was designed to prevent long-term unemployment and social isolation by offering early access to job retention services, paid employment opportunities, volunteering, and pathways into training and education. Through a person-centred approach and strong partnerships with local organisations, education providers, and community services, the project has improved individuals' mental health, empowered participants to build confidence, develop skills, and move towards sustainable work and wellbeing. Early help while someone is still in work leads to better employment outcomes of people who are referred to Early Intervention while still employed are able to stay in work after 6 months.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

Early Intervention helps individuals gain – and stay in – work. 70% of the people we supported into work sustained their job for 13 weeks, and 64% of those sustained it for 26 weeks. Our support is good for health and wellbeing: 100% of those we supported showed an improvement in their wellbeing scores, on average of 34%. Early Intervention benefits communities by boosting employment, contributing to better social and family relationships, and maximising the use of locally available services.

Training and Outreach

The first year of the new funding has been marked by significant progress and a strong commitment in training and outreach to fostering positive opportunities and outcomes for the clients we support, alongside developing mutually beneficial partnerships with local stakeholders. Effective training offers and extensive outreach were pivotal to the expanding our footprint and support in the Bexley borough, ensuring all stakeholders were well-informed, equipped, and engaged.

The Training and Outreach division of the Early Intervention Service offers a range of practical, evidence-based mental health and wellbeing training to help employers and employees within the feel more confident in talking about mental health, whilst building the skills to support colleagues and taking the initiative to create policies that foster a positive working environment. Our outreach activities allow us to increase our footprint and visibility while offering support and facilitating access to holistic person-centred support services which benefits the wider community, especially residents on their employment journey affected by mental ill-health.

Year 1 in this division particularly focused on:

- Building the overall quality of our training delivery by ensuring that our offers are informed by data and feedback shared by past participants including our clients and local stakeholders.
- Developing marketing strategy and materials to improve our visibility and promote our training offers and services both online and around the borough.
- Engaging with like-minded training and employment service providers to diversify the support we offer our clients and sharing best practices for high service standards.
- Explore various ways to strengthen our financial sustainability through monetising some of our tailored training offers and piloting alternative fundraising mechanisms such as Give-As-You-Can Donations.
- Re-aligning our training offers to meet the organisational needs amongst local organisations and also ensuring our activities are inclusive and accessible to all, particularly individuals working in/accessing the adult health and social care sector, persons with special education needs, learning disabilities and neurodiversity.
- Fostering co-creative collaboration with our clients, referral pathways and local stakeholders, has been positivity in strengthening our overall service quality and partnerships for further sustainable growth.
- Additionally, we have incorporated Workplace Wellbeing Snapshot assessments to encourage individuals and employers to identify further intervention needs, which allows us to supporting Bexley organisation in championing good mental health and positive workplace wellbeing to thrive!

At the start of 2025, we presented to a group of GPs in training, many of whom were on placements in Public Health or the NHS prior to taking up positions within local practices. As well as explaining the role of the Early Intervention service, we were able to stress the importance of good mental health and looking after yourself whilst at work, something that many GPs ignore.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

Works 4 me

With only 22% of adults with ASD in paid work, the Works 4 me pilot was a welcome addition to the Employment offer in Bexley. Commissioned by the ICS, Re-Instate worked alongside Bexley two-fold, Bexley Council's Learning Disability Employment service. It recognised the unique challenges faced by Autistic adults to find and retain work, and through a blend of mental health and learning disability models of support, we developed something that was becoming effective. However, we also learned that 12 months was too short a time for a project such as this, and in the current climate, not having the contract extended was not a surprise. However, we have seen our ASD Employment support developed through our other mental health employment services, and as we get to the end of the financial year, 20% of current clients are Autistic, and see Re-Instate as the go-to organisation in the Borough for Employment support.

IT4WORK

Although previously funded as a separate project, IT4Work continues to offer bespoke support to build confidence and skills around using basic IT packages such as Word and Excel. It takes the form of a 6-week course tailored around the needs of the individual. This means if our clients are novices to IT, they can be supported or if they used IT extensively up to a career break several years earlier, IT4Work can jog their memories.

Living Well

Living Well offers activity-based groups promoting life skills and independence for adults with Learning Disabilities and/or Autism. Our program "Six ways to Living Well", which is based on the New Economics Foundation's Six Ways to Well-being – Connect, Be Active, Take Notice, Keep Learning, Give and Care for the Planet, will support people to achieve their life goals and can be met by the comprehensive range of activities, groups and classes. This service is chiefly funded by a grant from the City Bridge Foundation, the funding arm of the City of London Corporation's charity Bridge House Estates (1035628).

Our Autism friendly service continued to develop, without becoming too busy and overwhelming. Autism friendly Wednesdays are now a regular and popular addition to the timetable.

Spectrum and Autonomy were both important parts of our autism focus. Spectrum is our discussion group for young adults. During the year, attendance at the group dropped as most of the group regulars moved into paid work. This was lovely to see and fully justified the setting up of such a group. Autonomy is our project alongside CAMHS (children adolescent mental health service) to run a series of workshops for 16–17-year-olds looking to transition to adulthood.

Living Active is an adjunct to Living Well. Sports and physical activities can play an important role in both mental wellbeing and all-round good health. We were able to add to our regular walking groups with more sessions setting out from our Community Hub. Additionally, we utilised the sports hall at Belvedere Community Centre to run Badminton, Basketball, Boccia and football sessions. We also offered taster sessions to members interested in trying new things.

In recent years, we have been delighted with how the relationship with the Port of London Authority has evolved. Following 215 Smiles in 2024, we have added a new Eco project into the calendar. Recognising the challenges of our local community, and particularly our own stretch of the Thames path in Erith prompted us to start litter picking, and creating pictures, photos and models inspired by what was seen and collected along the riverbank. This will culminate in an Exhibition in October 2025.

We are always looking for organisations to talk to Living Well members, and in 2024, the police, in conjunction with TFL, brought in a Double Decker bus to highlight some of the issues you might face whilst travelling around the Borough. They acted as drunks, disruptive and abusive individuals, and in a constructive way, informed members how to deal with situations and who to talk to. Travelling independently is a cornerstone of independent living, but can be scary, so facing and discussing challenges is crucial.

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REPORT OF THE TRUSTEES cont'd

My highlight within Living Well was in November, when we were visited by Simon Burton-Jones, the Bishop of Tonbridge. The visit had been set up by our good friend, The Reverend Canon Neil Bunker, and was prompted by the bishop's desire to check out a well-loved charity in his Diocese, but more importantly, to present an award to Gary, a Living Well member who had first attended Re-Instate 46 years ago. Gary was suitably blown away by his medal, and was warmly congratulated by staff, volunteers and members alike. Gary (or as he now likes to be known, "The award-winning Gary"), first attended Re-Instate with founder, Basil Hewitt. As Re-Instate evolves, we should never lose sight of the history of the charity, and the dedicated individuals that shaped what we do today.

In addition to the wider diocese, ST John's Church have been closely involved in Re-Instate since Basil Hewitt founded the project back in the sixties. They remain our landlords in West Street, though for a number of years this was the only connection. However, in 2024, we agreed to start a games night. Split between St John's and Christchurch, Games Night is held every 2 weeks, and though not huge, attracts a loyal and enthusiastic group every time, ages ranging from 14 to 80.

The SEL voluntary Alliance:

The alliance is a grouping of charities from across the six south east London boroughs, representing all aspects of the health and social care sectors. We were invited to join in 2023, emphasising the growing reputation of the charity across southeast London.

Greenwich University:

It's been my honour and pleasure over the past 3 years to be invited by the Faculty of Education, Health and Public Sciences at Greenwich University to be a guest lecturer to the 2nd year Public Health students about Re-Instate and where we sit in the complex mix of local organisations. This connection arose through our relationship with Lotta Hackett, Program Lead, with whom I had worked with when she was with the ICS and Bexley Healthwatch. As well as exchanging ideas with the students, we have been able to create pathways to both placements for the students at Re-Instate, but also the possibility of paid work.

Metal Recycling:

We are working with European Metal Recycling (EMR) to raise money for the charity through donations of metal products. Any metal items can be deposited in Re-Instate's designated skip at the EMR site on Manor Road, Erith.

Beauty Banks:

Beauty Banks is a charity founded in 2018 to challenge Hygiene poverty. We have been delighted in 2023 to work with Beauty Banks to distribute free hygiene and beauty products to our clients struggling through the cost-of-living crisis. In the same spirit receiving products that make you feel more confident can only have a positive effect on your wellbeing.

Digital Offer:

In response to the digital exclusion experienced within disadvantaged groups, we have developed a digital project that offers training and support to clients, including staying safe on-line and managing social media. Both the community hub and the employment centre have IT suites that are open to both clients and local people as part of the Digital Champions initiative.

Counselling Matters Bexley:

We continue to have a strong relationship with Counselling Matters Bexley. Over the last seven years we have had an arrangement whereby counselling support has been made available free of charge to Re-Instate staff, whilst rooms have been made available to Counselling Matters for their one-to-one client support.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

Advocacy For All:

We have been pleased to host one of Advocacy for All's Speaking Up groups. Aimed at adults with learning disabilities, the group has given our clients and others the opportunity to have their say in some important areas.

Belvedere Baptist Church:

In December 2022, we were delighted to be approached by Belvedere Baptist Church to distribute food hampers containing a full Christmas dinner to our clients struggling through the cost-of-living crisis. In total we sent out nearly 50 hampers and created a relationship with the church. This was repeated Christmas 2023 and 2024.

None of the work undertaken by the Charity would be possible without the hard work, dedication and skill of both Staff and Volunteers. Over recent years, our staff have been expected to do more and more in challenging circumstances, with reward that never feels enough. Likewise, our wonderful team of volunteers make such a positive difference to members and the groups they engage in. All I can say is that your efforts are greatly appreciated by myself, the Trustees of the Charity, all the staff and clients alike.

I would like to thank our good friend, the Reverend Canon Neal Bunker, who runs our legacy group for older clients as well as tirelessly promoting the key Mental Health services around the Borough, including our own Employment and Living well services.

Service impact

- Total number of people supported through our employment services this year is 715. (652 in the previous year)
- Number of people discharged into paid employment is 180 (144 people in the previous year)
- 20 people obtained and sustained volunteering opportunities (41 in the previous year)
- Average number of clients supported to retain paid work each month is 73 (64 in the previous year)
- Average number of clients supported to retain voluntary or unpaid work is 10 (10 in the previous year)
- Held 203 in-house employment related courses with a total of 764 attendances. (167 courses held with a total of 735 in the previous year)
- 166 referrals for the Early intervention service
- 36% of clients have been supported into paid work by the Early Intervention service since it started
- 12% of clients have been supported into volunteering by the Early Intervention service since it started
- 14% of clients supported into training or education by The Early Intervention service
- Held 61 different groups/workshops within Living Well, including total number of sessions at 1,218 with a total of 8,732 attendees
- 59% of attendees have expressed confidence engaging with people after a period within Living Well
- 41% of Living Well attendees can use a range of life skills without extra support
- Total number of Living Well members is 80
- Total number of members of Living active is 50 (60% male and 40% female)
- We distributed 42 Christmas hampers in conjunction with the Belvedere Baptist Church
- Total Works4Me clients was 42
- Works4Me clients supported into paid work was 9
- Games evening sessions was 21 with total attendees of 160

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

Financial review

Essential to the on-going success of Re-Instate is the necessity for sound financial planning and good governance. To that end, I'm delighted to report that we have made a positive return for the eleventh-year running. However, ongoing inflationary pressures and continuing difficulties in finding statutory funding may have pulled us into a deficit without a fantastic and generous one-off grant of £50,000 from the Postcode Lottery.

In addition, the award of a five-year grant from the National Lottery Community Fund to develop the Early Intervention Service has lifted income beyond £500k for the first time.

Income for 2024/25 was £511,522 (2023/24 = £387,180) with a surplus of £48,527 (2023/24 = £716).

We expect pressure on costs to remain as we move into the new year. A combination of ensuring that employment service staffing costs remain competitive and the significant rise in the living wage will keep things tight. In addition, the upcoming rise in employers' national insurance will add an estimated £9,000 cost to the bottom line.

For 2025/26 we will allocate the endowment of £22,470 to cover staffing costs at Living Well.

We continue to enjoy a strong relationship with Mind in Bexley as part of Bexley's Recovery and Well-being Service. Starting in April 2014, this has provided a stable base for our Employment Service from which to develop a range of additional projects. However, there continues to be uncertainty around the contract situation which negatively impacts onto staff morale and our ability to plan and budget effectively.

We have continued to generate other revenue streams throughout the year, securing funding from the following organisations:

- City Bridge Trust to support Living Well.
- National Lottery Community Fund to support our Early Intervention service.
- The National Lottery Awards-4-All Fund to support Living Active. We'd like to acknowledge National Lottery players for supporting our projects.
- Sports England to support Living Active.
- The Postcode Lottery one off general donation. Postcode Society Trust is a grant-giving charity funded entirely by players of People's Postcode Lottery – a big thanks to them.
- The London Community Foundation.
- The Port of London Authority supporting our 215 Smile's walking groups.
- We also secured other donations from Tesco's and Asda as part of Fair Share as well as the local Morrisons. We were also able to distribute vouchers for local food banks and free data on behalf of the Good Things Foundation.
- Garfield Weston Foundation which supported Living Well.
- ICS supporting autism employment pilot.
- London Catalyst.

Considering such unexpected challenges, the need to maintain strong financial disciplines and oversight is clear, and with these come the ability of the charity to look with confidence to the future.

RE-INSTATE LIMITED

REPORT OF THE TRUSTEES cont'd

Simon Hart Chief Executive

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level sufficient to provide services for at least six months. The Trustees consider 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 Trustees note the continuing pressure on grant and contract funding, alongside additional expenditure recognising the on-going challenges of new ways of working.

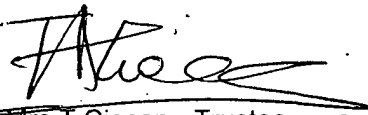
The trustees have assessed the major risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks.

Governing document

The charity is a company limited by guarantee and is therefore governed by a memorandum and articles of association. The eight current directors of the company are also trustees of the charity. Eligibility for membership of the board of trustees is governed by the memorandum and articles of association. There are no restrictions in the governing document on the operation of the charity or on its investment powers other than those imposed by general charity law.

No preference dividends were paid. The directors do not recommend payment of a final dividend.

The trustees' report was approved by the Board of Trustees.



Mrs T Ciocan - Trustee

~~Xxxx~~ 2025

11.12.2025

RE-INSTATE LIMITED

Independent Examiner's Report to the Trustees of Re-Instate Limited

I report on the accounts for the year ended 31 March 2025, which are set out on pages 11 to 17.

Respective responsibilities of the trustees and examiner

As the charity's trustees (and also the directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the accounts of the Company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination, I have followed the Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act).

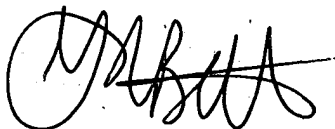
Independent examiner's statement

The company's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of AAT

I have completed my examination. I confirm that no material matters have come to my attention which gives me cause to believe that:

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 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; or
- the accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.



Bells Accountants
10a High Street
Chislehurst
Kent
BR7 5AN

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11/12/2025

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
	£	£	£	£
Incoming resources				
Incoming resources from generated funds				
Voluntary income 2	2,231		2,231	2,501
Activities for generating funds 3	3,779		3,779	2,675
Investment income 4	14,241		14,241	8,078
Incoming resources from charitable activities				
Recovery Service – Mind in Bexley	171,184		171,184	161,184
Community Hub	12,163		12,163	6,785
Basils	677		677	1,211
City Bridge Trust		31,328	31,328	33,504
Sports England		3,512	3,512	10,550
London Catalyst		2,125	2,125	625
Autism Employment Pilot		17,500	17,500	17,501
NL Awards for All		2,499	2,499	7,500
Postcode Lottery		49,816	49,816	15,917
Thames Gateway		9,167	9,167	4,167
National Lottery Community Fund		147,007	147,007	74,472
ASDA		800	800	-
Garfield Foundation		7,500	7,500	-
DWP		14,949	14,949	14,820
Living Well	1,060		1,060	-
City of London		8,625	8,625	-
Hire of staff			-	7,260
BVSC Wellbeing at Work			-	4,128
Mayor of London Community			-	1,500
Talking Business			-	500
Wax Chandler			-	1,500
Employment Service Surcharge	10,000		10,000	-
London Community Fund			-	10,002
Other grants	1,359		1,359	800
Total incoming resources	216,694	294,828	511,522	387,180

RE-INSTATE LIMITED

STATEMENT OF FINANCIAL ACTIVITIES CONT'D FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	6	2,250		2,250	-
Charitable activities	7				
Unrestricted fund		459,027		459,027	382,388
Basils		329		329	563
Living Well			1,477	1,477	1,376
Smile			12	12	507
Mayor of London Community costs			-	-	1,630
Governance costs	9	-	-	-	-
Total resources expended		461,606	1,489	463,095	386,464
Net incoming resources		(244,912)	293,339	48,427	716
Total funds brought forward				275,507	274,791
Total funds carried forward				323,934	275,507

RE-INSTATE LIMITED

BALANCE SHEET AS AT 31 MARCH 2025

		Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£
Fixed assets					
Tangible assets	13	9,592	-	9,592	10,334
Current assets					
Debtors	14	27,643	-	27,643	48,218
Stock and work in progress		2,000	-	2,000	4,250
Cash at bank and in hand		346,830	-	346,830	334,410
		<u>376,473</u>	<u>-</u>	<u>376,743</u>	<u>386,878</u>
Creditors					
Amounts falling due within one year	15	(62,131)	-	(62,131)	(121,705)
		<u>314,342</u>	<u>-</u>	<u>314,342</u>	<u>265,173</u>
Net current assets					
		<u>314,342</u>	<u>-</u>	<u>314,342</u>	<u>265,173</u>
Total assets less current liabilities		<u>323,934</u>	<u>-</u>	<u>323,934</u>	<u>275,507</u>
Net assets		<u>323,934</u>	<u>-</u>	<u>323,934</u>	<u>275,507</u>
Funds					
Unrestricted funds				262,892	214,465
Restricted funds				38,572	38,572
Endowment funds				<u>22,470</u>	<u>22,470</u>
Total funds				<u>323,934</u>	<u>275,507</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for:

- Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006; and
- Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year, and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395, and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015)

These financial statements were approved by the Board of trustees on 11.12.25 and were signed on its behalf by:


Mrs T Ciocan – Trustee

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Accounting convention

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008), the Companies Act 2006 and the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities.

Incoming resources

All incoming resources are included on the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Resources expended

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.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Plant and machinery – 25% reducing balance

Taxation

The charity is exempt from corporation 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 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 of the financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Pension costs and other post-retirement benefits

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

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow-moving items.

2	Voluntary income	2025 £	2024 £
	Income	446	872
	Donations	1,785	1,629
		<hr/>	<hr/>
		2,231	2,501
		<hr/>	<hr/>

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

3	Activities for generating funds	2025	2024
		£	£
	Social Enterprise	3,779	2,675
		<u> </u>	<u> </u>
4	Investment income	2025	2024
		£	£
	Deposit account interest	14,241	8,078
		<u> </u>	<u> </u>
5	Incoming resources from charitable activities	2025	2024
		£	£
	Rental income	12,163	6,785
	Performance related grants		
	Recovery Service - Mind in Bexley	171,184	161,184
	Basils	677	1,211
	City Bridge Trust	31,328	33,504
	Sports England	3,512	10,550
	London Catalyst	2,125	625
	Autism Employment Pilot	17,500	17,51
	NL Awards for All	2,499	7,500
	Postcode Lottery	49,816	15,917
	Thames Gateway	9,167	4,167
	National Lottery Community Fund	147,007	74,472
	ASDA	800	-
	Garfield Foundation	7,500	7,500
	DWP	14,949	14,820
	Living Well	1,060	-
	City of London	8,625	-
	Hire of staff	-	7,260
	BVSC Wellbeing at Work	-	4,128
	Mayor of London Community	-	1,500
	Talking Business	-	500
	Wax Chandler	-	1,500
	Employment Service Surcharge	10,000	-
	London Community Fund	-	10,002
	Other grants	1,359	800
		<u> </u>	<u> </u>
		491,271	373,926
		<u> </u>	<u> </u>
6	Costs of generating voluntary income	2025	2024
		£	£
	Sundries	2,250	-
		<u> </u>	<u> </u>

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

7	Charitable activities costs		2025	2024
			£	£
		Direct costs	Support costs	
	Basils	329	329	563
	Living Well	1,477	1,477	1,376
	Smile	12	12	507
	Mayor of London Community costs	-	-	1,630
		<u>1,818</u>	<u>1,818</u>	<u>4,076</u>
8	Support costs			
		Management	Governance	Totals
	Unrestricted fund	4,544	68,128	72,672
		<u>4,544</u>	<u>68,128</u>	<u>72,672</u>
9	Governance costs		2025	2024
			£	£
	Legal fees		-	-
10	Net incoming resources		2025	2024
			£	£
	Net resources are stated after charging/(crediting)			
	Depreciation – owned assets		2,891	3,007
	Hire of plant and machinery		69	67
	Other pension costs		4,730	4,420
			<u>7,690</u>	<u>7,494</u>
11	Trustees' remuneration and benefits			
	There were no trustees' remuneration or other benefits for the year ended 31 March 2025 nor for the year ended 31 March 2024. There were no trustees' expenses paid for the year ended 31 March 2025 nor for the year ended 31 March 2024.			
12	Staff costs		2025	2024
			£	£
	Wages and salaries		348,035	283,345
	Social security costs		21,940	15,314
	Other pension costs		4,730	4,420
			<u>374,705</u>	<u>303,079</u>

RE-INSTATE LIMITED

NOTES TO THE RECEIPTS AND PAYMENTS ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

The average monthly number of employees during the year was as follows:

All staff	19	18
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No employees received emoluments in excess of £60,000

13	Tangible Fixed Assets	Plant and Machinery £	Fixtures and fittings £	Totals £
	Cost			
	At 1 April 2024	44,542	3,400	47,942
	Additions	<u>2,149</u>	<u>-</u>	<u>2,149</u>
	At 31 March 2025	<u>46,691</u>	<u>3,400</u>	<u>50,091</u>
	Depreciation			
	At 1 April 2024	34,208	3,400	37,608
	Charge for year	<u>2,891</u>	<u>-</u>	<u>2,891</u>
	At 31 March 2025	<u>37,099</u>	<u>3,400</u>	<u>40,499</u>
	Net book value			
	At 31 March 2025	<u>9,592</u>	<u>-</u>	<u>9,592</u>
	At 31 March 2024	<u>10,334</u>	<u>-</u>	<u>10,334</u>

14	Debtors: Amounts falling due within one year	2025 £	2024 £
	Amounts recoverable on contract	7,628	28,290
	VAT	6,264	6,565
	Prepayments and accrued income	13,751	13,363
		<u>27,643</u>	<u>48,218</u>

15	Creditors: Amounts falling due within one year	2025 £	2024 £
	Trade creditors	3,401	2,200
	Social security and other taxes	5,181	5,567
	Pension fund control	1,087	847
	Accrued expenses	6,663	14,183
	Deferred income	45,799	98,907
		<u>62,131</u>	<u>121,704</u>

Deferred income of £45,799 has been included in the 2025 accounts. This represents monies received in the year to 31 March 2025 but not utilised until beyond this date.

RE-INSTATE LIMITED

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

	2025 £	2024 £
Incoming resources		
Voluntary income		
Income	446	872
Donations	<u>1,785</u>	<u>1,629</u>
	2,231	2,501
Activities for generating funds		
Social Enterprise	3,779	2,675
Investment income		
Deposit account interest	14,241	8,078
Incoming activities from charitable activities		
Rental income	12,163	6,785
Performance related grants	<u>479,108</u>	<u>367,141</u>
	<u>491,271</u>	<u>373,926</u>
Total incoming resources	511,522	387,180
Resources expended		
Costs of generating funds		
Charitable activities	1,818	4,076
Sundries	2,250	-
Charitable activities		
Wages	290,904	226,456
Social security	16,573	9,974
Pensions	4,730	4,420
Hire of plant and machinery	69	67
Rates, rubbish collection and water	1,238	1,523
Insurance	1,159	701
Light and heat	3,058	2,149
Telephone	3,113	2,332
Postage and stationery	1,379	778
Advertising	595	614
Sundries	618	1,285
Rent	49,000	44,000
Repairs, maintenance and cleaning	959	757
Trainee cost	-	420
Website and computing	8,641	6,970
Travel and motor	16	357
Health and safety	955	578
Entertaining	172	387
R&R: warehouse equipment	285	1,294
Depreciation	<u>2,891</u>	<u>3,007</u>
	<u>386,355</u>	<u>308,069</u>

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RE-INSTATE LIMITED

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

	2025 £	2024 £
Governance costs		
Legal fees	-	-
Support costs		
Management		
CRB checks	514	339
Subscriptions	384	35
Staff training	<u>3,646</u>	<u>2,883</u>
	4,544	3,257
Governance		
Wages	57,131	56,889
Bank charges	-	11
Social security	5,367	5,340
Accountancy and legal fees	<u>5,630</u>	<u>8,822</u>
	68,128	71,062
Total resources expended	<u>463,095</u>	<u>386,464</u>
Net income before gains and losses	<u>48,427</u>	<u>716</u>
Net income	<u>48,427</u>	<u>716</u>

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