

Charity registration number 274222 (England and Wales)

Company registration number 01324318

**REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-  
EMPLOYMENT LIMITED**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 MARCH 2025**

REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	L Gray S Haigh S Mostyn N Warner Mr C Evans	(Appointed 26 November 2024)
Secretary	S Mostyn	
Charity number	274222	
Company number	01324318	
Principal address	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH	
Registered office	Cowley Road Manzil Way Oxford Oxfordshire UK OX4 1YH	
Auditor	Richardsons Chartered Accountants 30 Upper High Street Thame Oxfordshire OX9 3EZ	
Bankers	Barclays Leicester LE87 2BB	
Solicitors	Blake Morgan LLP West Way Oxford	

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

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

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "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

Restore is an Oxfordshire-based mental health charity which supports people to take control of their recovery, develop skills and lead meaningful lives. To this end, Restore offers recovery groups, employment coaching and education and training.

Restore is a member of The Oxfordshire Mental Health Partnership (OMHP) which is a partnership that formally brings together six local mental health organisations from the NHS and the charity sector: Connection Support, Elmore Community Services, Oxford Health NHS Foundation Trust, Oxfordshire Mind, Response and Restore. Restore has signed up to working much more closely with our partners and with people who have mental health problems to make it easier for people to get the best possible support when they need it.

### Recovery

Our services are based on the belief that people can recover from the effect of mental illness on their lives. We aim to support people in this recovery by addressing their individual needs, focusing on strengths and skills, enabling them to learn to recover from and learn to live with mental health problems and providing opportunities to participate in rehabilitation, training and employment.

### Inclusion

We believe that people with mental health problems have the right to work and the right to the support they need to become and remain employed.

### Quality

We believe in recording our impact, monitoring our provision, developing our performance, and improving our practice. We review what we do and encourage a focus on continuous service improvement. We are committed to professional integrity, objectivity, fairness and ethical business practices.

### Co-operation and partnership

Our services are part of a wider health economy in Oxfordshire. We are not the sole solution for the people who use our services, and we are committed to working with other organisations to collaborate, improve, develop, and expand our services for people with mental health problems in Oxfordshire.

### Equality, Diversity, Equity and Inclusion (EDEI)

For Restore, EDEI is about more than just meeting our statutory requirements, it is fundamental to delivering effective services to those who need us most, understanding the needs of the communities we are here to support, and building the confidence of all we serve. Our focus moving forward is on engagement, dialogue and collaboration, to strengthen our ties with diverse communities in Oxford, through work with community groups, voluntary and statutory sector partners, ensuring our service and learning offers are inclusive.

### Public benefit

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



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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Recovery groups provide people with the opportunity to come together in a group and work on their journey of recovery together. They use practical tasks (such as gardening, woodwork, catering, art and crafts) to make this possible.

Recovery groups are supported by a mix of paid staff, trained volunteers and group members themselves. The Oxfordshire Recovery Service comprises eight recovery groups in total. During the year, Restore provided recovery groups in six locations, and sub-contracts delivery at a further two. The Recovery groups are The Beehive Recovery Group, Bridewell Recovery Group (sub contracted), Elder Stubbs Recovery Group, Garden Café Recovery Group, the Littlemore Recovery Group, The Orchard Recovery Group, Root and Branch Recovery Group (sub contracted), and Fleet Meadow Recovery Group.

Coaching is one to one support aimed at enabling the person supported to do something specific. Just like our Recovery Services, our coaching service works in close collaboration with other (clinical and non-clinical) services and support, as this enables coaches to focus on supporting the client in their return to work. Coaching consists of a meeting and an initial discussion with the client and is based on the GROW model. This is followed by ongoing one to one support aimed at the person getting open paid employment or returning to work.

Oxfordshire Recovery College (ORC) is an integral part of Restore, which Restore hosts on behalf of the wider OMHP. ORC takes an educational approach to recovery from mental health challenges. The College offers a wide range of courses and workshops on mental health themes such as Understanding Depression, Introduction to Mindfulness, and Creative Writing. Our courses are free for all, service users, careers, family and friends across Oxfordshire, as well as mental health professionals, and we all learn together as equals. We offer both online and "in person" courses at venues across Oxfordshire.

A key value of the Recovery College is co-production. All aspects of ORC, from the subject and content of courses, to the marketing and publicity, to the delivery of sessions, is co-produced and co-delivered by Experts of Experience (people with lived experience of mental illness) and Experts by Training (professionals) who collaborate together in an equal partnership in order to improve the support and services that those of us affected by mental ill health need.

Our students report that what they find most useful about our courses is a sense of connection with other students and tutors, and the realisation that others struggle with their mental health too but have found strategies to cope.

### **Mental Health First Aid/Working with Mental Health**

Restore offers both accredited and bespoke (developed with 'in house' expertise) courses including Mental Health First Aid Training, Suicide Prevention Training to both individuals and groups.

All courses are offered in person and online. All our trainers are qualified to deliver our MHFA and Suicide Prevention accredited courses.

### **Achievements and performance**

#### **Significant activities and achievements against objectives**

Trustees, staff and volunteers worked hard during the year to build our activity and seek new sources of funding. Given the continuing uncertainty caused by the recovery from the COVID-19 pandemic, the income budget for 2024/25 was again intentionally cautious.

The year continued to see excellent results from Restore's recovery groups, in terms of members moving on successfully into volunteering, employment or other meaningful activity, and rating the service highly. This is part of an ongoing healthy consolidation of policy towards establishing a more structured two-year programme within groups, encouraging personal goal setting and aspirational planning from the outset.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Financial review

Trustees and senior staff continued to review the budget regularly throughout the year via our Finance Sub-Committee. We were particularly concerned about the impact of the cost of living crisis on staff, and wanted to make sure that our pay rates remained competitive with other comparable employers. Restore's Trustees approved the organisation becoming an Oxford Living Wage Employer, with this implemented for all staff from 1 April 2024.

Total income and endowments has increased by less than 4.4% to £2,073,519 (2024: £1,986,264). Expenditure has increased by 9.2% on the previous year at £2,258,915 compared to £2,068,752 the previous year. The deficit for the year was £185,396 compared to a deficit of £86,666 last year.

Grants receivable which includes income from Oxford Health NHS Foundation Trust have decreased from £1,424,672 last year to £1,448,362.

Our principal funder source during the year was Oxford Health NHS Foundation Trust, which acts as a conduit for the statutory funding of mental health services in Oxfordshire. The current contract with Oxford Health commenced in September 2015 for a minimum 5-year period, this was extended taking it to end of March 2025, with a further two year extension to March 2027. An uplift for inflation was included in the contract extension for each successive financial year. We have also had support from a variety of other organisations, individuals and grant providers.

### 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 equivalent to between three and six month's expenditure. 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. This level of reserves has been maintained throughout the year.

As at 31 March 2025 the level of Unrestricted Funds (including designated funds) stood at £1,001,413 (2024: £1,186,809).

As at 31 March 2025, within total unrestricted funds the level of free funds was £316,413 (2024: £501,809). The Trustees believe that reserves are at a level appropriate to cover expenditure.

### Principal funding sources

#### Beneficiaries

In 2024–25, Restore supported 438 people, compared to 462 in 2023–24. Restore & partners facilitated a total of 9,844 attendances at recovery groups and coaching sessions, 7,504 in 2023–24. An encouraging 84% of people reported feeling well-supported, slightly down from 87% in the previous year.

Our training team delivered mental health programmes, including Mental Health First Aid (MHFA) and workplace training, to 885 participants, up from 867 in 2023–24.

In the academic year 2024/25 (September 2024 to July 2025) Oxfordshire Recovery College delivered 330 courses, of which half were in person and half online. We delivered courses in person in Oxford, Witney, Didcot, and Banbury. 480 individual students attended at least one course at ORC. There were 2,628 total student attendances (this includes many individual students attending multiple courses) with 90% of students reported finding the courses very useful and 77% of students reported improvements in managing their own health and wellbeing at their six month review.

The number of staff working at Restore in March 2025 was 51 (41.22 whole time equivalent), compared with 49 (40.4 whole time equivalent) in March 2024.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Volunteers

This year volunteers hours were 8,004 (8,674 2024) across Restore. Volunteers contribute to all aspects and activities of Restore and their support is invaluable and greatly appreciated. Volunteering numbers exclude the voluntary support of trustees to our work. Members are still being supported to become volunteers where the move is beneficial to both the individual and Restore.

The Annual Review will be published separately in November 2025.

### Investments

From early 2023 Restore's deposits are invested in the Charities Aid Foundation deposit platform operated by Flagstone Group Ltd. This ensures that all deposits are in UK-based banks and building societies, and covered in full by the Financial Services Compensation Scheme. This will ensure that Restore can earn competitive rates of interest with no investment risk.

### Principal Risks and Uncertainties

RESTORE continually accesses risk and develops plans to address them. In the context of RESTORE there are four main areas of risk:

- governance and compliance (such as health and safety)
- financial (such as non-renewal of the OMHP contract after 2027)
- operational (such as the mental health of people using our services)
- external and environmental (such as weather damage to buildings)

Each identified risk is given a score for the consequences and the likelihood of the risk which enables RESTORE to assess the overall risk and appropriately prioritise action. These risks are regularly reviewed by the Chief Executive and the Chair of Trustees and reported to the Board.

### Plans for future periods

Strategic planning is an iterative process for Restore. Based on Restore's Theory of Change, Trustees and staff base planning on a clear set of priorities for the organisation. The impacts Restore sets out to achieve focus on improving the mental health and wellbeing of adults across Oxfordshire as well as challenging stigma and influencing policy that affects mental health. Restore's Strategic Plan is reviewed annually and objectives set, projecting forward 3 years at a time.

Key priorities for the forthcoming financial year include:

- Work with partners towards a long term contract for the Oxfordshire Mental Health Partnership (OMHP)
- Continue to review and refresh Restore's recovery model
- Develop more community and place-based offers for underserved communities, with a focus on prevention and reducing relapse
- Improve recovery opportunities for younger people and older adults
- Continue to develop the Oxfordshire Recovery College with new, co-produced courses
- Support more people to move into (or back into) education, training and meaningful occupation
- Enhance staff development and wellbeing at Restore, to improve recruitment, retention and progression
- Ensure Equality, Diversity and Inclusion are consistently embedded in Restore's culture, services and ways of working
- Grow and deepen Restore's supporter community by using campaigns, our website and CRM more intelligently to broaden our reach and build meaningful, two-way engagement
- Translate engagement into sustainable income, increasing grants, regular giving, campaigns and events so that supporter relationships clearly contribute to Restore's long-term financial resilience



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Structure, governance and management

Restore is a charity and a company limited by guarantee and owned by its Friends.

Its Memorandum and Articles of Association stipulate how it is to be managed. There are no particular restrictions imposed apart from the need to carry out only the charity's stated activities and to properly conduct its affairs as a charity. The charity constitutes a public benefit entity as defined by FRS 102.

The Governing Body is the Board of Trustees. The Board appoints the Chief Executive Officer, who leads the Executive Team and staff. The Board reviews the salary scales of staff.

Trustees seek to recruit new Trustees with a wide range of skills and backgrounds. Trustees are elected by the Friends at the Annual General Meeting. The Trustee induction process includes the provision and funding of appropriate training (including meeting skills, mental health awareness, and other subjects as appropriate). All trustees are provided with the opportunity to review their skills and access training as needed.

The Trustees meet at least four times a year to oversee the management of the charity. They have four permanent sub-committees: Finance, Quality & Performance, Human Resources and External Relations. The Board and Committees meet quarterly as a minimum to assist the Executive Group. Task groups are established from time to time as required by specific work.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

L Gray

S Haigh

S Mostyn

E Peppiatt

(Appointed 27 June 2024 and resigned 5 May 2025)

A Perry

(Resigned 30 April 2025)

H Toomey

(Resigned 27 June 2024)

J Turpin

(Resigned 30 April 2025)

N Warner

D Wells

(Resigned 30 April 2025)

Mr C Evans

(Appointed 26 November 2024)

### Recruitment and appointment of trustees

Unless otherwise stated all trustees served throughout the year.

The Board of Trustees can co-opt further Trustees as it sees fit but such persons have to seek re-election at the first annual general meeting thereafter.

Management is carried out by the Chief Executive (Libby Peppiatt) and the Executive Team, with the staff of each department.

During the financial year key management personnel were:

- Chief Executive Officer – Libby Peppiatt
- Head of Finance & Administration – Sean Garden

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

### Auditor

In accordance with the company's articles, a resolution proposing that Richardsons Chartered Accountants be reappointed as auditor of the company will be put at a General Meeting.

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### **What We Believe**

We believe that everyone has talents and abilities, and the capacity to make a valuable contribution to the community. We believe that people with mental health problems have the right to work and the right to receive support to become and remain employed. We believe that the stigma associated with mental health problems damages the whole community and we work to challenge this discrimination.

Restore expresses its Mission, Vision and Values in this way:

### **Mission**

Provide recovery and coaching support to people with mental health problems whilst working with the whole community to reduce the stigma associated with mental illness

### **Vision**

Work towards a time when people with mental health problems are fully empowered to live meaningful lives

### **Values**

#### **Recovery**

Enabling people to recover from illness and manage their own mental health and wellbeing

#### **Support**

Providing the opportunities to help ourselves and each other

#### **Hope**

Offering a positive future where everyone can fulfil their potential

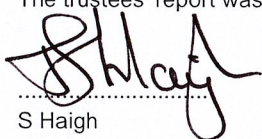
#### **Empowerment**

Helping people to believe in themselves and what they can achieve

#### **Respect**

Accepting without judging as each person is unique

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



S Haigh

Trustee

Date: 25<sup>th</sup> November 2025



# **REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

### **FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees, who are also the directors of Rehabilitation Services Trust for Oxfordshire Re-employment Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law 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 charitable company for that year.

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. 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.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## INDEPENDENT AUDITOR'S REPORT

### TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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#### Opinion

We have audited the financial statements of Rehabilitation Services Trust for Oxfordshire Re-employment Limited (the 'charity') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

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

#### Conclusions relating to going concern

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

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

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

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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#### **Matters on which we are required to report by exception**

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

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

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

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

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Use of our report**

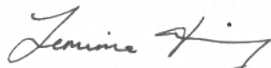
This report is made solely to the charity's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE TRUSTEES OF REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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**Jemima King (Senior Statutory Auditor)**

For and on behalf of Richardsons Chartered Accountants, Statutory Auditor

Richardsons Chartered Accountants

30 Upper High Street

Thame

Oxfordshire

OX9 3EZ

Date: ..25/11/2025..

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



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds general	Unrestricted funds designated	Restricted funds	Total	Unrestricted funds general	Unrestricted funds designated	Restricted funds	Total
		2025 £	2025 £	2025 £	2025 £	2024 £	2024 £	2024 £	2024 £
<b>Income from:</b>									
Donations and legacies	3	180,889	-	39,592	220,481	152,927	-	28,000	180,927
Charitable activities	4	1,769,489	-	-	1,769,489	1,757,058	-	-	1,757,058
Investments	5	83,549	-	-	83,549	48,279	-	-	48,279
<b>Total income</b>		<u>2,033,927</u>	<u>-</u>	<u>39,592</u>	<u>2,073,519</u>	<u>1,958,264</u>	<u>-</u>	<u>28,000</u>	<u>1,986,264</u>
<b>Expenditure on:</b>									
Raising funds	6	241,883	-	-	241,883	281,275	-	-	281,275
Charitable activities	7	1,977,440	-	39,592	2,017,032	1,759,213	-	28,264	1,787,477
<b>Total expenditure</b>		<u>2,219,323</u>	<u>-</u>	<u>39,592</u>	<u>2,258,915</u>	<u>2,040,488</u>	<u>-</u>	<u>28,264</u>	<u>2,068,752</u>
Net gains/(losses) on investments	12	-	-	-	-	(4,178)	-	-	(4,178)
<b>Net expenditure and movement in funds</b>		<u>(185,396)</u>	<u>-</u>	<u>-</u>	<u>(185,396)</u>	<u>(86,402)</u>	<u>-</u>	<u>(264)</u>	<u>(86,666)</u>
<b>Reconciliation of funds:</b>									
Fund balances at 1 April 2024		501,809	685,000	15,000	1,201,809	588,211	685,000	15,264	1,288,475
<b>Fund balances at 31 March 2025</b>		<u>316,413</u>	<u>685,000</u>	<u>15,000</u>	<u>1,016,413</u>	<u>501,809</u>	<u>685,000</u>	<u>15,000</u>	<u>1,201,809</u>

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

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Fixed assets</b>					
Tangible assets	14		47,727		21,956
<b>Current assets</b>					
Stocks	15	14,065		9,489	
Debtors	16	110,023		68,100	
Cash at bank and in hand		1,067,164		1,327,789	
		1,191,252		1,405,378	
<b>Creditors: amounts falling due within one year</b>	17	(144,823)		(147,782)	
<b>Net current assets</b>			1,046,429		1,257,596
<b>Total assets less current liabilities</b>			1,094,156		1,279,552
Provision for other liabilities	18		(77,743)		(77,743)
<b>Net assets</b>			1,016,413		1,201,809
<b>The funds of the charity</b>					
Restricted income funds	19	15,000		15,000	
Unrestricted funds - general	21	316,413		501,809	
Unrestricted funds - designated	20	685,000		685,000	
		1,016,413		1,201,809	

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

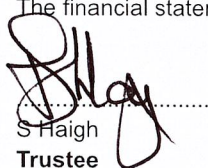
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on .....

25<sup>th</sup> November 2025

  
S Haigh  
Trustee

Company registration number 01324318 (England and Wales)



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	25		(304,129)		(77,751)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(40,045)		-	
Proceeds from disposal of investments		-		65,367	
Investment income received		83,549		48,279	
<b>Net cash generated from investing activities</b>			43,504		113,646
<b>Net cash used in financing activities</b>			-		-
<b>Net (decrease)/increase in cash and cash equivalents</b>			(260,625)		35,895
Cash and cash equivalents at beginning of year			1,327,789		1,291,894
<b>Cash and cash equivalents at end of year</b>			1,067,164		1,327,789



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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### 1 Accounting policies

#### Charity information

Rehabilitation Services Trust for Oxfordshire Re-employment Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is Cowley Road, Manzil Way, Oxford, Oxfordshire, OX4 1YH, UK.

#### 1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

#### 1.4 Income

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

All monetary donations and gifts are included in the statement of financial activities when receivable, provided there are no donor-imposed restrictions as to the timing of the related expenditure, in which case recognition is deferred until the pre-condition has been met.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grants for the purchase of fixed assets are credited to restricted incoming resources when receivable. Depreciation of the fixed assets purchased with such grants is charged against the restricted fund.

Revenue grants are credited to incoming resources when they are receivable provided conditions for receipt have been complied with, unless they relate to a specified future period, in which case they are deferred.

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

#### 1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

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

Leasehold land and buildings	over the term of the lease
Plant and equipment	25% straight line
Motor vehicles	25% reducing balance

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

#### 1.7 Impairment of fixed assets

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

#### 1.8 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials and, where applicable, direct labour costs and those overheads that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

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### 1 Accounting policies

(Continued)

#### 1.10 Financial instruments

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

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

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### Derecognition of financial liabilities

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

#### 1.11 Provisions

Provisions are recognised when the charity has a legal or constructive present obligation as a result of a past event, it is probable that the charity will be required to settle that obligation and a reliable estimate can be made of the amount of the obligation.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the reporting end date, taking into account the risks and uncertainties surrounding the obligation. Where the effect of the time value of money is material, the amount expected to be required to settle the obligation is recognised at present value. When a provision is measured at present value, the unwinding of the discount is recognised as a finance cost in net income/(expenditure) in the period in which it arises.

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2025

#### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

#### 3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	180,889	39,592	220,481	152,927	28,000	180,927

#### 4 Charitable activities

	2025 £	2024 £
Sale of goods	321,127	332,386
Performance related grants	1,448,362	1,424,672
	<u>1,769,489</u>	<u>1,757,058</u>
<b>Performance related grants</b>		
Oxford Health Partnership Contract	1,363,836	1,355,524
Oxford Health Forensic Contract	54,632	54,398
Abingdon & Witney College - MHFA Provision/volunteering	29,894	14,750
	<u>1,448,362</u>	<u>1,424,672</u>

These grants receivable are for income arising from contracts for service.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Rental income	41,229	41,670
Other income	42,320	6,609
	<u>83,549</u>	<u>48,279</u>

### 6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>Fundraising and publicity</b>		
Other fundraising costs	17,958	6,673
Staff costs	76,245	88,657
	<u>94,203</u>	<u>95,330</u>
<b>Trading costs</b>		
Other trading activities	147,680	185,945
	<u>241,883</u>	<u>281,275</u>
Total costs		

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 7 Expenditure on charitable activities

	Coaching	Recovery	Volunteer & training	Recovery College	Total
	2025	2025	2025	2025	2025
	£	£	£	£	£
<b>Direct costs</b>					
Staff costs	125,661	757,882	84,865	206,245	1,174,653
Depreciation and impairment	1,612	8,925	1,090	2,647	14,274
Property costs	47,690	74,346	4,372	10,616	137,024
Direct costs	32,574	44,870	11,304	19,739	108,487
Outsourced	-	160,455	-	-	160,455
Other costs	22,090	136,757	14,876	37,639	211,362
	<u>229,627</u>	<u>1,183,235</u>	<u>116,507</u>	<u>276,886</u>	<u>1,806,255</u>
<b>Share of support and governance costs (see note 8)</b>					
Support	22,525	124,700	15,227	36,975	199,427
Governance	11,350	-	-	-	11,350
	<u>263,502</u>	<u>1,307,935</u>	<u>131,734</u>	<u>313,861</u>	<u>2,017,032</u>
<b>Analysis by fund</b>					
Unrestricted funds - general	223,910	1,307,935	131,734	313,861	1,977,440
Restricted funds	39,592	-	-	-	39,592
	<u>263,502</u>	<u>1,307,935</u>	<u>131,734</u>	<u>313,861</u>	<u>2,017,032</u>



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 7 Expenditure on charitable activities

(Continued)

Previous year:	Coaching	Recovery	Volunteer & training	Recovery College	Total
	2024	2024	2024	2024	2024
	£	£	£	£	£
<b>Direct costs</b>					
Staff costs	125,603	687,962	60,769	183,409	1,057,743
Depreciation and impairment	225	7,585	670	2,014	10,494
Property costs	9,977	86,217	4,292	12,898	113,384
Direct costs	25,234	52,336	1,463	12,482	91,515
Outsourced	-	159,718	-	-	159,718
Other costs	1,000	89,511	7,718	23,543	121,772
	<u>162,039</u>	<u>1,083,329</u>	<u>74,912</u>	<u>234,346</u>	<u>1,554,626</u>
<b>Share of support and governance costs (see note 8)</b>					
Support	38,597	25,095	145,333	12,844	221,869
Governance	10,982	-	-	-	10,982
	<u>211,618</u>	<u>1,108,424</u>	<u>220,245</u>	<u>247,190</u>	<u>1,787,477</u>
<b>Analysis by fund</b>					
Unrestricted funds - general	183,354	1,108,424	220,245	247,190	1,759,213
Restricted funds	28,264	-	-	-	28,264
	<u>211,618</u>	<u>1,108,424</u>	<u>220,245</u>	<u>247,190</u>	<u>1,787,477</u>

### 8 Support costs allocated to activities

	2025	2024
	£	£
Staff costs	176,515	176,165
Expenses	16,346	39,161
Recruitment	6,566	6,543
Governance costs	11,350	10,982
	<u>210,777</u>	<u>232,851</u>
<b>Analysed between:</b>		
Coaching	33,875	49,579
Recovery	124,700	25,095
Volunteer & training	15,227	145,333
Recovery College	36,975	12,844
	<u>210,777</u>	<u>232,851</u>

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

<b>9</b>	<b>Net movement in funds</b>	<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
	The net movement in funds is stated after charging/(crediting):		
	Fees payable for the audit of the charity's financial statements	11,200	10,800
	Depreciation of owned tangible fixed assets	14,274	10,494
		<u>          </u>	<u>          </u>

### 10 Trustees

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

### 11 Employees

The average monthly number of employees during the year was:

	<b>2025</b>	<b>2024</b>
	<b>Number</b>	<b>Number</b>
	66	64
	<u>          </u>	<u>          </u>

#### Employment costs

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Wages and salaries	1,427,413	1,322,565
	<u>          </u>	<u>          </u>

There were no employees whose annual remuneration was more than £60,000.

### 12 Gains and losses on investments

	<b>Unrestricted</b>	<b>Unrestricted</b>
	<b>funds</b>	<b>funds</b>
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Gains/(losses) arising on:		
Revaluation of investments	-	(4,178)
	<u>          </u>	<u>          </u>

### 13 Taxation

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



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 14 Tangible fixed assets

	Leasehold land and buildings	Plant and equipment	Motor vehicles	Total
	£	£	£	£
<b>Cost</b>				
At 1 April 2024	462,208	65,876	40,486	568,570
Additions	-	40,045	-	40,045
	<u>462,208</u>	<u>105,921</u>	<u>40,486</u>	<u>608,615</u>
At 31 March 2025	462,208	105,921	40,486	608,615
<b>Depreciation and impairment</b>				
At 1 April 2024	450,049	60,983	35,582	546,614
Depreciation charged in the year	4,428	8,227	1,619	14,274
	<u>454,477</u>	<u>69,210</u>	<u>37,201</u>	<u>560,888</u>
At 31 March 2025	454,477	69,210	37,201	560,888
<b>Carrying amount</b>				
At 31 March 2025	<u>7,731</u>	<u>36,711</u>	<u>3,285</u>	<u>47,727</u>
At 31 March 2024	<u>12,159</u>	<u>4,893</u>	<u>4,904</u>	<u>21,956</u>

All tangible fixed assets were held for charitable purposes.

### 15 Stocks

	2025 £	2024 £
Finished goods and goods for resale	<u>14,065</u>	<u>9,489</u>

### 16 Debtors

	2025 £	2024 £
<b>Amounts falling due within one year:</b>		
Trade debtors	83,237	46,214
Other debtors	6,516	6,516
Prepayments and accrued income	20,270	15,370
	<u>110,023</u>	<u>68,100</u>

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 17 Creditors: amounts falling due within one year

	2025 £	2024 £
Other taxation and social security	23,424	21,186
Trade creditors	56,339	89,853
Other creditors	6,011	26,743
Accruals and deferred income	59,049	10,000
	<u>144,823</u>	<u>147,782</u>

### 18 Provisions for liabilities

2025 £	2024 £
<u>77,743</u>	<u>77,743</u>

#### Movements on provisions:

	£
VAT provision	<u>77,743</u>

A provision has been made for VAT liabilities anticipated as of 31 March 2025, reflecting estimated amounts due to HMRC for VAT on supplies and transactions that occurred during the previous financial years but have not yet been settled. This provision has been calculated based on expected liabilities, pending confirmation or assessment. Adjustments will be made in subsequent periods if necessary, based on the actual amounts payable.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024 £	Incoming resources £	Resources expended £	At 31 March 2025 £
Batchworth Trust	15,000	-	-	15,000
Clover Trust	-	3,300	(3,300)	-
Ormonde Charitable Trust	-	600	(600)	-
Batchworth Trust	-	15,000	(15,000)	-
Haddenham Healthcare	-	1,000	(1,000)	-
Oxfordshire Commun Recovery	-	9,000	(9,000)	-
J A PYE Settlement	-	6,000	(6,000)	-
Other Donations	-	3,692	(3,692)	-
Chewell Gen Ay	-	1,000	(1,000)	-
	<u>15,000</u>	<u>39,592</u>	<u>(39,592)</u>	<u>15,000</u>
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	At 31 March 2024 £
Other capital grants	4,462	-	(4,462)	-
Clover Trust	5,802	-	(5,802)	-
South Oxon AMHT	5,000	-	(5,000)	-
Northwick Grant	-	8,000	(8,000)	-
Oxon Comm Foundation	-	4,000	(4,000)	-
Batchworth Trust	-	15,000	-	15,000
BCA Hedley Grant	-	1,000	(1,000)	-
	<u>15,264</u>	<u>28,000</u>	<u>(28,264)</u>	<u>15,000</u>

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 20 Unrestricted funds - designated

These are unrestricted funds which are material to the charity's activities.

	At 1 April 2024 £	At 31 March 2025 £
	685,000	685,000
Previous year:	At 1 April 2023 £	At 31 March 2024 £
	685,000	685,000

### 21 Unrestricted funds

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

	At 1 April 2024 £	Incoming resources £	Resources expended £	Gains and losses £	At 31 March 2025 £
General funds	501,809	2,033,927	(2,219,323)	-	316,413
Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Gains and losses £	At 31 March 2024 £
General funds	588,211	1,958,264	(2,040,488)	(4,178)	501,809

The South Oxfordshire building fund is to support the development of a permanent building to serve the people of South Oxfordshire.

The Service Development fund provides monies which can be used to attempt to expand the ways in which we meet the needs of our service users and the geographical coverage of our services.

The Property Fund is created to cover future exceptional revenue and capital property expenditure.



# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 22 Analysis of net assets between funds

	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 March 2025:</b>				
Tangible assets	43,265	-	4,462	47,727
Current assets/(liabilities)	350,891	685,000	10,538	1,046,429
Provisions	(77,743)	-	-	(77,743)
	<u>316,413</u>	<u>685,000</u>	<u>15,000</u>	<u>1,016,413</u>

	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>				
Tangible assets	17,494	-	4,462	21,956
Current assets/(liabilities)	562,058	685,000	10,538	1,257,596
Provisions	(77,743)	-	-	(77,743)
	<u>501,809</u>	<u>685,000</u>	<u>15,000</u>	<u>1,201,809</u>

### 23 Operating lease commitments

The charity has entered into a lease in respect of its Manzil Way premises at a current annual rental of £44,000 which expires in 2029.

The charity leases 3 printers, 2 document feeders, 4 cassettes and 1 cabinet, which expire in November 2029.

The charity has entered into a lease in respect of its Banbury premises for a term of 5 years at a current annual rental of £15,000, expiring in June 2026.

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

	2025 £	2024 £
Within one year	64,340	60,143
Between two and five years	154,470	191,000
	<u>218,810</u>	<u>251,143</u>

# REHABILITATION SERVICES TRUST FOR OXFORDSHIRE RE-EMPLOYMENT LIMITED

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

### 24 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

25 Cash absorbed by operations	2025 £	2024 £
Deficit for the year	(185,396)	(86,666)
<b>Adjustments for:</b>		
Investment income recognised in statement of financial activities	(83,549)	(48,279)
Fair value gains and losses on investments	-	4,178
Depreciation and impairment of tangible fixed assets	14,274	10,494
<b>Movements in working capital:</b>		
(Increase)/decrease in stocks	(4,576)	9,898
(Increase) in debtors	(41,923)	(22,953)
(Decrease) in creditors	(2,959)	(22,166)
(Decrease) in provisions	-	77,743
<b>Cash absorbed by operations</b>	<u>(304,129)</u>	<u>(77,751)</u>

### 26 Analysis of changes in net funds

The charity had no material debt during the year.