



Impact Initiatives

(A company limited by guarantee)

Annual Report and Financial Statements – 31 March 2025

IMPACT INITIATIVES
(Limited by Guarantee)

Financial Statements – 31 March 2025

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REFERENCE AND ADMINISTRATIVE DETAILS

TRUSTEES

Neil Moscrop (Chair)
Mike Abel
Fiona Albone
Anne Mari Barker-Davies (resigned 25.02.25)
Emma Hamilton (joined 10-12.24)
Simon Knight DL
Nick Leavey
Maria Petnga-Wallace
Janice Robinson
Callum Waddell (resigned 15.04.2024)
Brendan Ward

CHIEF EXECUTIVE OFFICER

Caroline Ridley

COMPANY SECRETARY

Kate MacDonald

REGISTERED OFFICE

69 Ship Street
Brighton
BN1 1AE

STATUTORY AUDITORS

TC Group
The Courtyard
Shoreham Road
Upper Beeding
Steyning
West Sussex
BN44 3TN

SOLICITORS

Mayo Wynne Baxter Solicitors
44-46 Old Steine
Brighton
BN2 1NH

MAIN BANKERS

Bank of Scotland
First Floor
8 Lochside Avenue
Edinburgh
EH12 9DJ

CHARITY NUMBER

276669

COMPANY NUMBER

01402692

IMPACT INITIATIVES (Limited By Guarantee)

Trustees Report For the Year Ended 31 March 2025

The Trustees are pleased to present their annual report together with the financial statements of the charity for the year ending 31 March 2025 which are also prepared to meet the requirement for a directors' report and accounts for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 2015).

CHAIR'S REPORT

Impact Initiatives has a long-standing aim of filling the gaps left by statutory services. We support people of all ages across Sussex whose needs are not being met elsewhere, offering them hope, practical help, and a voice when it's most needed.

Our proud track record goes back to 1978 when the charity was formed, initially as a bold community collaboration of churches, Sussex University, and local councils, united by a shared mission: to tackle homelessness, unemployment, and discrimination.

That spirit of collective action lives on in everything we do but our work as an independent charity has evolved and grown over the years to meet the challenges experienced by those in need of our well-regarded services to such good effect.

We provide practical, person-centred services through three core areas:

- **Children, Young People & Families**
- **Adults & Older People**
- **Training**

In 2024–25, we supported over **9,250 people** a slight decrease from last year, which is reflected in the increase in more intensive and more time-consuming work with young people.

We delivered on the aims of our three-year strategy, reviewed in January 2025 to ensure alignment with current needs. Highlights include:

- Winning the contract to continue leading the partnership and delivering the **Ageing Well** service
- Securing further funding for **Advocacy** and employment support in Brighton & Hove, based on our successful West Sussex model
- Expansion of our **Stopover** housing service in West Sussex
- Restructuring **Safeguarding Training** to ensure a scalable and sustainable service

We employed **105 staff** at year-end, of these 15 were in full-time positions, while 90 worked part-time. Our Central Team strengthened key organisational functions—from safeguarding and data protection to HR and recruitment—alongside deepening our commitment to equity, diversity and inclusion. Our fundraising efforts also gained momentum, bolstered by growing support from local businesses.

Like many in our sector, we rely on time-limited funding. This creates both risk and opportunity—prompting innovation, agility, and a strong track record of sustaining vital services. Our Board of

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TRUSTEES REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025

Trustees remains committed to protecting services wherever possible, including using reserves when necessary. Sadly, in September 2024, after exploring every option to sustain the service, we needed to make the considered decision to transfer our WASP After School Club to the school where it is based. Despite our best efforts, securing the level of funding needed to maintain the high standards we set had become unviable.

With strong partnerships, growing business engagement, and a trusted reputation, we look ahead with confidence, determined to keep making a difference where it matters most.



Neil Moscrop
Chair

OBJECTIVES AND ACTIVITIES

Summary of the objects of the charity as set out in our governing document

The objects for which Impact Initiatives is established are to promote any charitable purpose for the benefit of people in England, with a focus on the Southeast. This includes providing facilities for recreation or leisure time occupation which improve people's quality of life.

We do this through:

Children, Young People and Families Services

We create safe, supportive spaces where children and young people can thrive. Whether it's through advice, counselling, or hands-on learning, we help them build the skills and confidence they need to shape brighter futures. From cooking and money management to managing relationships, anxiety and building self-worth, our services are tailored to real lives. For parents, we offer practical support, guidance, and essential items to help keep their children safe at home. Every service we offer brings stability, encouragement, and where needed a fresh start—often providing a vital pause from the pressures of everyday life. What makes this possible is the commitment and care of Impact's skilled staff, who listen, understand, and empower each young person to realise their potential.

Adults' and Older People's Services

Our services promote independence, connection, and empowerment for older people and adults with disabilities. We support individuals through training, advocacy, and tailored one-to-one and group work—enabling people to build confidence, gain skills, and live more fulfilled lives.

Our specialist employment and advocacy services help people be heard, secure meaningful work, and feel recognised for their strengths. In partnership with Brighton & Hove City Council, we also deliver a targeted service providing urgent food access for low-income individuals and families in crisis.

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Impact also leads the Ageing Well service across Brighton & Hove, which is recognised as a model of good practice by the Centre for Ageing Better. This is achieved through leading a partnership of nine partnership organisations. Together, we provide accessible information, social connections, activities, and food, supporting better health and wellbeing for older people across the city.

Training

Impact's training builds expertise and quality in service provision within the voluntary sector and beyond through;

- Providing standard and bespoke training in safeguarding both adults and children for other voluntary sector organisations.
- Supporting people with Autism and learning disabilities to provide lived experience training to local authorities, voluntary organisations and businesses

OUR SERVICES AND WORK

The services provided during the year and included in this report are:

Children, young people and families

Stopover

The only supported housing service specifically for young women in Brighton & Hove and West Sussex, Stopover offers safe, inclusive spaces where young women can begin to rebuild their lives and move towards independence. Across eleven houses, we offer a clear pathway of support—from high to lower levels—tailored to individual needs, including specialist accommodation for young women with babies.

Young People's Centre (YPC)

A vibrant hub in Brighton & Hove, the YPC provides office and meeting space for both statutory and voluntary organisations working with young people. Our in-house Youth Work Team offers one-to-one and small group support focused on wellbeing and mental health, both at the centre and in community settings. The centre also hosts our online counselling and East Sussex youth work teams, enabling joined-up support across the region.

Safety Net

Supporting children aged 8–14 and their families, Safety Net helps young people feel safe at home, at school, and in their communities. Using the Protective Behaviours model, we deliver one-to-one, group, and whole-class sessions that build confidence, self-esteem, and emotional resilience. Children develop vital skills in assertive communication, managing conflict, and navigating life's challenges with greater self-assurance.

WASP (Whitehawk After School Project)

For many years, WASP has been a lifeline for children in one of the UK's most disadvantaged areas. After careful planning and in partnership with the school, we transferred the service to school leadership in September 2024. This strategic handover ensures long-term sustainability and continued support for local families, following years of financial backing from Impact.

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TRUSTEES REPORT (*continued*)

FOR THE YEAR ENDED 31 MARCH 2025

Home Safety

We help families with young children create safer living environments through practical advice and the provision of home safety equipment, giving parents the tools and confidence to protect their children at home.

Adults and older people

Advocacy Services – Our expert team support autistic adults and those with learning disabilities, acquired brain injury or sensory impairments to have their voice heard and listened to in matters affecting their lives. We do this through one-to-one advocacy on financial issues, and for people with learning disabilities who are going through childcare proceedings. We also support Self – Advocacy groups for autistic adults.

Ageing Well - Impact provides leadership and overall management of a partnership of ten organisations developing and delivering information, support, advice and activities across Brighton and Hove. We provide the Hop 50+ Cafe and a wide range of activities, two Single Points of Contact for enquiries regarding older people's services and support, (one specifically for people living with dementia), Outreach services, Nutrition advice and support and produce the annual Ageing Well Festival. We also provide links and into national initiatives relating to issues older people face, ensuring voices are listened to

Food Support - Developed to address needs arising during the Coronavirus pandemic but which have remained, we distribute funds, alongside support, to access food through delivery or other support services in Brighton and Hove.

Workability - Provides individualised one-to-one support which helps people into or to retain training and employment. We work with people with physical or sensory impairments and acquired brain injury to identify their skills and find and maintain the right employment for them, throughout this year this was delivered in Brighton and Hove and West Sussex.

Training

Lived Experience Trainers (Formally Aspie Trainers)

We support our trainers to develop skills and confidence as well as providing flexible, autism and learning disability friendly work. In turn, our trainers' sessions promote acceptance, empathy and good practice to services and individuals that support autistic people.

Safety Net training – Provides specialist in person and online training from introductory courses to specialist sessions for Safeguarding Leads, trustees and managers.

TRUSTEES REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025

ACHIEVEMENTS AND PERFORMANCE

REVIEW OF THE YEAR

At the start of the year the Trustees and Senior Leadership Team undertook to:

- **Develop the Business Strategy**
By reviewing our strategy to ensure our priorities remain relevant for this year and aligned with the environment we are currently working in.
- **Preparation for Service Commissioning and maximise our potential for winning tenders.**
Through building on relationships with statutory and voluntary sector organisations and our reputation for innovation in service delivery.
- **Continue to explore ways of increasing our Unrestricted Reserves**
Through building on relationships developed with businesses who support our work and through ongoing development of our income generating services
- **Further develop our IT strategy**
Through ensuring we maximise efficiency and cyber security across all our work and we meet requirements in current contracts.

How the year compared to the plans and aspirations?

Throughout the year, we remained firmly focused on delivering the three-year strategy developed in 2023. A key part of this was strengthening our Central Support services to create a more effective and supportive hub for all teams.

We successfully developed a revised structure within our Children and Young People's Services and co-located teams, an approach that has fostered stronger collaboration and a more cohesive way of working.

Our commissioning preparations paid off, resulting in the successful renewal of the Workability West Sussex and Ageing Well contracts, which recognises our impact and credibility.

We also made significant progress in building relationships with businesses, which is now generating income and opening further opportunities to strengthen our free reserves. To support this, we restructured our training service into a more financially sustainable model and enhanced our Young People's Centre to create a more accessible, welcoming space for external organisations to use.

Meanwhile, our Central Team enhanced our cyber security and data protection frameworks, while expanding support around safeguarding processes—ensuring that our infrastructure continues to grow with the organisation's needs. Alongside this our Equity, Diversity and Inclusion Working Group further researched and advised on language to be used and accessibility of our website. Revision of relevant policies is now in progress.

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TRUSTEES REPORT (*continued*) FOR THE YEAR ENDED 31 MARCH 2025

MAIN OR SIGNIFICANT ACHIEVEMENTS OF OUR SERVICE TEAMS

Children and Young People's and Families services:

Enhanced Primary School Support: In addition to delivering their core work, the Safety Net team developed and distributed comprehensive Anti-Bullying Week resource packs to every primary school child in Brighton & Hove, amplifying preventative education city-wide.

Strategic Integration of Services: Successfully integrated The Wild Mind Project, previously an independent initiative—into our service portfolio, enhancing our holistic mental health and wellbeing offer.

Collaborative Youth Initiatives: Launched cross-organisational youth groups to better serve young people with intersectional needs, leveraging collective expertise and resources for greater impact.

Innovative Digital Expansion: Expanded the E-Motion platform to offer live, face-to-face online counselling, significantly improving accessibility to therapeutic support.

Growth in Supported Housing: Allocated a larger property to expand *Stopover's* mother and baby supported housing, meeting increased demand and improving accommodation quality.

Increased Regional Capacity: Secured an additional property for *Stopover West Sussex*, extending our supported housing provision to more young women across the region.

Improved Mental Health Pathways: Strengthened partnerships through targeted campaigning to mental health services, resulting in a dedicated liaison worker for young women admitted to hospital—ensuring more responsive and continuous care.

Adults and Older People

Long-Term Service Continuity: Successfully secured the Ageing Well contract for an additional 4–6 years, ensuring stability and continued support for older adults across Brighton and Hove.

Employment Support Expansion: Developed the West Sussex Workability Service through securing a new contract. This was alongside being awarded a one-year contract to deliver employment support services in Brighton & Hove, adapting our proven West Sussex model to meet local needs.

Empowering Autistic Voices: Secured three years of funding for the Brighton Autism Movement self-advocacy group, enabling continued co-production and leadership of the Autism Partnership Board.

Secured additional funding for advocacy services to develop the Money First service for people with a learning disability, acquired brain injury, a physical or sensory impairment and autistic people.

Advocacy Impact Recognised: The Parents Voice Advocacy service was independently evaluated by Social Finance, with the final report launched at the Houses of Parliament—highlighting a social return of £12 for every £1 invested.

Thought Leadership in Ageing: Ageing Well delivered a high-profile conference featuring nationally recognised speakers and attendees, showcasing innovation and sector leadership.

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TRUSTEES REPORT (*continued*)

FOR THE YEAR ENDED 31 MARCH 2025

Addressing Rising Need: Our Food Access service provided emergency food parcels to over 1,000 households—representing a 50% increase on the previous year and a vital response to growing community demand.

Training

Training Innovation and Expansion. Safety Net Training was successfully restructured into a more cost-effective delivery model, with the addition of a new Safeguarding Leads for Adults course to meet emerging sector demand.

Scaling Lived Experience Expertise: Secured additional funding to roll out lived experience training across Hampshire, expanding reach and embedding authentic voices in service development and delivery.

Central Support

Enhanced Digital Security: Secured Cyber Essentials accreditation, underscoring our commitment to high cyber security standards and data protection.

Improved Financial Oversight: Implemented effective budgeting practices, streamlined contract management including utilities and provided comprehensive management accounts.

Modernised Operations: Optimised HR processes and introduced AI-driven training and tools to boost administrative efficiency and support smarter working practices.

OUR VOLUNTEER SUPPORT INCLUDED

Children and Young People:

Enhanced Operational Capacity: Volunteers provided valuable administrative and report writing support, contributing to the smooth running of core services.

Enriched Wellbeing Activities: Volunteers actively supported the delivery of Wild Mind Project sessions, helping to create safe, engaging spaces for young people's mental health and connection with nature.

Empowered Young Residents: Volunteers delivered the Centrepoint Accredited Life Skills course to Stopover residents, equipping young women with essential tools for independent living.

Adults and older people:

Championing Rights and Inclusion: Volunteers provided dedicated advocacy for people with learning disabilities, ensuring their voices were heard and their rights upheld.

Bridging the Digital Divide: Delivered one-to-one technical support for older people, empowering them to stay connected and confident in using digital tools.

Shaping Services Through Lived Experience: Actively contributed as members of the Ageing Well Lived Experience Advisory Group, helping to inform and improve services through first-hand insight.

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TRUSTEES REPORT (*continued*)

FOR THE YEAR ENDED 31 MARCH 2025

Bringing the Community Together: Played a key role in developing and delivering engaging events for the Ageing Well Festival, fostering connection, creativity and celebration across the city's older population.

Other volunteer support

Informal volunteers and local businesses provided vital support across fundraising efforts—contributing to the design of marketing materials, event delivery, and income generation initiatives.

Our Trustees collectively contributed over 440 hours, actively participating in board and finance committee meetings, offering strategic support to the CEO, and engaging in external networking to raise the organisation's profile and attract new supporters.

FINANCIAL REVIEW

Income increased during the year to £3,421,557 from £2,992,199 in 2023/24. This increase can be mainly attributed to the expansion of our Lived Experience training programme, higher rentals being received in the Stopover properties along with the opening of another new house in Worthing at the end of the year and a generous legacy being received into the HOP café.

At the beginning of the 2024/25 year a deficit of £41,674 was forecast. The actual result was a deficit of £6,760. The improvement during the year was a combination of additional grant income and reduced payroll costs in some of the services, however these were counteracted by reduced income and increased payroll costs in others. There is no single factor that can be held specifically accountable.

For 2025/26 a small deficit of £4,986 has been budgeted, based on confirmed income at the beginning of the year and a prudent budget for expenditure. This was achieved following the revision of services along with some restructuring which was required to cover the increased financial pressures that Impact are now facing, which included an approximate £50k increase in the National Insurance contributions for 25/26. However, at the date of this audit report, a surplus is expected following some additional funding that has been awarded and a further payment relating to a legacy.

The charity remains active in its search for new funding and will consider working with partners without compromising its financial integrity. Rigorous cost control remains in place in all of our projects.

We have a clear plan for the future of the organisation including realistic development of services and new projects which meet the objectives of Impact Initiatives whilst supporting those of the city, district and county councils and trusts.

Policy on reserves and reserves held

During the year the Trustees have continued to adopt the reserves policy agreed in the previous financial year. This is based on risk identification, identifying existing funds and reviewing the surplus/deficits expected for the following 3 years. These are then reviewed in line with the extent that these income streams are reliable and controllable, and the potential risks of losing a service and associated costs are added to these figures. These are presented quarterly at the Trustees meetings and the level of reserves required determined at each meeting. The reserves policy is reviewed annually and is an integral part of the planning, budgeting and forecasting cycle.

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TRUSTEES REPORT (*continued*) FOR THE YEAR ENDED 31 MARCH 2025

At the end of the financial year the level of reserves required using this method was £298,291 and so the organisation is operating within the policy guidelines.

At the end of the year the free reserves, as defined by the Charity Commission, were £265,124. This figure is derived from the General unrestricted funds of £449,720 plus the mortgage on the property of £368,188, less the net book value of our assets, £552,784.

The strategy has been to build reserves by building unrestricted income through diversifying our income streams and fundraising along with making costs savings where possible. However, cost of living issues and utilities increases have made this more difficult than planned. The recruitment of a business development manager was key in addressing this issue and is still a priority going forward.

Going concern and cash flow

There is a smaller deficit this year than was originally expected and, whilst a small deficit budget was also set for 2025/26, steps have already been taken and funding opportunities are continually being sought with the result that this has already been transformed into a surplus. The Trustees are confident that the result will continue to improve as the year progresses.

Going concern has been reviewed in detail in light of the uncertainty relating to the cost of living crisis. Cashflow forecasts for longer periods are being reviewed on a regular basis. The key issue for the Trustees is cash flow and the ability of Impact Initiatives to continue to pay its liabilities as they fall due. The Trustees expect liabilities to be met as they arise. The position is reviewed on a month-by-month basis, and should this situation change, then the Trustees would take the appropriate steps. The Trustees are confident that the charity will remain a going concern for the foreseeable future, and these financial statements have therefore been prepared on a going concern basis.

PLANS FOR FUTURE PERIODS

Plans for the forthcoming year

The strategic plan will be implemented and will include developments in our existing services alongside new projects.

Throughout 2025-2026 we will:

Maximise Use of the Young People's Centre:

Continue with planned renovations to enhance the building's functionality, enabling us to host more partner organisations and foster greater cross-sector collaboration.

Prepare for Supported Housing Commissioning in West Sussex:

Strengthen our position by maintaining a strong Ofsted record, leveraging our reputation, and deepening strategic relationships across the region.

Increase Unrestricted Reserves:

Pursue new opportunities to grow unrestricted income by building on partnerships with supportive businesses and expanding income-generating services.

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TRUSTEES REPORT (*continued*)

FOR THE YEAR ENDED 31 MARCH 2025

Engage with Sussex Devolution Planning:

Ensure active participation in key networks to amplify the voices of our organisation, service users, and the wider VCSE sector during the devolution process.

Strengthen Cross-Sector Collaboration:

Deepen relationships with other sector organisations, building on existing Contract Leads collaboration to prepare for future NHS (ICB) commissioning and drive innovation in mental health support for children and young people.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal Constitution

The charity was incorporated on 29 November 1978 as a company limited by guarantee and is governed by its Memorandum and Articles of Association. The charity is limited by guarantee and has no share capital.

The charity was registered with the Charity Commission on 30 April 1979 under registration number 276669. The charity changed its name from PACT Community Projects Ltd to Impact Initiatives with effect from 26 November 2002.

Organisational structure and how decisions are made

The CEO and Senior Leadership Team (SLT) conduct the day-to-day business of the charity, reporting quarterly to the Trustees. Several Trustees assist the SLT either directly or through both long- and short-term working groups.

The Central team provides back-office infrastructure support and management, ensuring our services deliver frontline support effectively and efficiently, and that they comply with their contractual and legal requirements and funders' needs.

We have a clear policy and procedure laying out how we manage financial risk and who is responsible for agreeing and signing off financial agreements.

Impact Initiatives Central Team provides management of and support for finance, information technology, human resources, administration, marketing and fundraising. This is a cost-effective way of the services having consistent professional support and enables them to focus on the service provision.

Governance

Impact Initiatives is a regional charity, with substantial legal and contractual liabilities, and needs to operate at a similar level of experience and efficiency as a complex commercial business. The board of Trustees is ultimately responsible for the organisation. Good governance demands that the Trustees set clear aims and objectives, establish priorities, safeguard the charity's assets and use them effectively and exclusively for the benefit of the organisation's beneficiaries.

The Board of Trustees consists of up to 18 individuals, appointed by the members in general meeting, and can include a chair and vice chair. The board of Trustees has the power to appoint individuals to the board either to fill a casual vacancy or as an addition to the board. Emergency decision procedures are in place, which always involve the chair plus a second trustee.

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The Trustees have also adopted the Model Code of Conduct developed by The National Council of Voluntary Organisations.

The Trustees meet in full session every three months, providing clear direction and overview of the organisation's operation and compliance with agreed strategies and business plan. The finance committee, which all Trustees are invited to attend, meets as required. In addition, the chair meets regularly with the CEO.

The Trustees set out on page 1 have held office during the whole period from 1 April 2024 to the date of this report, unless otherwise stated. In accordance with the Articles of Association, one third of the Trustees retire annually and are eligible for re-election at the annual general meeting.

Each member has agreed to contribute £1. All Trustees are members.

Recruitment, induction and training of Trustees

Impact Initiatives Equity, Diversity and Inclusion policy applies to the recruitment of Trustees except where specialist knowledge or skills, or representation of a geographic area, has been identified to enhance the capacity of the board. In these circumstances' individuals with appropriate skills or background would be approached directly. We continue to work to encourage service users, or those with direct experience and understanding of the issues our service users face, to become Trustees. New Trustees are recommended for appointment by the chair and adopted subject to their appointment being confirmed at the annual general meeting. The board's performance is reviewed annually by the chair. Trustees are offered internal training and the opportunity to attend relevant seminars or presentations directed at the voluntary sector during the year. All are encouraged to attend the briefing by the Finance Manager and auditors and adoption of the annual accounts.

Key risks to Impact's business continuity are:

- Contracts ending and not being renewed
- Loss of key members of staff
- Loss of key sources of income
- Loss of a building through fire or other disaster
- Damage to the organisation's reputation

We have a clear risk management policy and disaster recovery plans for the organisation and individual services which are reviewed annually. Any changes in the level of risk in any of these areas is approached and managed as set out below.

The Finance Committee is advised of any major risks to the organisation, the risk register is updated and presented to the board by the CEO each six months or more often as required. Where risks are identified, a plan is agreed to minimise them and any necessary controls identified and put in place along with a monitoring process.

Potential new services and projects are risk assessed prior to committing to the submission of tender documentation or legally binding costs being incurred.

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TRUSTEES REPORT (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees' risk management strategy comprises of the following:

- A six-monthly review of the risks to the charity via the live Risk Register.
- The establishment of systems and procedures that will mitigate risks identified in the review.
- The implementation of procedures designed to minimise any potential risks to the charity should they materialise.
- Disaster recovery plans for all aspects of the organisation are reviewed at least annually, and a policy is implemented across all services. Staff have been made aware of and understand their specific responsibilities.
- Contracted HR and Health and Safety expertise to oversee all aspects of these areas.
- Impact Initiatives continues to invest in health and safety training and has contractor's Health and Safety scheme (CHAS) accreditation for the whole organisation.

The Trustees recognise that systems can only provide reasonable assurance that major risks are being adequately managed.

Pay policy for senior staff

The board of directors, who are the charity's Trustees, and the Chief Executive Officer comprise the key management personnel of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis. All directors give of their time freely and no director received remuneration in the year. Details of directors' expenses and related party transactions are disclosed in note 12 to the accounts.

The pay of the senior staff is reviewed annually and normally increased in accordance with average earnings in the local voluntary sector.

Statement of Trustees responsibilities

The law applicable to charitable companies in England and Wales requires the Trustees, who are also the directors of the charity, to prepare financial statements for each year which give a true and fair view of the state of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the Trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently,
- Make judgments and estimates that are reasonable and prudent,
- State whether applicable United Kingdom accounting standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements and,
- Prepare the financial statements on a going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities Act 2011. 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.

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TRUSTEES REPORT (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

Disclosure of information to auditors

Each trustee has taken all steps that they ought to have taken in order to make themselves aware of any information relevant to the audit, establish that auditors are aware of that information and that there is no information relevant to the audit of which the charity company's auditors were unaware.

Auditors

A resolution to reappoint TC Group will be considered at the forthcoming Annual General Meeting.

Public Benefit statement

The Trustees have reviewed the objectives and activities of the organisation against the Charity Commission's guidance on public benefit and are satisfied that the organisation meets the public benefit criteria.

This report has been prepared in accordance with the small companies' regime of the Companies Act 2006.

Approved by the Trustees on 21st October 2025 and signed on their behalf by Neil Moscrop as chair.



N Moscrop
Chair

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TRUSTEES REPORT (continued)
FOR THE YEAR ENDED 31 MARCH 2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IMPACT INITIATIVES

We have audited the financial statements of Impact Initiatives (the 'charitable company') for the year ended 31 March 2025. 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, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with the requirements of the Companies Act 2006; and
- have been prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

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 charitable incorporated organisation 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 charitable incorporated organisation'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 Trustees are responsible for the other information. The other information comprises the information included in the Trustees' annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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AUDITORS REPORT
FOR THE YEAR ENDED 31 MARCH 2025

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable incorporated organisation and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable incorporated organisation'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 incorporated organisation or to cease operations, or have no realistic alternative but to do so.

IMPACT INITIATIVES
(Limited by Guarantee)

AUDITORS REPORT (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements 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.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit, in respect to fraud, are: to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses; and to respond appropriately to fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both those charged with governance of the entity and its management.

Our approach was as follows:

- We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general sector experience, and through discussion with the Trustees and other management (as required by auditing standards), and discussed with the Trustees and other management the policies and procedures regarding compliance with laws and regulations (see below);
- We identified the following areas as those most likely to have such an effect: health and safety; General Data Protection Regulation (GDPR); fraud; bribery and corruption, and employment law. Auditing standards limit the required audit procedures to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any. The identified actual or suspected non-compliance was not sufficiently significant to our audit to result in our response being identified as a key audit matter.
- We considered the legal and regulatory frameworks directly applicable to the financial statements reporting framework (FRS 102 and the Charities Act 2011) and the relevant tax compliance regulations in the UK;
- We considered the nature of the charity's operations, the control environment and financial performance.
- We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit;

IMPACT INITIATIVES
(Limited by Guarantee)

AUDITORS REPORT *(continued)*
FOR THE YEAR ENDED 31 MARCH 2025

- We considered the procedures and controls that the charity has established to address risks identified, or that otherwise prevent, deter and detect fraud; and how senior management monitors those procedures and controls.

Based on this understanding we designed our audit procedures to identify non-compliance with such laws and regulations. Where the risk was considered to be higher, we performed audit procedures to address each identified fraud risk. These procedures included: testing manual journals; reviewing the financial statement disclosures and testing to supporting documentation; performing analytical procedures; and enquiring of management, and were designed to provide reasonable assurance that the financial statements were free from fraud or error.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and its members as a body, for our audit work, for this report, or for the opinions we have formed.

T.C Group

Mark Cummins FCCA (Senior Statutory Auditor)

For and on behalf of TC Group

Statutory Auditors

Office: Steyning

Dated: *10 November 2023*

IMPACT INITIATIVES
(Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
(including Income and Expenditure Account)

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
	Notes				
INCOME from:					
Voluntary income	4	22,987	238,296	261,283	222,659
Activities for raising funds	5	364,138	25,519	389,657	259,171
Charitable activities	6	2,632,629	128,877	2,761,506	2,503,133
Investment Income		<u>9,111</u>	<u>-</u>	<u>9,111</u>	<u>7,236</u>
Total income		<u>3,028,865</u>	<u>392,692</u>	<u>3,421,557</u>	<u>2,992,199</u>
EXPENDITURE on:					
	7				
Raising funds		46,304	-	46,304	49,239
Charitable activities		<u>3,013,415</u>	<u>368,598</u>	<u>3,382,013</u>	<u>2,998,201</u>
Total expenditure		<u>3,059,719</u>	<u>368,598</u>	<u>3,428,317</u>	<u>3,047,440</u>
Net income/(expenditure) and net movement in funds for the year		(30,854)	24,094	(6,760)	(55,241)
Reconciliation of funds					
Total funds brought forward		<u>480,574</u>	<u>96,807</u>	<u>577,381</u>	<u>632,622</u>
Total funds carried forward	20	<u>449,720</u>	<u>120,901</u>	<u>570,621</u>	<u>577,381</u>

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

All activities are classified as continuing. There are no recognised gains or losses other than those reported on the Statement of Financial Activities

IMPACT INITIATIVES
(Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025	2024
		£	£
FIXED ASSETS			
Tangible assets	15	552,784	560,388
CURRENT ASSETS			
Debtors	16	257,232	75,789
Cash at bank		<u>400,775</u>	<u>441,096</u>
		658,007	516,885
CREDITORS			
Amounts falling due within one year	17	<u>(282,211)</u>	<u>(131,608)</u>
NET CURRENT ASSETS		<u>375,796</u>	<u>385,277</u>
TOTAL ASSETS		928,580	945,665
CREDITORS			
Amounts falling due after one year	18	<u>(357,959)</u>	<u>(368,284)</u>
NET ASSETS		<u>570,621</u>	<u>577,381</u>
The funds of the charity:			
Unrestricted income funds	20	449,720	480,574
Restricted income funds	20	<u>120,901</u>	<u>96,807</u>
Total charity funds		<u>570,621</u>	<u>577,381</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to the members of the charitable company.

The notes at pages 22-35 form part of these accounts.

Approved by the Trustees on 21st October 2025 and signed on their behalf by;



N. Moscrop
Chair
Company number 01402692

IMPACT INITIATIVES
(Limited by Guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025	2024
		£	£
Net cash inflow/(outflow) from operating activities	24	<u>979</u>	<u>(25,829)</u>
Cash flows from investing activities			
Capital expenditure	15	(14,539)	(8,156)
Interest income		9,111	7,236
Interest Paid		<u>(26,168)</u>	<u>(26,987)</u>
Net cash provided by/ (used in) investing activities		(31,596)	(27,907)
Cash flows from financing activities			
Mortgage repayments		<u>(9,704)</u>	<u>(8,886)</u>
Net cash provided by/ (used in) financing activities		<u>(9,704)</u>	<u>(8,886)</u>
Change in cash and cash equivalents in the year		<u>(40,321)</u>	<u>(62,622)</u>
Cash and cash equivalents at the beginning of the year		<u>441,096</u>	<u>503,718</u>
Cash and cash equivalents at the end of the year		<u>400,775</u>	<u>441,096</u>
 Analysis of cash and cash equivalents		 At 1 April 2024 £	 Cash flow £
			Non-cash changes £
			At 31 March 2025 £
Cash at bank and in hand		<u>441,096</u>	<u>(40,321)</u> - <u>400,775</u>

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

1 STATUTORY INFORMATION

Impact Initiatives is a charitable company, limited by guarantee, registered in England and Wales. The charitable company's registered number and registered office address can be found on the legal and administrative information page.

2 ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – Charities SORP (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Impact Initiatives meets the definition of a public benefit entity under FRS102. Assets and Liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). There are no material uncertainties about Impact Initiatives ability to continue as a going concern.

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 £.

b) Income recognition policies

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds;
- any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met (see note 19).

c) 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.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees do not consider that there are any critical estimates or areas of judgement that need to be brought to the attention of the readers of the financial statements.

d) Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised and refer to the Trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

f) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work.

g) Expenditure

Expenditure is recognised on an accruals basis with the irrecoverable element of value added tax included within the item of expense to which it relates.

Costs of generating voluntary income include fundraising and publicity costs attributable to the raising of all voluntary income.

Fundraising trading: cost of goods sold and other costs include the cost of running the cafes at Hop50+.

Charitable activities costs include the direct and indirect running costs of the various projects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity.

Support costs represent the running costs of a central office to manage and administer the projects including the functions of general management, payroll and administration, budgeting and accounting, information technology and human resources. They are allocated across the categories of charitable expenditure and projects on a proportion of time spent upon them

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

h) Tangible fixed assets

Individual fixed assets costing £1,000 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Asset Category	Annual rate
Freehold property	2%
Fixtures & Fittings	15%
Motor vehicles	10%
Bike2Work	33%

i) Operating leases

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

j) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

k) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

l) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount.

m) Pension costs

Contributions payable to the company's pension schemes are charged to the Statement of Financial Activities in the period to which they relate (see note 23).

3 LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The authorised membership of the charity is 500. At 31 March 2025, the membership was 11 (2024 - 20).

The Charity is under the control of the Trustees.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

4 VOLUNTARY INCOME

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	funds	funds
Donations	2,987	50,948	53,935	45,255
Grants	-	187,248	187,248	172,404
Legacy Income	<u>20,000</u>	<u>100</u>	<u>20,100</u>	<u>5,000</u>
	<u>22,987</u>	<u>238,296</u>	<u>261,283</u>	<u>222,659</u>

The Charity benefits greatly from the involvement and enthusiastic support of its many volunteers, details of which are given in our annual report. In accordance with FRS 102 and the Charities SORP (FRS 102), the economic contribution of general volunteers is not recognised in the accounts.

5 ACTIVITIES FOR RAISING FUNDS

	Unrestricted	Restricted	2025	2024
	£	£	Total	Total
	funds	funds	funds	funds
Accommodation and room hire	51,353	-	51,353	58,804
Fees for services	247,008	25,519	272,527	131,441
Catering receipts	<u>65,777</u>	<u>-</u>	<u>65,777</u>	<u>68,926</u>
	<u>364,138</u>	<u>25,519</u>	<u>389,657</u>	<u>259,171</u>

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

6 INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted	Restricted	2025 Total	2024 Total
	£	£	£	£
West Sussex County Council - via Aldingbourne Trust	113,959	-	113,959	167,175
Brighton & Hove City Council	1,089,264	77,518	1,166,782	920,138
Brighton & Hove Food Partnership	-	5,775	5,775	-
Canterbury Christ Church University	-	-	-	4,167
Children in Need	15,272	37,984	53,256	34,197
East Sussex Fire & Rescue	-	-	-	5,000
London Leaning Consortium	-	-	-	(576)
Sussex Community Foundation NHS Trust	79,092	-	79,092	79,092
West Sussex County Council	-	-	-	143,373
NHS Sussex ICB	81,350	-	81,350	-
NHS East Sussex CCG	45,620	-	45,620	76,350
Brighton and Hove City Council - via Pohwer	48,960	-	48,960	48,960
University of Brighton	-	-	-	2,000
University of Sussex	3,600	-	3,600	3,625
Housing Support	156,498	-	156,498	132,338
Rent and amenities	986,661	-	986,661	875,493
Client contributions	4,904	-	4,904	11,801
Other	7,449	7,600	7,449	-
	<u>2,632,629</u>	<u>128,877</u>	<u>2,761,506</u>	<u>2,503,133</u>

IMPACT INITIATIVES
(Limited by Guarantee)

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

7 ANALYSIS OF ACTIVITIES AND SUPPORT COSTS

	Staff Costs	Depreciation	Other Costs	2025 Total	2024 Total
	£	£	£	£	£
Costs of raising funds					
Voluntary income	-	-	15,232	15,232	21,758
Support costs	3,529	-	1,107	4,636	6,616
Financing Costs	-	-	26,168	26,168	26,987
Fundraising trading	-	-	268	268	494
Total costs of generating funds	<u>3,529</u>	<u>-</u>	<u>42,775</u>	<u>46,304</u>	<u>55,855</u>
Charitable activities					
Activities undertaken directly	1,517,962	6,991	856,509	2,381,462	2,175,146
Payments to partners	-	-	610,424	610,424	403,038
Support costs	<u>286,759</u>	<u>15,152</u>	<u>74,797</u>	<u>376,708</u>	<u>402,792</u>
Total charitable activities	<u>1,804,721</u>	<u>22,143</u>	<u>1,541,730</u>	<u>3,368,594</u>	<u>2,980,976</u>
Governance costs	<u>-</u>	<u>-</u>	<u>13,419</u>	<u>13,419</u>	<u>10,609</u>
Total resources expended	<u>1,808,250</u>	<u>22,143</u>	<u>1,597,924</u>	<u>3,428,317</u>	<u>3,047,440</u>

Governance costs comprise audit & accountancy fees for the year together with AGM costs.

Payments to partners relates to payments made to partner organisations. The Ageing Well Contract is a collection of 8 charities who deliver older people services across Brighton & Hove including the HOP 50+. Impact Initiatives co-ordinates and manages the funding for these organisations. Other payments to partners relate to payments made out from the Sussex Community Foundation funding which Impact Initiatives manage the funding for.

8 SUPPORT COSTS

	Cost of raising funds	Charitable activities	Governance costs	2025 Total	2024 Total
	£	£	£	£	£
Human resources	3,529	285,625	1,134	290,288	307,455
Establishment costs	564	45,710	182	46,456	47,952
Office and administration	<u>543</u>	<u>43,883</u>	<u>174</u>	<u>44,600</u>	<u>54,001</u>
	<u>4,636</u>	<u>375,218</u>	<u>1,490</u>	<u>381,344</u>	<u>409,408</u>

All support costs are based on a project by project management review of estimated usage of central staff time.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

9 NET INCOME/(EXPENDITURE) FOR THE YEAR

	2025	2024
	£	£
This is stated after charging:		
Depreciation of tangible fixed assets	22,143	20,646
Auditors' remuneration – audit fees	13,419	10,609
Amounts payable under operating leases, land and buildings	<u>341,451</u>	<u>318,827</u>

10 ANALYSIS OF STAFF COSTS AND TRUSTEE REMUNERATION AND EXPENSES

	2025	2024
	£	£
Salaries	1,643,399	1,573,915
Social security costs	131,577	120,457
Pension contributions	<u>33,274</u>	<u>31,817</u>
	<u>1,808,250</u>	<u>1,726,189</u>

One employee received remuneration in the banding of £70,000 to £80,000 (2024 – 1).

The total employment costs (including employers national insurance and pension contributions) of Senior Management was £91,106 (2024 - £83,054). The total employers pension contributions were £1,321 (2024 - £1,321).

During the year there were no payments made in regards to the termination of employment (2024 - £21,853).

None of the Trustees received remuneration from the charity during the year (2024 – £nil). A total of £nil was paid to Trustees during the year as reimbursement of travel expenses (2024 – £475). No amounts were due to or from the Trustees at the balance sheet date (2024 - £nil).

11 STAFF NUMBERS

The average monthly head count was 106 staff (2024 - 111 staff) and the average monthly number of full-time equivalent employees (including casual and part-time staff) during the year were as follows:

	2025	2024
	Number	Number
Administration	7	6
Project staff	<u>50</u>	<u>46</u>
	<u>57</u>	<u>52</u>

The charity participates in an insurance policy which protects the charity from loss arising from the negligence of its employees and indemnifies employees against the consequences of such negligence. The cost to the charity of this insurance was £12,008 (2024 - £12,008).

IMPACT INITIATIVES
(Limited by Guarantee)

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

12 RELATED PARTY TRANSACTIONS

Apart from the Trustee expenses, mentioned in note 10, there were no other related party transactions during the year to report.

13 GOVERNMENT GRANTS

Income from government grants comprises performance related grants made by local authorities to fund specific projects' activities. See note 6 for more information and to the amount and source of these grants.

14 TAXATION

The charitable company is registered as a charity and most of its income falls within the exemptions under Part 11 of the Corporation Tax Act 2010.

15 TANGIBLE FIXED ASSETS

	Freehold Property £	Motor Vehicles £	Fixtures & Fittings £	Bike 2 Work £	Totals £
COST					
At April 1 2024	757,601	41,012	2,587	1,853	803,053
Additions	-	-	14,539	-	14,539
At 31 March 2025	<u>757,601</u>	<u>41,012</u>	<u>17,126</u>	<u>1,853</u>	<u>817,592</u>
ACCUMULATED DEPRECIATION					
At April 1 2024	220,470	20,505	388	1,302	242,665
Charge for year	<u>15,152</u>	<u>4,101</u>	<u>2,569</u>	<u>321</u>	<u>22,143</u>
At 31 March 2025	<u>235,622</u>	<u>24,606</u>	<u>2,957</u>	<u>1,623</u>	<u>264,808</u>
NET BOOK VALUES					
At 31 March 2025	<u>521,979</u>	<u>16,406</u>	<u>14,169</u>	<u>230</u>	<u>552,784</u>
At 31 March 2024	<u>537,131</u>	<u>20,507</u>	<u>2,199</u>	<u>551</u>	<u>560,388</u>

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

16 DEBTORS

	2025	2024
	£	£
Trade debtors	140,617	35,679
Other debtors	72,585	4,113
Prepayments	19,950	-
Accrued Income	<u>24,080</u>	<u>35,997</u>
	<u>257,232</u>	<u>75,789</u>

17 CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Deferred income and accruals (see note 19)	138,188	52,247
Trade Creditors	82,397	29,892
Other creditors	14,086	7,044
VAT	6,790	6,816
Mortgage	10,229	9,608
Income tax and social security payments	<u>30,521</u>	<u>26,001</u>
	<u>282,211</u>	<u>131,608</u>

18 CREDITORS: Amounts falling due after one year

	2025	2024
	£	£
Mortgage – repayable within:		
1 to 2 years	10,974	10,229
2 to 5 years	44,292	38,853
Over 5 years	<u>302,693</u>	<u>319,202</u>
	<u>357,959</u>	<u>368,284</u>

On 19th July 2018 a charge was made against the YPC building on Ship Street for a mortgage to purchase the property in St Andrews Road.

19 DEFERRED INCOME

The deferred income included in note 17 above is broken down as follows:

	£
Deferred income at 1 April 2024	15,272
Released in the year	(15,272)
Deferred in the year	<u>98,400</u>
Deferred income at 31 March 2025	<u>98,400</u>

IMPACT INITIATIVES
(Limited by Guarantee)

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

20 ANALYSIS OF CHARITABLE FUNDS

Analysis of movements in unrestricted funds

	Balance at 1 April 2024	Incoming Resources	Outgoing Project Costs	Support Costs	Transfers	Balance at 31st March 2025
	£	£	£	£	£	£
General fund	441,904	60,517	(438,041)	367,361	(140)	431,601
Hop50+	-	343,508	(303,075)	(48,402)	7,969	-
Ageing Well	-	786,797	(745,914)	(26,285)	(14,598)	-
Food Access	-	40,000	(35,485)	(5,217)	702	-
Advocacy	-	21,568	(5,186)	(16,225)	(157)	-
Advocacy Brighton	-	48,960	(53,775)	(5,380)	10,195	-
Lived Experience Trainers	-	108,256	(101,085)	(10,164)	2,993	-
Workability West Sussex	-	120,163	(113,760)	(11,386)	4,983	-
Wasp	-	5,900	(22,360)	(5,304)	21,764	-
YPC Property	-	41,476	(19,865)	(7,560)	(14,051)	-
CYP	-	101,181	(115,421)	(16,438)	30,678	-
Safety Net	-	69,581	(76,434)	(11,085)	17,938	-
Emotion	-	76,350	(48,854)	(8,977)	(18,519)	-
Home Safety	-	33,000	(27,604)	(4,146)	(1,250)	-
Stopover	-	1,171,608	(932,309)	(190,792)	(48,507)	-
	<u>441,904</u>	<u>3,028,865</u>	<u>(3,039,168)</u>	<u>-</u>	<u>-</u>	<u>431,601</u>
Designated funds						
IT Replacement fund	23,700	-	(6,804)	-	-	16,896
Dilapidation fund	<u>14,970</u>	<u>-</u>	<u>(13,747)</u>	<u>-</u>	<u>-</u>	<u>1,223</u>
	<u>480,574</u>	<u>3,028,865</u>	<u>(3,059,719)</u>	<u>-</u>	<u>-</u>	<u>449,720</u>

The General fund is funded by income from the charity's projects. The Trustees have approved the transfer of the balance on each project's result to the General fund to reflect the ongoing reality of the charity's day to day funding. Details of these projects can be found in the Trustees' Annual Report starting on page 1.

The IT Replacement fund has been set up to upgrade hardware and software as required across the whole organisation.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

20 ANALYSIS OF CHARITABLE FUNDS – *continued*

The Dilapidations reserve has been set up to ensure the charity has the funds in place to meet our responsibilities of redecoration and cyclical repairs at the Stopover properties and for refurbishment work on the Ship Street building.

Analysis of movements in restricted funds

	Balance at 1st April 2024	Incoming Re-resources	Outgoing Project Costs	Balance at 31 st March 2025
	£	£	£	£
Hop50+	12,132	22,720	(19,605)	15,247
Ageing Well	-	200	(200)	-
Day Centre Fund	27,104	-	(4,101)	23,003
Advocacy	28,600	133,119	(129,115)	32,604
Advocacy Brighton	-	24	(24)	-
Lived Experience Trainers	-	550	(550)	-
Wasp	-	13,000	(13,000)	-
Safety Net	-	25,242	(15,942)	9,300
CYP	998	63,711	(61,109)	3,600
Emotion	-	25,955	(25,955)	-
YPC	-	5,870	(5,870)	-
YPC Restoration Fund	19,560	-	(19,560)	-
YPC Shared Prosperity Fund	-	9,182	(5,104)	4,078
Workability	-	98	(98)	-
Workability Brighton	-	49,222	(20,153)	29,069
Food Access	7,413	19,114	(26,527)	-
Home Safety	-	35	(35)	-
Stopover	<u>1,000</u>	<u>24,650</u>	<u>(21,650)</u>	<u>4,000</u>
	<u>96,807</u>	<u>392,692</u>	<u>(368,598)</u>	<u>120,901</u>

Restricted funds are funds that can only be used for specific purposes within a particular service.

- HOP 50+ balance is made up of specific fundraising for refurbishment at the HOP 50+ Café and centre.
- The Day Centre Fund is minibuses which were donated by the Valerie Munday Trust for use in any of our day centre services.
- Advocacy includes 2 grants from the Henry Smith Foundation.
- The Wasp restricted fund consisted of a grant from Children in Need.
- The CYP includes funds received from the Blagrove Trust along with a number of other sources.
- Safety Net comprises funds received from BBC Children in Need along with other sources.
- Emotion also comprises funds from BBC Children in Need

IMPACT INITIATIVES
(Limited by Guarantee)

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

20 ANALYSIS OF CHARITABLE FUNDS – continued

- YPC income comprises income from Active Sussex and the Blagrove trust during the year.
- The YPC Restoration Fund is a grant from the Youth Investment Fund to fund work on the building.
- The YPC Shared Prosperity Fund is also funding works to the building.
- Workability Brighton comprises funds from Brighton and Hove Council via the Shared Prosperity Fund.
- Food Access is Household Support Funding from Brighton and Hove City Council for the service to distribute as food vouchers across the city.
- Stopover comprises grant income from the Ambergate Charitable Trust for a support worker, funding from Centrepont and some donations.

21 ANALYSIS OF NET ASSETS BETWEEN FUNDS

Fund balances at 31 March 2025 are represented by:	Unrestricted Funds £	Restricted Funds £	2025 Total £
Tangible fixed assets	536,378	16,406	552,784
Net current assets/(liabilities)	<u>(86,658)</u>	<u>104,495</u>	<u>17,837</u>
	<u>449,720</u>	<u>120,901</u>	<u>570,621</u>
Fund balances at 31 March 2024 are represented by:	Unrestricted Funds £	Restricted Funds £	2024 Total £
Tangible fixed assets	539,881	20,507	560,388
Net current assets/(liabilities)	<u>(59,307)</u>	<u>76,300</u>	<u>16,993</u>
	<u>480,574</u>	<u>96,807</u>	<u>577,381</u>

22 COMMITMENTS UNDER OPERATING LEASES

At 31 March 2025, the charity was committed to making the following payments:

	2025 £	2024 £
Operating leases which expire:		
Within one year	12,526	16,746
Between 2 and 5 years	<u>3,131</u>	<u>16,746</u>
	<u>15,657</u>	<u>33,492</u>

The charity has rental commitments on ten houses within its Stopover service. The contracts have a 6-month notice clause from each party. The figures above do not include these commitments.

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

23 PENSION COMMITMENTS

The charity operates a group of defined contribution schemes with funds assigned for individual members. The assets of these schemes are held separately from those of the charity in independently administered funds. The contributions payable at the year-end were £nil (2024 - £6,704). Contributions paid during the year amounted to £86,846 (2024 - £82,854)

24 RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025	2024
	£	£
Net movement in funds	(6,760)	(55,241)
Add back depreciation charge	22,143	20,646
Deduct interest income shown in investing activities	(9,111)	(7,236)
(Increase)/decrease in debtors	(181,443)	33,786
Increase/(decrease) in creditors	149,982	(44,771)
Finance cost	<u>26,168</u>	<u>26,987</u>
Net cash used in operating activities	<u>979</u>	<u>(25,829)</u>

IMPACT INITIATIVES
(Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS (*continued*)
FOR THE YEAR ENDED 31 MARCH 2025

25 ANALYSIS OF PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES BY FUND

	Note s	Unrestricted £	Restricted £	2024 Total Funds £
INCOME from:				
Voluntary income	4	25,506	197,153	222,659
Activities for raising funds	5	259,171	-	259,171
Charitable activities	6	2,394,222	108,911	2,503,133
Investment Income		7,236	-	7,236
Other Income		-	-	-
Total income		<u>2,686,135</u>	<u>306,064</u>	<u>2,992,199</u>
EXPENDITURE on:				
	7			
Raising funds		49,239	-	49,239
Charitable activities		<u>2,698,311</u>	<u>299,890</u>	<u>2,998,201</u>
Total expenditure		<u>2,747,550</u>	<u>299,890</u>	<u>3,047,440</u>
 Net income/(expenditure) and net movement in funds for the year		(61,415)	6,174	(55,241)
Reconciliation of funds				
Total funds brought forward		<u>541,989</u>	<u>90,633</u>	<u>632,622</u>
Total funds carried forward	20	<u>480,574</u>	<u>96,807</u>	<u>577,381</u>