

# Bryson Charitable Group

Northern Ireland · Charity number 101396

## Details

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**Status** Received

**Registered** 2015-04-23

**Register** [View on the Charity Commission for Northern Ireland register](#)

## Contact

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**Website** [www.brysongroup.org](http://www.brysongroup.org)

## Activities

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**Purposes:** The Charity's Objects are to promote any charitable purpose for the benefit of the public by; 1 the provision of services to alleviate poverty and social disadvantage; 2 the development of new services to address unmet and emerging social need; 3 the provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society; 4 the provision of services to support elderly people at a significant disadvantage in society through poverty, ill health or other factors; 5 to act as a resource for young people by providing advice and assistance and organising programmes of physical, educational and other activities as a means of: 5.1. advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals; 5.2. advancing education; 5.3. relieving unemployment; 6 the provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment; 7 the promotion of good community relations across religious, cultural and ethnic divisions; 8 the provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance so that they are better able to identify and articulate their needs; 9 the provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion; 10 the provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society; 11 the provision of recreational facilities for the public at large or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities; 12 the protection and preservation of the environment for the public benefit by: 12.1. the promotion of waste reduction, re-use reclamation, recycling, use of recycled products; 12.2. advancing the education of the public about all aspects of waste generation, waste management and waste recycling; 12.3. promoting energy conservation and sustainable energy production. 13 the relief of financial hardship by the recycling and provision of furniture, clothes and other household items; 14 to advance the education of the public in the conservation, protection and improvement of the physical and natural environment; AND without prejudice to the generality of the foregoing: 15 such other charitable purposes for the benefit of the public as the Directors may from time to time decide.

**What the charity does:** The prevention or relief of poverty, The advancement of education, The advancement of health or the saving of lives, The advancement of citizenship or community development, The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity, The advancement of environmental protection or improvement, The relief of those in need by reason of youth, age, ill-health, disability, financial hardship or other disadvantage

**How the charity works:** Advice/advocacy/information, Arts, Community development, Counselling/support, Cross-border/cross-community, Cultural, Education/training, Environment/sustainable development/conservation, General charitable purposes, Grant making, Human rights/equality, Medical/health/sickness, Playgroup/after schools, Relief of poverty, Research/evaluation, Sport/recreation, Urban development, Volunteer development, Welfare/benevolent, Youth development

**Who the charity helps:** Adult training, Asylum seekers/refugees, Carers, Children (5-13 year olds), Ethnic minorities, General public, Interface communities, Learning disabilities, Mental health, Older people, Parents, Preschool (0-5 year olds), Specific areas of deprivation, Travellers, Unemployed/low income, Voluntary and community sector, Volunteers, Youth (14-25 year olds)

## Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£44,923,716	£44,082,438	£-9,667,917	1015

## Trustees

Name	Role	Appointed
Mr Damian Hughes		
Mr Derek Baker		
Ms Neasa Quigley		
Ms Nuala Meier		
Paul Elliott		

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Accounts

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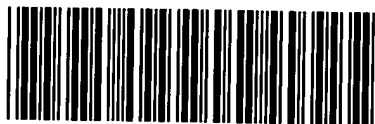
# Financial Statements Bryson Charitable Group

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For the year ended 31 March 2025

Registered number: NI001319  
Charity number: NIC101396

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**Bryson Charitable Group**

**(A company limited by guarantee)**

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**Bryson Charitable Group**

(A company limited by guarantee)

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2025**

<b>Trustees</b>	P Elliott, Chair S Curragh, Hon. Treasurer E Joudeh N Quigley D Hughes N Meier D Baker G Carson
<b>Company registered number</b>	NI001319
<b>Charity registered number</b>	NIC101396
<b>Registered office</b>	2 Rivers Edge 13-15 Ravenhill Road Belfast Co. Antrim BT6 8DN
<b>Independent auditors</b>	Grant Thornton (NI) LLP Chartered Accountants & Statutory Auditor 12 - 15 Donegall Square West Belfast BT1 6JH
<b>Bankers</b>	Danske Bank PO Box 183 Donegall Square West Belfast BT1 6JS  AIB 11 - 15 Donegall Square North Belfast BT1 5JA
<b>Solicitors</b>	Tughans The Ewart 3 Bedford Square Belfast BT2 7EP

## **Bryson Charitable Group**

### **(A company limited by guarantee)**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Head of HR	Gail Wright
Director of Recycling	Katy Fulton
Director of Care	Joanne Neill
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell (to 31st March 2025)

#### **Objectives and Activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.
13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household items.
14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

## **Bryson Charitable Group**

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### **Trustees' annual report** **For the year ended 31 March 2025**

And without prejudice to the generality of the foregoing, such other charitable purposes for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development; and
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries: two charitable and one trading company. These were as follows:

#### **Charitable Companies:**

**Bryson Care** provided expert care and support to vulnerable people through a diverse range of services to those in need including domiciliary care; advocacy services; supporting the resettlement of vulnerable families fleeing conflict; practice learning for student social workers; distribution of emergency relief; and a community based trauma program.

**Bryson Energy** – in addition to the founding purpose of assisting fuel poverty households through advice and support, Bryson Energy has grown significantly to include the provision of services relating to training and employment, tackling poverty, family support and children's services, physical activities and events, the transition to Net Zero, home safety, and arts and play. This has significantly increased the reach and positive impact of the charity.

#### **Social Enterprise Trading Company:**

**Bryson Recycling**, the largest social enterprise recycling company in the UK, operates in multiple jurisdictions. Operations include the collection of household recyclables, residual waste and garden waste; the operation of a materials recovery facility; and household recycling centres providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

### **Achievements and Performance**

In the 12 month period to 31st March 2025, the Group embarked on the second year of its 3-year strategy, delivering services and emergency response to over 80,000 clients alongside recycling services to over 600,000 households, significantly exceeding planned targets.

#### **Bryson Care**

Over the course of the 12-month period to 31st March 2025, Bryson Care has continued to provide high-quality services to commissioners.

Domiciliary care services across the Belfast and Western Health and Social Care Trusts remained in great demand and we were responsive to service users' needs. We received highly positive inspection reports and excellent service user and carer feedback (>95%), and we played a key role in timely hospital discharges, benefiting both service users and commissioners.

## **Bryson Charitable Group**

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### **Trustees' annual report**

**For the year ended 31 March 2025**

Our independent advocates responded to increased service demand across all five Trust areas, working with those involved in family, childcare, and legal proceedings.

We received charitable donations to address the continuing cost of living crisis, enabling Bryson Care to alleviate the extreme financial pressures of almost 15,000 households across Northern Ireland through emergency relief. Individuals and families living within key catchment areas were connected to Bryson's diverse network of interventions designed to tackle the root causes of poverty and maximise individual and family potential.

Our involvement in the statutory and voluntary sector regional response to those displaced persons from Ukraine, Syria and Afghanistan continued, supporting the resettlement of people across identified local council areas.

Social work education remained an important focus of our work, developing and increasing practice learning experiences and opportunities to engage with service users through a range of internal and external social work placements across Northern Ireland, supporting future social work excellence.

We continued to expand our newest innovative service in the field of transgenerational collective community trauma in partnership with a leading international expert, increasing the number of groups engaged to four, all of whom are highly engaged and results at this early stage are promising.

The financial year to 31 March 2025 shows a continuous upwards movement for Bryson Care with strong performances across all projects. A strong surplus has been achieved due to the success of our domiciliary care provision in 2025 even with the transfer of family services to Bryson Energy (Bryson Pathways). We continue to explore new opportunities for growth while strategically managing costs for the continued strong financial performance of Bryson Care.

### **Bryson Energy**

Over the course of the 12-month period to 31st March 2025, Bryson Energy (Bryson Pathways) has continued to deliver programme outputs across Northern Ireland in several areas:

Through Skills Based Training, the charity has continued to deliver key training programmes including Training for Success and Skills for Life and Work and Apprenticeship NI programmes funded by the Department for the Economy. These programmes assist young people to address personal and development needs and gain skills and qualifications to obtain employment or progress to higher level education or training. Financial donations also allowed us to enhance existing programme provision with a range of measures including Mental Health Support and Emergency Relief initiatives.

The Maximise Employment programme continued into its contracted second year in 2024/25. This programme supported economically inactive people into employment. Additional Financial support allowed us to enhance the existing programme provision with a range of measures including Job Ready Vocational Training and digital equipment.

Bryson Energy has continued to deliver and support vulnerable households with Energy Advice and Home Safety programmes such as the Home Hazard & Security Programme funded by Belfast City Council, Minor Home Repair scheme funded by MEAAP and the Social Supermarket Programme funded by the Department for Communities. We also developed and delivered a Net Zero campaign funded by charitable donations.

## **Bryson Charitable Group**

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### **Trustees' annual report** **For the year ended 31 March 2025**

From the acquisition of the Adventure Activities provider 'Pathways' in February 2023, we have continued to expand our team building, outdoor activities and training provision. We have identified communities, families and individuals in the greatest need, and provide tailored support through health, fitness, wellbeing and capacity building workshops.

We continued to enhance our Arts and Play programmes funded by Belfast City Council and donations, growing our membership base, increasing our scrap collections from businesses, and reducing the amount of waste that ends up on landfill.

The 'Root Cause' team continued to deliver a range of bespoke programmes under the themes of Income, Education, Employment, Environment and Health. Working with local communities we identified and worked to remove the root causes and barriers of poverty to maximise individuals' potential.

Family support and children's services programmes, tailored to the needs of children (and their guardians), contributed to positively impact those in the greatest need. Provision included several Family Support programmes, NIHE Supporting People and 2 Sure Start programmes (with expansions).

Over the course of the year Bryson Energy has achieved a 29.7% increase in Income and an increase of reserves of 28.4% with the organisation taking significant strides in driving cost efficiencies and improvements during a period of high inflation and cost of living crisis. The Charity has benefitted from the transfer of Family Services and Root Cause activities from Bryson Care alongside a new initiative UK Prosperity plus a full year's trading of Pathways (acquired in February 2023). Skills and Training have maintained their position throughout the year.

The increase in reserves of 28.4% to £1.667m alongside the strong cash balance of £1m puts the Charity in a good position to drive improvements and activities to meet the final year of an ambitious 3-year growth strategy. The Charity has continued to see growth in the delivery programme outputs across Northern Ireland particularly around Training for Success, Creative Arts and Activities with organic growth in Pathways.

## **Bryson Recycling**

From commencing in 1993 as a 'cash for cans' scheme recycling aluminum drinks, Bryson Recycling now operates in multiple jurisdictions. Operations include the collection of household recyclables, residual waste and garden waste, the operation of a materials recovery facility, and household recycling centres. Bryson Recycling is a social enterprise, and as part of the Bryson Charitable Group, profits are re-invested into the parent charity for the delivery of services to those most in need, alleviating poverty and social disadvantage. The remaining profits are reinvested by Bryson Recycling to improve the business and invest in better ways to recycle.

Bryson Recycling continues to build on its kerbside model of household sorting of recycling at home through the separate collection of recyclables using kerbside boxes rather than co-mingling materials. The model has a proven track record of the reduction in cost of material separation with a high-quality recyclable material as a result. Bryson is also transforming the Household Recycling Centre (HRC) model, maximising the usability of materials in the waste hierarchy with reuse being even better environmentally than recycling. Bryson Recycling is constantly driving its vision to 'Recycle the Right Way' and 'Choose to Reuse' in seeking better ways to Recycle & Reuse as part of its response to the climate emergency and the need to establish a strong local circular economy.

Over the 2024/25 year, the organisation has strengthened its presence in ROI and Wales and the substantial role in reuse it can play in achieving significant social and environmental benefits through the provision of training and employment opportunities, access to low-cost, quality goods, and better resource use. Bryson has won several tenders for renewal of contracts alongside a major new operation in Wales.

## **Bryson Charitable Group**

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### **Trustees' annual report**

**For the year ended 31 March 2025**

In 2024/25 Bryson Recycling has achieved the following:

- Collected separated recycling materials from 165k households weekly.
- Collected residual waste from 59k households fortnightly.
- Collected co-mingled recycling from 22k households fortnightly.
- Serviced approximately 260k houses through their material recycling facility (MRF)
- Provided a subscription garden waste collection to 52k households.
- Provided 2300 Bulky waste collections
- Serviced over 150k houses at its 11 household recycling centres (HRCs)

Over the course of the 12-month period to 31st March 2025 Bryson Recycling experienced a challenging year with fluctuating material markets. The directors consider that the following key performance indicators are the most effective measures to evaluate the performance of the business: Turnover has increased by 8% to £21,200,710 (2024: £19,616,596), Shareholders' funds £4,839,248 (2024: £4,979,543) with employee numbers marginally reduced to 327 (2024: 333).

Challenging economic conditions resulted in a year end pre-tax surplus of £810,977 compared with £927,339 in the prior year. Bryson Recycling has continued to work with many stakeholders across the UK including local councils and householders, in order to encourage both innovation and cost savings in their approach to waste management, with target improvements in managing risk and maintaining business sustainability.

### **Financial Review and Results for the Year**

Bryson Charitable Group is a charity which aims to “make the greatest difference to the greatest need” by maximising potential in the areas of health, education, employment, household income and the environment to end poverty.

2024/25 was the second year of the charity's 2023 – 26 3-year strategy. It was another successful year in which the Charity achieved its targets and is on plan to exceed its 3-year targets by the end of 2026.

**Reach** has exceeded the 2024 target with over 80,000 people helped and over 600,000 homes served by Recycling.

**Quality and Safety** remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

**Cash** at £7.4m continued to strengthen with all subsidiary companies' cash-positive.

The **Surplus** of £1m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

**Turnover** increased by 4.3% to £44.9m driven by increased activities in both trading and charitable activities.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report** **For the year ended 31 March 2025**

#### **The highlights of the year also include:**

- Emergency relief provided to almost 15,000 households in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries continue to be debt free with stronger balance sheets and cash balances
- A further £ 5m new funding secured to help those in greatest need
- Strengthened sales in Conwy and Denbighshire Household Recycling Centers
- Bryson Recycling secured long term contracts, winning all 3 bids in kerbsort and a significant new HRC contract in Wales
- Pathways acquired Baillie Connor which significantly improves our building trade offering and presence in North Belfast
- Leading role in the arrival of Ukrainian Refugees
- Prior year recruitment of 5 new Trustees and 2 new Chairs across 4 boards have settled in well
- New Executive Directors in Care and Recycling had successful first years and further strengthening plans in place for succession at senior levels
- International best practice visits to Europe, GB and Ireland with strengthening of partnership agreements.

#### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SOFA). This annual report has been prepared on that basis.

#### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

#### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

#### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisation's objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and the Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

## **Bryson Charitable Group**

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### **Trustees' annual report**

**For the year ended 31 March 2025**

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

All Trustees give of their time freely and no Trustee received remuneration in the year.

To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Audit and Risk Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

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### **Trustees' annual report** **For the year ended 31 March 2025**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial Management Policies**

##### **Reserves:**

Unrestricted reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities of day-to-day operations, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans for growth in the short to medium term and will strive to increase unrestricted reserves in the coming years. A surplus financial position has been budgeted for Bryson for the 2025/26 financial year as investment in the past years has created a strong platform from which to grow, strengthen the position to tender, and provide improved financial returns.

We plan to ensure all charitable subsidiary companies will be able to maintain a level of three months expenditure as unrestricted reserves in the short to medium term.

We plan to ensure our social enterprise subsidiary has sufficient reserves to fund working capital along with future development plans.

## **Bryson Charitable Group**

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### **Trustees' annual report**

**For the year ended 31 March 2025**

#### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance.

In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against an agreed benchmark and other relevant indices. The full valuation of listed investments as at 31 March 2025 increased to £3.5m (2024 : £3.4m).

#### **Plans for Future Periods**

Bryson exists to make the greatest difference to the greatest need and ultimately end poverty

As we enter the final year of our 2023/26 strategy we are focused on ending poverty through maximising potential and recycling the most environmentally effective way.

Ending poverty is based on driving permanent improvement in Education, Health, Employment and ensuring net zero emissions are achieved in the most deprived areas first.

Recycling is also based on results – focused on delivering leading international recycling rates.

The charity's results in 2024/25 were ahead of the strategic plan.

The main actions for 2024/26 are:

1. Best practice – continue to challenge all services against leading international practice
2. Results – deliver the results which will end poverty permanently. Performance management to cover all staff and all activity
3. Funding – continue to grow both philanthropic and public sector funds through delivering a better return on investment than any alternative provider
4. Net zero – pilot and lobby for funding into houses to be prioritised into the poorest housing
5. Succession – continue to build senior leaders who can drive the charity's performance into the 2030s

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard The charity have already in the early stages of the 2025/26 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

**Bryson Charitable Group**

(A company limited by guarantee)

**Trustees' annual report**  
**For the year ended 31 March**  
**2025**

**Trustees' Responsibilities in Relation to the Financial Statements**

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclose to our auditors**

Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

Approved by order of the members of the board of Trustees on *29<sup>th</sup> Sept '25* and signed on their behalf by:

*Paul Elliott*  
P Elliott  
(Chair of Trustees)

*WSH/C*  
(Trustee)  
S Curragh

# Independent auditors' report to the Members of Bryson Charitable Group

## Opinion

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2025, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2025 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Neal Taylor*

Neal Taylor (Senior statutory auditor)

for and on behalf of

**Grant Thornton (NI) LLP**

Chartered Accountants & Statutory Auditor

Belfast

**Date:** 29 September 2025

**Bryson Charitable Group**

(A company limited by guarantee)

## Consolidated Statement of financial activities

For the year ended 31 March 2025

	Note	Restricted funds 2025 £	Unrestricted funds 2025 £	Total Funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and legacies	4	-	2,463	2,463	5,073
Charitable activities	5	8,486,785	14,996,563	23,483,348	23,172,218
Other trading activities	6	-	21,200,710	21,200,710	19,616,596
Investments		-	3,612	3,612	77,336
Other income	7	-	233,583	233,583	188,887
<b>Total income</b>		<b>8,486,785</b>	<b>36,436,931</b>	<b>44,923,716</b>	<b>43,060,110</b>
<b>Expenditure on:</b>					
Raising funds	8	-	19,389,657	19,389,657	18,270,393
Charitable activities	8	8,486,785	16,205,996	24,692,781	23,949,048
<b>Total expenditure</b>		<b>8,486,785</b>	<b>35,595,653</b>	<b>44,082,438</b>	<b>42,219,441</b>
Net gains/(losses) on investments		-	100,967	100,967	202,280
<b>Net income before taxation</b>		<b>-</b>	<b>942,245</b>	<b>942,245</b>	<b>1,042,949</b>
Taxation	12	-	48,728	48,728	(221,996)
<b>Net income after taxation</b>		<b>-</b>	<b>990,973</b>	<b>990,973</b>	<b>820,953</b>
Transfers between funds	21	-	-	-	-
<b>Net movement in funds</b>		<b>-</b>	<b>990,973</b>	<b>990,973</b>	<b>820,953</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		71,226	12,950,450	13,021,676	12,200,723
Net movement in funds		-	990,973	990,973	820,953
<b>Total funds carried forward</b>		<b>71,226</b>	<b>13,941,423</b>	<b>14,012,649</b>	<b>13,021,676</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)

Registered number: NI001319

**Consolidated Statement of financial position**

For the year ended 31 March 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Intangible assets	13	(102,415)	(193,906)
Tangible assets	14	9,315,161	8,571,029
Investments	15	3,557,347	3,454,027
		<u>12,770,093</u>	<u>11,831,150</u>
<b>Current assets</b>			
Stocks	16	44,794	69,472
Debtors	17	4,032,133	4,735,610
Cash at bank and in hand		7,442,173	7,025,263
		<u>11,519,100</u>	<u>11,830,345</u>
Creditors: amounts falling due within one year	18	<u>(8,277,721)</u>	<u>(8,838,289)</u>
Net current assets		3,241,379	2,992,056
<b>Total assets less current liabilities</b>		<u>16,011,472</u>	<u>14,823,206</u>
Creditors: amounts falling due after more than one year	19	(1,390,196)	(1,144,175)
Provisions for liabilities	20	(608,627)	(657,355)
<b>Total net assets</b>		<u>14,012,649</u>	<u>13,021,676</u>
<b>Charity funds</b>			
Restricted funds	21	71,226	71,226
Unrestricted funds	21	13,941,423	12,950,450
<b>Total funds</b>		<u>14,012,649</u>	<u>13,021,676</u>

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

The financial statements were approved and authorised for issue by the Trustees on *29<sup>th</sup> Sept '25* and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



**S Curragh**  
(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)

Registered number: NI001319

## Charity Statement of financial position

For the year ended 31 March 2025

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	14	2,065,514	2,132,639
Investments	15	5,791,280	5,686,701
		<u>7,856,794</u>	<u>7,819,340</u>
<b>Current assets</b>			
Debtors	17	58,545	48,825
Cash at bank and in hand		<u>2,409,856</u>	<u>2,167,571</u>
		2,468,401	2,216,396
Creditors: amounts falling due within one year	18	<u>(3,426,139)</u>	<u>(3,173,141)</u>
<b>Net current liabilities / assets</b>		(957,738)	(956,745)
<b>Total assets less current liabilities</b>		6,899,056	6,862,595
<b>Total net assets</b>		<u>6,899,056</u>	<u>6,862,595</u>
<b>Charity funds</b>			
Restricted funds	21	7,307	7,307
Unrestricted funds			
General funds	21	6,891,749	4,786,374
Revaluation reserve		-	2,068,914
Total unrestricted funds	21	<u>6,891,749</u>	6,855,288
<b>Total funds</b>		<u>6,899,056</u>	<u>6,862,595</u>

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

The financial statements were approved and authorised for issue by the Trustees on 29<sup>th</sup> Sept '25 and signed on their behalf by:

*Paul Elliott*

**P Elliott**  
(Chair of Trustees)

*WSL*  
**S Curragh**  
(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group****(A company limited by guarantee)****Consolidated statement of cash flows****For the year ended 31 March 2025**

	Note	2025 £	2024 £
<b>Cash flows from operating activities</b>			
Net cash generated in operating activities	24	2,192,105	2,487,477
<b>Cash flows from investing activities</b>			
Proceeds from the sale of tangible fixed assets		-	-
Purchase of tangible fixed assets		(1,932,836)	(1,858,918)
Purchase of cash investments		(3,510,091)	(155,414)
Proceeds of disposal of cash investments		3,507,738	78,079
<b>Net cash (used in)/provided by investing activities</b>		<b>(1,935,189)</b>	<b>(1,936,253)</b>
<b>Cash flows from financing activities</b>			
Movement in finance leases		161,103	800,874
<b>Net cash used in financing activities</b>		<b>161,103</b>	<b>800,874</b>
<b>Change in cash and cash equivalents in the year</b>		<b>418,019</b>	<b>1,352,098</b>
Cash and cash equivalents at the beginning of the year		7,024,131	5,672,033
<b>Cash and cash equivalents at the end of the year</b>	26	<b>7,442,150</b>	<b>7,024,131</b>

The notes on pages 21 to 52 form part of these financial statements

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2025

## 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 (SORP)'.

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2025

## 2. Accounting policies (continued)

### 2.2 Basis of consolidation

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £36,461.

### 2.3 Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

### 2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## **Bryson Charitable Group**

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2025

## **2. Accounting policies (continued)**

### **2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

### **2.6 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

### **2.7 Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2025

### 2. Accounting policies (continued)

#### 2.8 Intangible assets and amortisation

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2025

## 2. Accounting policies (continued)

### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2025

### **2. Accounting policies (continued)**

#### **2.12 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **2.13 Cash at bank and in hand**

Cash at bank and 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.

#### **2.14 Liabilities and provisions**

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### **2.15 Deferred taxation**

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### **2.16 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

**For the year ended 31 March 2025**

### **2. Accounting policies (continued)**

#### **2.17 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### **2.18 Operating leases**

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### **2.19 Pensions**

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### **2.20 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### **2.21 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

## Notes to the financial statements

For the year ended 31 March 2025

### **3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

#### **a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

#### **b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

#### **c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2025

**4. Income from donations and legacies**

	Restricted funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Donations	-	1,905	1,905
Grants	-	558	558
<b>Total 2025</b>	<b>-</b>	<b>2,463</b>	<b>2,463</b>

**4. Income from donations and legacies**

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Donations	-	1,113	1,113
Grants	3,960	-	3,960
<b>Total 2024</b>	<b>3,960</b>	<b>1,113</b>	<b>5,073</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2025****5. Income from charitable activities**

	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Advocacy	-	237,040	237,040
Bridges to progression	9,017	-	9,017
CLERI	3,913,139	78,354	3,991,493
DARE	-	21,776	21,776
Energy Scheme	48,431	124,682	173,113
Elderly	-	10,539,802	10,539,802
Department of Communities	2,184,943	363,475	2,548,418
European Social Fund	-	18,152	18,152
NI Housing Executive Floating Support	-	(30,889)	(30,889)
Family and Childcare	939,466	671,466	1,610,932
General income	-	488,440	488,440
OCN Grant Income	2,865	-	2,865
Play Resource	31,209	108,066	139,275
Skills for Life and Work	-	2,273,362	2,273,362
Students unit	196,000	11,461	207,461
UK Prosperity	853,887	-	853,887
Floating Support	-	91,376	91,376
Net Zero	142,695	-	142,695
PHA Funding	2,919	-	2,919
Lottery Funding	139,581	-	139,581
Bryson Recycling - Social Value Programmes	22,633	-	22,633
<b>Total 2025</b>	<b>8,486,785</b>	<b>14,996,563</b>	<b>23,483,348</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2025

### 5. Income from charitable activities

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Advocacy	-	241,780	241,780
Bridges to progression	19,761	-	19,761
Choice Housing	35,889	-	35,889
CLERI/ Root Cause	4,580,269	-	4,580,269
Department of Communities	2,660,436	-	2,660,436
Elderly Care	-	10,282,497	10,282,497
Energy Scheme	43,850	126,687	170,537
European Projects	-	15,440	15,440
European Social Fund	-	22,823	22,823
Family and Childcare	851,822	602,820	1,454,642
General income	-	456,554	456,554
Migrants advice	84,640	-	84,640
NI Housing Executive floating support	85,170	-	85,170
OCN Grant Income	2,596	-	2,596
Play Resource	48,474	102,323	150,797
Skills for Life and Work	-	1,865,147	1,865,147
Students unit	183,153	2,600	185,753
UK Prosperity	789,968	67,519	857,487
<b>Total 2024</b>	<b>9,386,028</b>	<b>13,786,190</b>	<b>23,172,218</b>

### 6. Income from other trading activities

#### Income from non-charitable trading activities

	Unrestricted funds 2025 £	Total funds 2025 £
Sales – Bryson Recycling	21,200,710	21,200,710

**Notes to the financial statements**  
**For the year ended 31 March 2025**

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	Unrestricted funds 2024 £	Total funds 2024 £
Sales – Bryson Recycling	19,616,596	19,616,596

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**7. Other incoming resources**

	Unrestricted funds 2025 £	Total funds 2025 £
Other operating income	139,047	139,047
Negative goodwill amortisation	94,536	94,536
<b>Total 2025</b>	<b>233,583</b>	<b>233,583</b>

	Unrestricted funds 2024 £	Total funds 2024 £
Other operating income	94,351	94,351
Negative goodwill amortisation	94,536	94,536
<b>Total 2024</b>	<b>188,887</b>	<b>188,887</b>

## Notes to the financial statements

For the year ended 31 March 2025

### 8. Analysis of expenditure by activities

	Activities undertaken directly 2025 £	Support costs 2025 £	Total funds 2025 £
Raising funds	19,389,657	-	19,389,657
Charitable activities	23,435,782	-	23,435,782
Staff costs	-	1,083,119	1,083,119
Governance costs	-	173,880	173,880
<b>Total 2025</b>	<b>42,825,439</b>	<b>1,256,999</b>	<b>44,082,438</b>

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Raising funds	18,270,393	-	18,270,393
Charitable activities	22,844,019	-	22,844,019
Staff costs	-	1,007,529	1,007,529
Governance costs	-	97,500	97,500
<b>Total 2024</b>	<b>41,114,412</b>	<b>1,105,029</b>	<b>42,219,441</b>

### 9. Operating surplus

The operating surplus/(deficit) is stated after charging:

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Auditor's remuneration	65,000	70,000	15,556	15,556
Operating lease rental expenses	549,250	285,899	-	-
Interest on bank loans and overdrafts	-	5,911	-	1,051
Depreciation	1,188,704	996,267	75,728	131,479
Amortisation of intangible assets	(91,491)	(82,256)	-	-
Loss on disposal of fixed assets	5,750	-	-	-
Exchange differences	(18,175)	13,039	-	-

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2025

### 10. Staff costs

	<b>Group</b> 2025 £	<b>Group</b> 2024 £	<b>Charity</b> 2025 £	<b>Charity</b> 2024 £
Wages and salaries	22,191,959	19,557,115	1,353,325	1,275,919
Social security costs	1,924,375	1,671,165	130,796	128,779
Defined contribution pension schemes	587,648	478,931	65,374	56,374
	<b>24,703,982</b>	<b>21,707,211</b>	<b>1,549,495</b>	<b>1,461,072</b>

The average number of persons employed by the Charity during the year was as follows:

	<b>Group</b> 2025 No.	<b>Group</b> 2024 No.
Bryson Charitable Group	34	31
Bryson Energy	133	93
Bryson Care	521	593
Bryson Recycling	327	333
	<b>1,015</b>	<b>1,050</b>

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2025

### 10. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2025 No.	Group 2024 No.
In the band £60,001 - £70,000	4	5
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	-	-
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1
In the band £140,001 - £150,000	1	1

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £432,893 (2024: £420,556).

The total compensation paid to key management personnel for services provided to the Group was £1,017,219 (2024: £1,128,567).

### 11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2024: £NIL).

During the year ended 31 March 2025, expenses reimbursed to Trustees were £20 (2024 - £1,652).

### 12. Taxation

	2025 £	2024 £
<b>Corporation tax</b>		
Current tax on profits for the year	-	-
Adjustments in respect of previous periods	-	-
<b>Total current tax</b>	<hr/> -	<hr/> -
<b>Deferred tax</b>		
Origination and reversal of timing differences	(48,728)	221,996
<b>Total deferred tax</b>	<hr/> (48,728)	<hr/> 221,996
<b>Taxation on net income/(expenditure)</b>	<hr/> (48,728)	<hr/> 221,996

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2025

### 12. Taxation (continued)

The tax assessed for the year is lower than (2024 – lower than) the standard rate of corporation tax in the UK of 25% (2024 - 19%). The differences are explained below:

	2025	2024
	£	£
Net (expenditure)/income before tax	<u>942,245</u>	<u>1,054,076</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 25% (2024 - 19%).	<u>235,561</u>	<u>263,522</u>
<b>Effects of:</b>		
Effect of expenses not deductible for tax purposes	79,137	71,985
Adjustments to tax charge in respect of prior periods	(57,628)	-
Other tax adjustments, reliefs and transfers	19,951	-
Income not taxable for tax purposes	(32,573)	(28,903)
Gift aid not taxable for tax purposes	(125,000)	(250,000)
Deferred tax not recognised	(168,176)	165,392
<b>Total tax charge for the year</b>	<u>(48,728)</u>	<u>221,996</u>

Factors that may affect future tax charges

There were no factors that may affect future tax charges.

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2025

### 13. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2024	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2025</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2024	33,495	(275,730)	(242,235)
Charge for the year	3,045	(94,536)	(91,491)
<b>At 31 March 2025</b>	<b>36,540</b>	<b>(370,266)</b>	<b>(333,726)</b>
<b>Net book value</b>			
<b>At 31 March 2025</b>	<b>-</b>	<b>(102,415)</b>	<b>(102,415)</b>
At 31 March 2024	3,045	(196,951)	(193,906)

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

**Notes to the financial statements**  
For the year ended 31 March 2025

**14. Tangible fixed assets**

Group	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Assets under construction £	Total £
<b>Cost or valuation</b>							
At 1 April 2024	6,270,561	5,477,482	4,876,733	1,448,932	712,766	102,071	18,888,545
Additions	-	145,120	949,627	19,486	53,894	764,709	1,932,836
Disposals	-	-	(157,055)	-	-	-	(157,055)
Transfer between asset classes	-	102,071	-	-	-	(102,071)	-
<b>At 31 March 2025</b>	<b>6,270,561</b>	<b>5,724,673</b>	<b>5,669,305</b>	<b>1,468,418</b>	<b>766,660</b>	<b>764,709</b>	<b>20,664,326</b>
<b>Depreciation</b>							
At 1 April 2024	543,736	4,649,792	3,311,174	1,410,463	402,351	-	10,317,516
Charge for the year	102,677	271,901	651,673	14,632	147,821	-	1,188,704
On disposals	-	-	(157,055)	-	-	-	(157,055)
<b>At 31 March 2025</b>	<b>646,413</b>	<b>4,921,693</b>	<b>3,805,792</b>	<b>1,425,095</b>	<b>550,172</b>	<b>-</b>	<b>11,349,165</b>
<b>Net book value</b>							
<b>At 31 March 2025</b>	<b>5,624,148</b>	<b>802,980</b>	<b>1,863,513</b>	<b>43,323</b>	<b>216,488</b>	<b>764,709</b>	<b>9,315,161</b>
<b>At 31 March 2024</b>	<b>5,726,825</b>	<b>827,690</b>	<b>1,565,559</b>	<b>38,469</b>	<b>310,415</b>	<b>102,071</b>	<b>8,571,029</b>

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2025, the net book value of these assets was £1,750,360 (2024: £330,233). Depreciation of £590,233 (2024: £365,224) was charged on these assets in the year.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2025****14. Tangible fixed assets (continued)****Charity**

	<b>Freehold property</b>	<b>Fixtures and fittings</b>	<b>Computer equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>				
At 1 April 2024	2,271,979	184,901	190,272	2,647,152
Additions	-	2,298	6,305	8,603
Disposals	-	-	-	-
<b>At 31 March 2025</b>	<b>2,271,979</b>	<b>187,199</b>	<b>196,577</b>	<b>2,655,755</b>
<b>Depreciation</b>				
At 1 April 2024	183,383	180,769	150,361	514,513
Charge for the year	45,440	532	29,756	75,728
<b>At 31 March 2025</b>	<b>228,823</b>	<b>181,301</b>	<b>180,117</b>	<b>590,241</b>
<b>Net book value</b>				
<b>At 31 March 2025</b>	<b>2,043,156</b>	<b>5,898</b>	<b>16,460</b>	<b>2,065,514</b>
<b>At 31 March 2024</b>	<b>2,088,596</b>	<b>4,132</b>	<b>39,911</b>	<b>2,132,639</b>

**15. Fixed asset investments**

<b>Group</b>	<b>Listed investments</b>	<b>Trade investments</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>			
At 1 April 2024	3,436,701	17,326	3,454,027
Additions	3,510,091	-	3,510,091
Disposals	(3,506,479)	(1,259)	(3,507,738)
Recognised gains/(losses)	100,967	-	100,967
<b>At 31 March 2025</b>	<b>3,541,280</b>	<b>16,067</b>	<b>3,557,347</b>
<b>Net book value</b>			
<b>At 31 March 2025</b>	<b>3,541,280</b>	<b>16,067</b>	<b>3,557,347</b>
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2025

**15. Fixed asset investments (continued)**

	Investments in subsidiary companies	Listed investments	Total
Charity	£	£	£
<b>Cost or valuation</b>			
At 1 April 2024	2,250,000	3,436,701	5,686,701
Additions	-	3,510,091	3,510,091
Disposals	-	(3,506,479)	(3,506,479)
Recognised gains/(loss)	-	100,967	100,967
<b>At 31 March 2025</b>	<b>2,250,000</b>	<b>3,541,280</b>	<b>5,791,280</b>
<b>Net book value</b>			
<b>At 31 March 2025</b>	<b>2,250,000</b>	<b>3,541,280</b>	<b>5,791,280</b>
<b>At 31 March 2024</b>	<b>2,250,000</b>	<b>3,436,701</b>	<b>5,686,701</b>

Refer to note 34 for further information regarding the subsidiaries

**16. Stocks**

	Group 2025 £	Group 2024 £
Finished Goods	44,794	69,472

**17. Debtors**

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
<b>Due within one year</b>				
Trade debtors	2,392,903	2,848,609	-	-
Other debtors	41,558	68,313	173	173
Prepayments and accrued income	1,597,672	1,818,688	58,372	48,652
<b>Total</b>	<b>4,032,133</b>	<b>4,735,610</b>	<b>58,545</b>	<b>48,825</b>

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## Notes to the financial statements

For the year ended 31 March 2025

### 18. Creditors: Amounts falling due within one year

	Group 2025 £	Group 2024 £	Charity 2025 £	Charity 2024 £
Bank overdrafts	23	1,132	-	-
Trade creditors	1,794,344	1,619,931	74,695	2,361
Amounts owed to group undertakings	-	-	1,791,035	1,236,284
Other taxation and social security	955,472	991,516	279,023	236,631
Obligations under finance lease and hire purchase contracts	615,984	700,902	-	-
Other creditors	241,610	222,558	14,726	2,245
Accruals and deferred income	4,670,288	5,302,250	1,266,660	1,695,620
	<b>8,277,721</b>	<b>8,838,289</b>	<b>3,426,139</b>	<b>3,173,141</b>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly, there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

### 19. Creditors: Amounts falling due after more than one year

	Group 2025 £	Group 2024 £
Net obligations under finance lease and hire purchase contracts	<b>1,390,196</b>	<b>1,144,175</b>

There are no creditors falling due after more than one year in the charity.

**Notes to the financial statements**  
**For the year ended 31 March 2025**

**20. Deferred taxation**

<b>Group</b>	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
At the beginning of the year	657,335	435,359
Charge for the year	(48,728)	221,996
	<u>608,627</u>	<u>657,335</u>

The deferred tax balance is made up as follows:

	<b>Group</b>	<b>Group</b>
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Accelerated capital allowances	608,627	657,335
	<u>608,627</u>	<u>657,335</u>

Bryson Charitable Group

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## Notes to the financial statements

For the year ended 31 March 2025

### 21. Statement of funds

Group	Balance at 1 April 2024 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>							
<b>Designated funds</b>							
Bryson funds	-	-	-	-	-	-	-
	-	-	-	-	-	-	-
<b>General Funds</b>							
Unrestricted funds	10,549,926	36,436,931	(35,595,653)	48,728	2,068,914	100,967	13,609,813
Premises revaluation reserve	2,068,914	-	-	-	(2,068,914)	-	-
Endowment funds	331,610	-	-	-	-	-	331,610
	<b>12,950,450</b>	<b>36,436,931</b>	<b>(35,595,653)</b>	<b>48,728</b>	<b>-</b>	<b>100,967</b>	<b>13,941,423</b>
<b>Total unrestricted reserves</b>	<b>12,950,450</b>	<b>36,436,931</b>	<b>(35,595,653)</b>	<b>48,728</b>	<b>-</b>	<b>100,967</b>	<b>13,941,423</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2025

**21. Statement of funds (continued)**

	Balance at 1 April 2024	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2025
<b>Restricted funds</b>							
Miscellaneous Trusts	3,507	-	-	-	-	-	3,507
Mason Bibby	500	-	-	-	-	-	500
Jaffe	4,931	-	-	-	-	-	4,931
Energy fund	6,737	48,431	(48,431)	-	-	-	6,737
Play Resource	-	31,209	(31,209)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	15,941	-	-	-	-	-	15,941
UK Prosperity	-	853,887	(853,887)	-	-	-	-
Department of Communities	-	2,184,943	(2,184,943)	-	-	-	-
DARE	-	-	-	-	-	-	-
FCI	-	-	-	-	-	-	-
Migrants advice	-	-	-	-	-	-	-
NIHE Floating fund	-	-	-	-	-	-	-
Choice Housing	-	-	-	-	-	-	-
CLERI/ Root Cause	-	3,913,139	(3,913,139)	-	-	-	-
Bridges to progression	-	9,017	(9,017)	-	-	-	-
Family and Childcare	-	939,466	(939,466)	-	-	-	-
Students unit	-	196,000	(196,000)	-	-	-	-
Domestic Care	-	-	-	-	-	-	-
OCN Grant Income	-	2,865	(2,865)	-	-	-	-
Net Zero	-	142,695	(142,695)	-	-	-	-
Lottery Funding	-	139,581	(139,581)	-	-	-	-
Other	-	25,552	(25,552)	-	-	-	-
	<b>71,226</b>	<b>8,486,785</b>	<b>(8,486,785)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>71,226</b>
<b>Total funds</b>	<b>13,021,676</b>	<b>44,923,716</b>	<b>(44,082,438)</b>	<b>48,728</b>	<b>-</b>	<b>100,967</b>	<b>14,012,649</b>

**Bryson Charitable Group**

(A company limited by guarantee)

**Notes to the financial statements**

For the year ended 31 March 2025

**21. Statement of funds (continued)**

Charity	Balance at 1 April 2024 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2025 £
<b>General Funds</b>							
Unrestricted funds	4,786,374	2,382,291	(2,446,797)	-	2,068,914	100,967	6,891,749
Premises revaluation reserve	2,068,914	-	-	-	(2,068,914)	-	-
	<b>6,855,288</b>	<b>2,382,291</b>	<b>(2,446,797)</b>	<b>-</b>	<b>-</b>	<b>100,967</b>	<b>6,891,749</b>
<b>Total unrestricted funds</b>	<b>6,855,288</b>	<b>2,382,291</b>	<b>(2,446,797)</b>	<b>-</b>	<b>-</b>	<b>100,967</b>	<b>6,891,749</b>
<b>Restricted funds</b>							
CLERI	-	4,142,983	(4,142,983)	-	-	-	-
Miscellaneous Trusts	3,507	-	-	-	-	-	3,507
Mason Bibby	400	-	-	-	-	-	400
Jaffa	3,400	-	-	-	-	-	3,400
	<b>7,307</b>	<b>4,142,983</b>	<b>(4,142,983)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>7,307</b>
<b>Total funds</b>	<b>6,862,595</b>	<b>6,525,274</b>	<b>(6,589,780)</b>	<b>-</b>	<b>-</b>	<b>100,967</b>	<b>6,899,056</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2025

### 22. Summary of funds

Group	Balance at 1 April 2024	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2025
	£	£	£	£	£	£	£
Designated funds	-	-	-	-	-	-	-
General funds	12,950,450	36,436,931	(35,595,653)	48,728	-	100,967	13,941,423
Restricted funds	71,226	8,486,785	(8,486,785)	-	-	-	71,226
	<b>13,021,676</b>	<b>44,923,716</b>	<b>(44,082,438)</b>	<b>48,728</b>	<b>-</b>	<b>100,967</b>	<b>14,012,649</b>

Charity	Balance at 1 April 2024	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2025
	£	£	£	£	£	£	£
Designated funds	-	-	-	-	-	-	-
General funds	6,855,288	2,382,291	(2,446,797)	-	-	100,967	6,891,749
Restricted funds	7,307	4,142,983	(4,142,983)	-	-	-	7,307
	<b>6,862,595</b>	<b>6,525,274</b>	<b>(6,589,780)</b>	<b>-</b>	<b>-</b>	<b>100,967</b>	<b>6,899,056</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2025****23. Analysis of net assets between funds**

<b>Group</b>	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Tangible fixed assets	-	9,315,161	9,315,161
Intangible fixed assets	-	(102,415)	(102,415)
Fixed asset investments	-	3,541,280	3,541,280
Trade investments	-	16,067	16,067
Current assets	71,226	11,447,874	11,519,100
Creditors due within one year	-	(8,277,721)	(8,277,721)
Creditors due in more than one year	-	(1,390,196)	(1,390,196)
Provisions for liabilities and charges	-	(608,627)	(608,627)
<b>Total</b>	<b>71,226</b>	<b>13,941,423</b>	<b>14,012,649</b>

<b>Charity</b>	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Tangible fixed assets	-	2,065,514	2,065,514
Fixed asset investments	-	5,791,280	5,791,280
Current assets	7,307	2,461,094	2,468,401
Creditors due within one year	-	(3,426,139)	(3,426,139)
<b>Total</b>	<b>7,307</b>	<b>6,891,749</b>	<b>6,899,056</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2025****24. Reconciliation of net movement in funds to net cash flow from operating activities**

	Group 2025	Group 2024
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	990,973	820,953
<b>Adjustments for:</b>		
Depreciation charges	1,188,704	996,267
Taxation charge	(48,728)	221,996
Gain on disposal of fixed assets	-	-
(Gain)/loss on investments	(100,967)	(202,280)
Decrease in stocks	24,678	10,354
(Increase)/Decrease in debtors	703,477	(188,624)
Increase/(Decrease) in creditors	(474,541)	911,167
Interest payable	-	-
Amortisation of goodwill	(91,491)	(82,356)
Net cash generated from operating activities	<u>2,192,105</u>	<u>2,487,477</u>

**25. Analysis of cash and cash equivalents**

	Group 2025	Group 2024
	£	£
Cash in hand	7,442,173	7,025,263
Overdraft facility repayable on demand	(23)	(1,132)
	<u>7,442,150</u>	<u>7,024,131</u>

**26. Analysis of changes in net debt**

	At 1 April 2025	Cash flows	New Finance lease	At 31 March 2025
	£	£	£	£
Cash at bank and in hand	7,025,263	416,910	-	7,442,173
Bank overdrafts repayable on demand	(1,132)	1,109	-	(23)
Finance leases	(1,845,076)	(1,023,110)	862,006	(2,006,180)
	<u>5,179,055</u>	<u>(605,091)</u>	<u>862,006</u>	<u>5,435,970</u>

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2025

### 27. Analysis of changes in deferred income

	At 1 April 2024	Increase	At 31 March 2025
	£	£	£
Deferred income	1,902,614	(702,584)	1,200,029

During the year ended 31 March 2025, the group recognised revenue of £1,902,614 from the previously recognised deferred income.

The difference between the opening and closing balances of the group's deferred income primarily results from the timing difference between the charity's performance and the customer's billing.

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £65,374 (2024: £56,364)  
Group - £587,648 (2024: £534,494)

The balance unpaid at the year-end amounted to:

Charity - £8,351 (2024: £9,402)  
Group - £102,601 (2024: £110,947)

### 29. Operating lease commitments

At 31 March 2025 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2025	Group 2024	Charity 2025	Charity 2024
	£	£	£	£
Not later than 1 year	615,880	362,567	10,851	4,860
Later than 1 year and not later than 5 years	917,170	811,189	18,468	1,620
Late than 5 years	227,386	287,630	-	-
	<b>1,760,436</b>	<b>1,461,386</b>	<b>29,319</b>	<b>6,480</b>

## Notes to the financial statements

For the year ended 31 March 2025

### 30. Finance lease commitments:

Minimum lease payments under hire purchase fall due as follows:

	Group 2025 £	Group 2024 £
Within one year	615,984	700,902
Between 1 - 5 years	1,390,196	1,144,175
	2,006,180	1,845,077

There were no amounts repayable under hire purchase agreements in the charity

### 31. Related party transactions

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2025.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

### 32. Post balance sheet events

Subsequent to year end, a designated fund was created within Bryson Charitable Group £425,000 and £125,000 were transferred from Bryson Care and Bryson Energy respectively for future expenses including research and project development.

### 33. Comparative information

Comparative information has been reclassified where necessary to conform to the current financial period. There was no impact on reported income for the period ended 31 March 2024, or to Charity funds as at 1 April 2024, or on net assets as at 31 March 2024.

### 34. Principal subsidiaries

The following were subsidiary undertakings of the Charity:

Names	Company number	Charity registration number	Registered office or principal place of business	Principal activity	Class of shares	Holding
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Accounts

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# Financial Statements

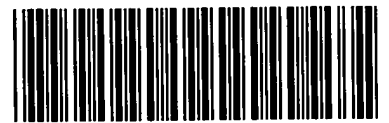
## Bryson Charitable Group

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For the year ended 31 March 2024

Registered number: NI001319  
Charity number: NIC101396

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COMPANIES HOUSE

**Bryson Charitable Group**  
**(A company limited by guarantee)**

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**Bryson Charitable Group**

**(A company limited by guarantee)**

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2024**

<b>Trustees</b>	P Elliott, Chair S Curragh, Hon. Treasurer L Brown (resigned 30 June 2023) E Joudeh N Quigley (appointed 1 August 2023) D Hughes (appointed 1 April 2023) J Houston (resigned 30 September 2023) N Meier D Baker (appointed 1 August 2023) G Carson (appointed 1 October 2023)
<b>Company registered number</b>	NI001319
<b>Charity registered number</b>	NIC101396
<b>Registered office</b>	2 Rivers Edge 13-15 Ravenhill Road Belfast Co. Antrim BT6 8DN
<b>Independent auditors</b>	Grant Thornton (NI) LLP Chartered Accountants & Statutory Auditor 12 - 15 Donegall Square West Belfast BT1 6JH
<b>Bankers</b>	AIB 11 - 15 Donegall Square North Belfast BT1 5JA  Danske Bank Donegall Square West Belfast BT1 6JS
<b>Solicitors</b>	Tughans The Ewart 3 Bedford Square Belfast BT2 7EP

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report For the year ended 31 March 2024**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Head of HR	Gail Wright (appointed 14 August 2023)
Director of Recycling	Eric Randall (resigned 30 September 2023)
Interim Director of Recycling	Katy Fulton (appointed 23 May 2023)
Director of Care	Jo Marley (stood down 31 March 2024)
Interim Director of Care	Joanne Neill (appointed 1 January 2024)
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell

#### **Objectives and Activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report**

**For the year ended 31 March 2024**

13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household item.
14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

And without prejudice to the generality of the foregoing other charitable purposes, for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development; and
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries, two charitable and one trading company. These were as follows:

#### **Charitable Subsidiary Companies:**

Bryson Care – services to families and older people.

1. Bryson Energy – providing leadership, advice, support and installation of energy saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders. Promoting active living, health and well-being in inner city communities. Providing employment and training initiatives to young adults and those living with long-term unemployment.

#### **Subsidiary Social Enterprise Trading Company:**

1. Bryson Recycling – providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

#### **Achievements and Performance**

The 12 months period to 31st March 2024 the Group embarked on a new 3 year strategy and proactively delivered services and an emergency response to over 80,000 clients and recycling services to over 500,000 households, exceeding planned targets.

**Bryson Care** has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

2. Home-based personal care for vulnerable adults.
3. Home based Family support services to children and young people and their caregivers.
4. Advocacy support for adults with learning difficulties and their caregivers.
5. Housing support for Irish Travellers.
6. Advice and support to those seeking Asylum and Refuge.
7. Practice learning for student social workers.
8. A new community-based pilot 'Thriving Communities' and Emergency response to the cost of fuel crisis

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Achievements and Performance**

- Over the course of the 12-month period to 31st March 2024, Bryson Care underwent some planned organisational and structural change. In the first half of the year the Care company continued to provide high quality tertiary and early intervention Family Services to Health and Social Care Trusts and the Childcare Partnership. Crisis intervention and sustainable 'Healthy Futures' programmes delivered positive change to over 938 people. From October onwards Family Services transferred to Bryson Energy company which has responsibility for the delivery of long-term root cause interventions, where the service thrives and continues to develop community based preventative projects.
- The Asylum Advice Service, sub-contacted from Migrant Help transitioned back to them at the end of August 2023. All staff were accommodated within the new arrangements.
- Bryson Care's succession planning ensured a smooth transition in its significant leadership change, including at directorial level.
- Domiciliary Care services in Belfast and Western Health and Social care Trusts remained in great demand and we were responsive to service user needs. We received high standard Inspection reports and excellent service user and carer feedback. Our 'Rapid Response' team played a key role in timely discharge from hospital, benefiting both service users and the Belfast Trust.
- Our Independent Advocates have responded to a greater demand for their service across all five Trust areas and were highly engaged in supporting carers and service users with resettlement from Muckamore Abbey Hospital.
- The effectiveness of our ongoing support to those in greatest need impacted by the continued cost of living crisis was acknowledged by further charitable donations. As a result, Bryson Care was able to relieve the extreme financial pressures of over 14,500 households across Northern Ireland. Using our triage model we were also able to link those with multiple needs with our root cause resources.
- Our regional response to those displaced persons from Ukraine and Afghanistan continued and we were involved with our statutory and voluntary sector partners in establishing resettlement locations across a greater range of local council areas.
- Social Work education remained a central theme to our work with an increasing exposure to practice learning opportunities in community settings, which added an extra dimension to understanding collective needs.
- We continued our exciting innovative work with a renowned international expert in the field of transgenerational collective community trauma. We developed a relationship with two Belfast interface communities greatly affected by the 'Troubles' and our two active pioneer groups are very engaged in our journey towards 'Healing Together'

**Bryson Energy**, incorporated in 2010 is part of Bryson Charitable Group. The purpose of this Charity subsidiary was principally to assist fuel poverty households through Advice and Support, as well as installing measures in homes and such other charitable purposes for the benefit of the public.

Recent structural changes, through mergers, acquisitions and transfers, has widened Bryson Energy's remit. This has significantly increased reach and positive impact to best deliver on our current Strategic Vision - To make the Greatest Difference to the Greatest Need.

Over the 12-month period, to 31st March 2024, Bryson Energy has continued to deliver programme outcomes in a number of areas:

#### **Skills Based Training**

The charity has continued to deliver key training programmes such as Training for Success and Skills for Life and Work; as well as the Apprenticeship NI programmes as funded by the Department for the Economy. These programmes are of critical importance to the work of the charity in driving education and training for young people, whilst increasing skills base for employment for those at a disadvantage.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

### **Employability**

Following the closure of the European Social Funded supported Employability programmes in March 23, The Maximise Employment programme started in April 23. This programme supported economically inactive people into employment.

Additional Financial support allowed us to enhance the existing programme provision with a range of measures including Job Ready Vocational Training and IT equipment.

### **Net Zero and Home Safety**

Bryson Energy has continued to deliver and support vulnerable households with Energy Advice and Home Safety programmes such as Home Hazard & Security Programme funded by Belfast City Council and Social Supermarket Programmes funded by the Department for Communities. Starting in Sept 23; we also worked closely with Energy Company to develop and deliver a Net Zero campaign.

### **Adventure Activities**

The acquisition of the Adventure Activities provider, Pathways in February 2023 resulted in a significant expansion of our outdoor activities and courses.

### **Arts & Play**

We continued to grow our Membership base, increase our collections from businesses and enhance our Art & Play programmes funded by Belfast City Council.

### **Community Led Root Cause**

This team continued to deliver a range of bespoke programmes under the themes of Income, Education, Employment, Environment and Health. Working with local communities we identified and removed the root causes and barriers of poverty to maximise individuals' potential.

### **Children's Services**

As part of an overall strategic review within Bryson Group Children's Services programmes and staff were transferred from Bryson Care to Bryson Energy in Oct 23.

From April 24; these programmes will have fully transferred to Bryson Energy and will contribute significantly to our overall financial performance and our ability to impact those in the greatest need. Children's services include several Family Support programmes, Traveller Floating Support and 2 Sure Start programmes (with expansions).

**Bryson Recycling** is the largest social enterprise involved in recycling in the UK. Commencing in 1993 as a 'cash for cans' scheme recycling aluminum drinks, it now operates on a large geographical scale across multiple operations including the collection of household recyclables, residual waste and garden waste, the operation of a materials recovery facility, and household recycling centers. Bryson Recycling is a social enterprise, and as part of the Bryson Charitable Group, profits are re-invested into the parent charity for the delivery of services to those most in need, alleviating poverty and social disadvantage.

Over the course of the 12-month period to 31st March 2024, Bryson Recycling experienced a challenging year with fluctuating material markets. Turnover decreased to £19.6m with profit £705k, and cash stable at over £2.1m at the close of the year.

A new contract was awarded by Antrim & Newtownabbey Borough Council for the collection of residual waste. Bryson continues to build on its kerbside model of household sorting of recycling at home through the separate collection of recyclables using wheelie boxes or kerbside boxes rather than co-mingling materials. This model has a proven track record of the reduction in cost of material sorting, and higher quality of recycled material. Bryson is also transforming the Household Recycling Centre (HRC) model to ensure materials travel up the waste hierarchy into the area of reuse which is even better environmentally than recycling.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

Over the 2023/24 year, the organisation has been building and strengthening relationships with Councils outside Northern Ireland including established contracts in ROI and Wales. This is an area which Bryson Recycling is constantly investing in with regards to strategic direction of the business.

Over the course of the financial year, Bryson Recycling:

- Collected recycling materials from 165k houses across Northern Ireland;
- Serviced approximately 260k houses through its material recycling facility in Mallusk;
- Serviced 22k houses with residual and blue bin waste collections in Antrim.
- Serviced 37k houses with residual waste collections in Newtownabbey.
- Provided a subscription garden waste collection in Wales to 52k households.
- Serviced over 58k houses at its 6 household recycling centers (HRCs) in ROI
- Serviced over 91k houses at 5 HRCs in North Wales.

Bryson Recycling also continues to work with many stakeholders across the UK in order to encourage both innovation and cost savings in their approach to waste management including local councils and households.

Having completed the first year of the newly established 3-year strategy focusing on growth & best practice within the industry and together with a strong vision to 'Recycle the Right Way', the company is instrumental in driving change in waste management to influence society in the delivery of a sustainable environmental agenda. Bryson Recycling is on track to achieving the targets set out within the 3-year strategic plan.

### **Financial Review and Results for the Year**

Bryson Charitable Group is a charity which aims to "make the greatest difference to the greatest need" in the areas of Potential, Peace and the Environment.

2023/24 was the first year of the charity's new 3 year strategy. It was another successful year in which the Charity achieved its targets and is on plan to exceed the 3 year planned targets for 2023 - 2026.

**Reach** has exceeded the 2024 target with over 80,000 people helped and over 500,000 homes served by Recycling.

**Quality and Safety** remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

**Cash** at £ 7m continued to strengthen with all group companies' cash positive.

The **Surplus** of £1m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

**Turnover** increased by £ 0.3m to £43 m impacted by turn down on commodity prices.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

The highlights of the year also include:

- Emergency relief provided to over 60,000 people in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries are now debt free with stronger balance sheets and cash balances
- Over £ 5m new funding secured to help those in greatest need
- Full year impact of acquisition of Denbigh Household Recycling Centers
- Full year impact acquisition of Pathways in Bryson Energy
- Leading role in the arrival of Ukrainian Refugees
- Recruitment of 5 new Trustees and 2 new Chairs across 4 boards
- New Executive Directors in Care and Recycling
- International best practice visits to Barcelona, Austria, GB and Ireland

### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SOFA). This annual report has been prepared on that basis.

### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisations objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and his Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

All Trustees give of their time freely and no Trustee received remuneration in the year.

To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Remuneration Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2024**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial Management Policies**

##### **Reserves:**

Income reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities of the unrestricted fund, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans growth short to medium term and will strive to maintain and increase these levels in the coming years. A surplus financial position has been budgeted for Bryson for the 2024/25 financial year as investment in the past years with careful management has created a strong platform from which to grow, strengthen the position to tender, and provide future strong financial returns. We plan to ensure all subsidiary companies will be able to attain a level of three months expenditure as reserves in the short to medium term.

##### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance. In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against an agreed benchmark and other relevant indices. The full valuation of listed investments as at 31 March 2024 increased to £ 3.4 m (2023 : £ 3.2 m)

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Plans for Future Periods**

Bryson exists to make the greatest difference to the greatest need.

As we enter the second year of our 2023/26 strategy we are focused on ending poverty through maximising potential and recycling the most environmentally effective way.

Ending poverty is based on driving permanent improvement in Education, Health, Employment and ensuring net zero emissions are achieved in the most deprived areas first.

Recycling is also based on results – focused on delivering leading international recycling rates.

The charity's results in 2023/24 were ahead of the strategic plan.

The main actions for 2024/26 are:

1. Best practice – continue to challenge all services against leading international practice
2. Results – deliver the results which will end poverty permanently. Performance management to cover all staff and all activity
3. Funding – continue to grow both philanthropic and public sector funds through delivering a better return on investment than any alternative provider
4. Net zero – pilot and lobby for funding into houses to be prioritised into the poorest housing
5. Succession – continue to build senior leaders who can drive the charity's performance into the 2030s

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard The charity have already in the early stages of the 2024/25 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

**Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

**Trustees' Responsibilities in Relation to the Financial Statements**

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclose to our auditors**

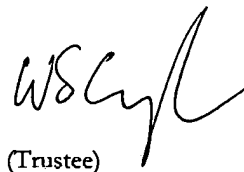
Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

Approved by order of the members of the board of Trustees on <sup>12<sup>th</sup> Dec '24</sup> and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



(Trustee)

## Independent auditors' report to the Members of Bryson Charitable Group

### **Opinion**

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2024, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2024 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Neal Taylor*

Neal Taylor (Senior statutory auditor)

for and on behalf of

**Grant Thornton (NI) LLP**

Chartered Accountants & Statutory Auditor

Belfast

**Date:** 12 December 2024

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Consolidated Statement of financial activities**  
**For the year ended 31 March 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total Funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and legacies	4	3,960	1,113	5,073	118,872
Charitable activities	5	9,386,028	13,786,190	23,172,218	22,402,972
Other trading activities	6	-	19,616,596	19,616,596	20,191,666
Investments			77,336	77,336	61,989
Other income	7	-	188,887	188,887	104,526
<b>Total income</b>		<b>9,389,988</b>	<b>33,670,122</b>	<b>43,060,110</b>	<b>42,880,025</b>
<b>Expenditure on:</b>					
Raising funds	8	-	18,270,393	18,270,393	18,062,628
Charitable activities	8	9,214,934	14,734,114	23,949,048	23,003,162
<b>Total expenditure</b>		<b>9,214,934</b>	<b>33,004,507</b>	<b>42,219,441</b>	<b>41,065,790</b>
Net gains/(losses) on investments		-	202,280	202,280	(193,548)
<b>Net income before taxation</b>		<b>175,054</b>	<b>867,895</b>	<b>1,042,949</b>	<b>1,620,687</b>
Taxation	12	-	(221,996)	(221,996)	(114,801)
<b>Net income after taxation</b>		<b>175,054</b>	<b>645,899</b>	<b>820,953</b>	<b>1,505,886</b>
Transfers between funds	21	8,920	(8,920)	-	-
<b>Net movement in funds</b>		<b>183,974</b>	<b>636,979</b>	<b>820,953</b>	<b>1,505,886</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		312,693	11,888,030	12,200,723	10,694,837
Net movement in funds		183,974	636,979	820,953	1,505,886
<b>Total funds carried forward</b>		<b>496,667</b>	<b>12,525,009</b>	<b>13,021,676</b>	<b>12,200,723</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)

Registered number: NI001319

## Consolidated Statement of financial position

For the year ended 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	13	(193,906)	(276,262)
Tangible assets	14	8,571,029	7,708,378
Investments	15	<u>3,454,027</u>	<u>3,174,412</u>
		<b>11,831,150</b>	<b>10,606,528</b>
<b>Current assets</b>			
Stocks	16	69,472	79,826
Debtors	17	4,735,610	4,546,986
Cash at bank and in hand		<u>7,025,263</u>	<u>5,675,649</u>
		<b>11,830,345</b>	<b>10,302,461</b>
Creditors: amounts falling due within one year	18	<u>(8,838,289)</u>	<u>(7,600,493)</u>
<b>Net current assets</b>		<b>2,992,056</b>	<b>2,701,968</b>
<b>Total assets less current liabilities</b>		<b>14,823,206</b>	<b>13,308,496</b>
Creditors: amounts falling due after more than one year	19	(1,144,175)	(672,414)
Provisions for liabilities	20	(657,355)	(435,359)
<b>Total net assets</b>		<b>13,021,676</b>	<b>12,200,723</b>
<b>Charity funds</b>			
<b>Restricted funds:</b>			
Restricted funds		<u>496,667</u>	<u>312,693</u>
	21	496,667	312,693
Unrestricted funds	21	12,525,009	11,888,030
<b>Total funds</b>		<b>13,021,676</b>	<b>12,200,723</b>

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

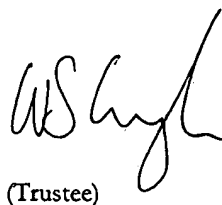
The financial statements were approved and authorised for issue by the Trustees on  
signed on their behalf by:

12<sup>th</sup> Dec '24

and



**P Elliott**  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)  
Registered number: NI001319

**Charity Statement of financial position**  
For the year ended 31 March 2024

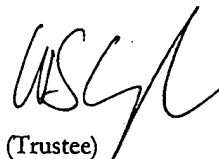
	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	2,132,639	2,252,155
Investments	15	5,686,701	5,407,086
		<u>7,819,340</u>	<u>7,659,241</u>
<b>Current assets</b>			
Debtors	17	48,825	41,883
Cash at bank and in hand		2,167,571	2,135,189
		<u>2,216,396</u>	<u>2,177,072</u>
Creditors: amounts falling due within one year	18	<u>(3,173,141)</u>	<u>(2,593,013)</u>
<b>Net current liabilities / assets</b>		<b>(956,745)</b>	<b>(415,941)</b>
<b>Total assets less current liabilities</b>		<b>6,862,595</b>	<b>7,243,300</b>
<b>Total net assets</b>		<u><b>6,862,595</b></u>	<u><b>7,243,300</b></u>
<b>Charity funds</b>			
Restricted funds	21	8,307	5,507
Unrestricted funds			
Designated funds	21	-	11,000
General funds	21	4,785,374	4,563,581
Revaluation reserve		2,068,914	2,663,212
Total unrestricted funds	21	<u>6,854,288</u>	<u>7,237,793</u>
<b>Total funds</b>		<u><b>6,862,595</b></u>	<u><b>7,243,300</b></u>

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

The financial statements were approved and authorised for issue by the Trustees on 12<sup>th</sup> Dec '24 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)

  
(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

**(A company limited by guarantee)**

**Consolidated statement of cash flows**

**For the year ended 31 March 2024**

	2024	2023
Note	£	£
<b>Cash flows from operating activities</b>		
Net cash generated in operating activities	24 2,487,477	4,183,325
<b>Cash flows from investing activities</b>		
Proceeds from the sale of tangible fixed assets	-	8,600
Purchase of tangible fixed assets	(1,858,918)	(678,528)
Purchase of cash investments	(155,414)	(141,248)
Proceeds of disposal of cash investments	78,079	79,259
<b>Net cash (used in)/provided by investing activities</b>	<u>(1,936,253)</u>	<u>(731,917)</u>
<b>Cash flows from financing activities</b>		
Movement in finance leases	800,874	(178,386)
<b>Net cash used in financing activities</b>	<u>800,874</u>	<u>(178,386)</u>
<b>Change in cash and cash equivalents in the year</b>	1,352,098	3,273,022
Cash and cash equivalents at the beginning of the year	5,672,033	2,399,011
<b>Cash and cash equivalents at the end of the year</b>	26 <u>7,024,131</u>	<u>5,672,033</u>

The notes on pages 21 to 52 form part of these financial statements

## Notes to the financial statements

For the year ended 31 March 2024

### 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

### 2. Accounting policies

#### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 (SORP)'.

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.2 Basis of consolidation**

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £ 380,705.

#### **2.3 Going concern**

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

#### **2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

#### **2.6 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

#### **2.7 Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.8 Intangible assets and amortisation**

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

### 2. Accounting policies (continued)

#### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

#### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

#### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.12 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **2.13 Cash at bank and in hand**

Cash at bank and 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.

#### **2.14 Liabilities and provisions**

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### **2.15 Deferred taxation**

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### **2.16 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.17 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### **2.18 Operating leases**

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### **2.19 Pensions**

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### **2.20 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### **2.21 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

### **3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

#### **a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

#### **b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

#### **c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

**Bryson Charitable Group**  
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**Notes to the financial statements**  
**For the year ended 31 March 2024**

**4. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Donations	-	1,113	1,113
Grants	3,960	-	3,960
<b>Total 2024</b>	<b>3,960</b>	<b>1,113</b>	<b>5,073</b>

**4. Income from donations and legacies**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Donations	-	87,707	87,707
Grants	506	30,659	31,165
<b>Total 2023</b>	<b>506</b>	<b>118,366</b>	<b>118,872</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**5. Income from charitable activities**

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Advocacy	-	241,780	241,780
Bridges to progression	19,761	-	19,761
Choice Housing	35,889	-	35,889
CLERI/ Root Cause	4,580,269	-	4,580,269
Department of Communities	2,660,436	-	2,660,436
Elderly Care	-	10,282,497	10,282,497
Energy Scheme	43,850	126,687	170,537
European Projects	-	15,440	15,440
European Social Fund	-	22,823	22,823
Family and Childcare	851,822	602,820	1,454,642
General income	-	456,554	456,554
Migrants advice	84,640	-	84,640
NI Housing Executive floating support	85,170	-	85,170
OCN Grant Income	2,596	-	2,596
Play Resource	48,474	102,323	150,797
Skills for Life and Work	-	1,865,147	1,865,147
Students unit	183,153	2,600	185,753
UK Prosperity	789,968	67,519	857,487
<b>Total 2024</b>	<b>9,386,028</b>	<b>13,786,190</b>	<b>23,172,218</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****5. Income from charitable activities**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Advocacy	-	228,475	228,475
Adults core	-	67,460	67,460
Bridges to progression	5,000	-	5,000
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Cost of Living Emergency Relief Initiative	3,932,642	-	3,932,642
Department for Communities	2,188,401	37,967	2,226,368
Directors office	-	159,271	159,271
Elderly care	-	9,700,646	9,700,646
Energy scheme	46,926	142,753	189,679
European projects	-	92,000	92,000
European social fund	-	225,363	225,363
EVE	-	150,652	150,652
Family and childcare	851,666	801,359	1,653,025
Fuel Crisis Initiative	90,000	-	90,000
General income	30,000	202,830	232,830
Migrant Help	145,773	-	145,773
NI Housing Executive floating support	88,301	-	88,301
Other	3,000	5,340	8,340
Play resource	90,749	146,942	237,691
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Training for success	-	1,940,680	1,940,680
<b>Total 2023</b>	<b>8,374,092</b>	<b>14,028,880</b>	<b>22,402,972</b>

**6. Income from other trading activities****Income from non-charitable trading activities**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Sales – Bryson Recycling	19,616,596	19,616,596

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Sales – Bryson Recycling	20,191,666	20,191,666

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**7. Other incoming resources**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Other operating income	94,351	94,351
Negative goodwill amortisation	94,536	94,536
<b>Total 2024</b>	<b>188,887</b>	<b>188,887</b>

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Other operating income	9,990	9,990
Negative goodwill amortisation	94,536	94,536
<b>Total 2023</b>	<b>104,526</b>	<b>104,526</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****8. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Raising funds	18,270,393	-	18,270,393
Charitable activities	22,844,019	-	22,844,019
Staff costs	-	1,007,529	1,007,529
Governance costs	-	97,500	97,500
<b>Total 2024</b>	<b>41,114,412</b>	<b>1,105,029</b>	<b>42,219,441</b>

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Raising funds	18,062,628	-	18,062,628
Charitable activities	22,007,845	-	22,007,845
Staff costs	-	915,936	915,936
Governance costs	-	79,381	79,381
<b>Total 2023</b>	<b>40,070,473</b>	<b>995,317</b>	<b>41,065,790</b>

**9. Operating surplus**

The operating surplus/(deficit) is stated after charging:

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Auditor's remuneration	70,000	60,000	15,556	13,333
Operating lease rental expenses	285,899	159,655	-	-
Interest on bank loans and overdrafts	5,911	5,820	1,051	2,831
Depreciation	996,267	871,160	131,479	135,412
Amortisation of negative goodwill	(82,256)	(80,702)	-	-
Gain on disposal of fixed assets	-	(8,600)	-	-
Exchange differences	13,039	(3,222)	-	-

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****10. Staff costs**

	<b>Group</b>	<b>Group</b>	<b>Charity</b>	<b>Charity</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Wages and salaries	<b>21,214,375</b>	19,557,115	<b>1,231,919</b>	1,124,733
Social security costs	<b>1,780,330</b>	1,671,165	<b>128,779</b>	152,347
Defined contribution pension schemes	<b>534,810</b>	478,931	<b>56,374</b>	37,801
Other Compensation-redundancy cost	<b>44,000</b>	-	<b>44,000</b>	-
	<b>23,573,515</b>	<b>21,707,211</b>	<b>1,461,072</b>	<b>1,314,881</b>

The average number of persons employed by the Charity during the year was as follows:

	<b>Group</b>	<b>Group</b>
	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Bryson Charitable Group	<b>31</b>	30
Bryson Energy	<b>93</b>	40
Bryson Care	<b>593</b>	662
Bryson Recycling	<b>333</b>	339
	<b>1,050</b>	<b>1,071</b>

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2024

### 10. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	5	-
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1
In the band £140,001 - £150,000	1	-

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £ 420,556 (2023: £449,031).

The total compensation paid to key management personnel for services provided to the Group was £ 1,128,567 (2023: £1,139,120).

### 11. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL-).

During the year ended 31 March 2024, expenses reimbursed to Trustees were £1,652 (2023 - £1,612).

### 12. Taxation

	2024 £	2023 £
<b>Corporation tax</b>		
Current tax on profits for the year	-	38,254
Adjustments in respect of previous periods	-	(6,340)
<b>Total current tax</b>	<hr/> -	<hr/> 31,914
<b>Deferred tax</b>		
Origination and reversal of timing differences	221,996	82,887
<b>Total deferred tax</b>	<hr/> 221,996	<hr/> 82,887
<b>Taxation on net income/(expenditure)</b>	<hr/> 221,996	<hr/> 114,801

**Bryson Charitable Group****(A company limited by guarantee)**

## Notes to the financial statements

**For the year ended 31 March 2024****12. Taxation (continued)**

The tax assessed for the year is lower than (2023 – lower than) the standard rate of corporation tax in the UK of 25% (2023 - 19%). The differences are explained below:

	2024 £	2023 £
Net (expenditure)/income before tax	<u>1,054,086</u>	<u>1,620,687</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 25% (2023 - 19%).	<u>263,522</u>	<u>307,931</u>
<b>Effects of:</b>		
Effect of expenses not deductible for tax purposes	71,985	36,483
Adjustments to tax charge in respect of prior periods	-	17,165
Income not taxable for tax purposes	(28,903)	38,222
Gift aid not taxable for tax purposes	(250,000)	(285,000)
Deferred tax not recognised	165,392	-
<b>Total tax charge for the year</b>	<u><b>221,996</b></u>	<u><b>114,801</b></u>

**Factors that may affect future tax charges**

The standard rate of UK Corporation Tax remained at 19% until 31 March 2023. The Finance Act 2021 increased this from 19% to 25% from 1 April 2023. In summary, the rate of corporation tax from 1 April 2023 has increased to 25% for companies generating taxable profits of more than £250,000. The 19% tax rate will continue to apply to 'small' companies with profits less than £50,000, with a 'taper relief rate' for those companies with profits between the new thresholds. Deferred tax assets and liabilities have been recognised using the tax rates applicable for the date the assets and liabilities are expected to reverse.

## Notes to the financial statements

For the year ended 31 March 2024

### 13. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2023	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2024</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2023	21,315	(181,194)	(159,879)
Charge for the year	12,180	(94,536)	(82,356)
<b>At 31 March 2024</b>	<b>33,495</b>	<b>(275,730)</b>	<b>(242,235)</b>
<b>Net book value</b>			
<b>At 31 March 2024</b>	<b>3,045</b>	<b>(196,951)</b>	<b>(193,906)</b>
At 31 March 2023	15,225	(291,487)	(276,262)

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Tangible fixed assets**

<b>Group</b>	<b>Freehold property</b>	<b>Plant and machinery</b>	<b>Motor vehicles</b>	<b>Fixtures and fittings</b>	<b>Office equipment</b>	<b>Assets under construction</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>							
At 1 April 2023	6,255,094	5,201,080	3,578,749	1,411,500	571,998	11,206	17,029,627
Additions	15,467	276,402	1,297,984	37,432	242,839	6,023	1,876,147
Disposals	-	-	-	-	-	-	-
Capitalized	-	-	-	-	-	(17,229)	(17,229)
<b>At 31 March 2024</b>	<b>6,270,561</b>	<b>5,477,482</b>	<b>4,876,733</b>	<b>1,448,932</b>	<b>814,837</b>	<b>-</b>	<b>18,888,545</b>
<b>Depreciation</b>							
At 1 April 2023	438,677	4,418,405	2,849,845	1,358,930	255,392	-	9,321,249
Charge for the year	105,059	231,387	461,329	51,533	146,959	-	996,267
On disposals	-	-	-	-	-	-	-
<b>At 31 March 2024</b>	<b>543,736</b>	<b>4,649,792</b>	<b>3,311,174</b>	<b>1,410,463</b>	<b>402,351</b>	<b>-</b>	<b>10,317,516</b>
<b>Net book value</b>							
<b>At 31 March 2024</b>	<b>5,726,825</b>	<b>827,690</b>	<b>1,565,559</b>	<b>38,469</b>	<b>412,486</b>	<b>-</b>	<b>8,571,029</b>
<b>At 31 March 2023</b>	<b>5,816,417</b>	<b>782,675</b>	<b>728,904</b>	<b>52,570</b>	<b>316,606</b>	<b>11,206</b>	<b>7,708,378</b>

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2024, the net book value of these assets was £ 330,233 (2023: £ 695,457). Depreciation of £ 365,224 (2023: £ 406,874) was charged on these assets in the year.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Tangible fixed assets (continued)****Charity**

	<b>Freehold property</b>	<b>Fixtures and fittings</b>	<b>Computer equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>				
At 1 April 2023	2,271,979	184,901	178,309	2,635,189
Additions	-	-	11,963	11,963
Disposals	-	-	-	-
<b>At 31 March 2024</b>	<b>2,271,979</b>	<b>184,901</b>	<b>190,272</b>	<b>2,647,152</b>
<b>Depreciation</b>				
At 1 April 2023	134,262	138,225	110,547	383,034
Charge for the year	49,121	42,544	39,814	131,479
<b>At 31 March 2024</b>	<b>183,383</b>	<b>180,769</b>	<b>150,361</b>	<b>514,513</b>
<b>Net book value</b>				
<b>At 31 March 2024</b>	<b>2,088,596</b>	<b>4,132</b>	<b>39,911</b>	<b>2,132,639</b>
<b>At 31 March 2023</b>	<b>2,137,717</b>	<b>46,676</b>	<b>67,762</b>	<b>2,252,155</b>

**15. Fixed asset investments**

<b>Group</b>	<b>Listed investments</b>	<b>Trade investments</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>			
At 1 April 2023	3,157,086	17,326	3,174,412
Additions	77,335	-	77,335
Recognised gains/(losses)	202,280	-	202,280
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>
<b>Net book value</b>			
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**15. Fixed asset investments (continued)**

Charity	Investments in subsidiary companies £	Listed investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2023	2,250,000	3,157,086	5,407,086
Additions	-	77,335	77,335
Recognised gains/(loss)	-	202,280	202,280
<b>At 31 March 2024</b>	<b>2,250,000</b>	<b>3,436,701</b>	<b>5,686,701</b>
<b>Net book value</b>			
At 31 March 2024	2,250,000	3,436,701	5,686,701
At 31 March 2023	2,250,000	3,157,086	5,407,086

Refer to note 34 for further information regarding the subsidiaries

**16. Stocks**

	Group 2024 £	Group 2023 £
Finished Goods	69,472	79,826

**17. Debtors**

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
<b>Due within one year</b>				
Trade debtors	2,848,609	2,618,371	-	-
Other debtors	100,227	8,318	173	198
Prepayments and accrued income	1,818,688	1,920,297	48,652	41,685
	<b>4,767,524</b>	<b>4,546,986</b>	<b>48,825</b>	<b>41,883</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**18. Creditors: Amounts falling due within one year**

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Bank overdrafts	1,132	3,616	-	-
Trade creditors	1,619,931	1,490,285	2,361	37,931
Corporation tax	31,914	18,356	-	-
Amounts owed to group undertakings	-	-	1,236,284	854,806
Other taxation and social security	991,516	791,861	236,631	234,794
Obligations under finance lease and hire purchase contracts	700,902	371,789	-	-
Other creditors	222,558	196,318	2,245	5,627
Accruals and deferred income	5,302,250	4,728,268	1,695,620	1,459,855
	<u>8,870,203</u>	<u>5,666,554</u>	<u>3,173,141</u>	<u>2,593,013</u>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly, there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

**19. Creditors: Amounts falling due after more than one year**

	Group 2024 £	Group 2023 £
Net obligations under finance lease and hire purchase contracts	<u>1,144,175</u>	<u>672,414</u>

There are no creditors falling due after more than one year in the charity.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 20. Deferred taxation

**Group**

	2024	2023
	£	£
At the beginning of the year	435,359	352,472
Charge for the year	221,996	82,887
	<u>657,335</u>	<u>435,359</u>

The deferred tax balance is made up as follows:

	Group 2024	Group 2023
	£	£
Accelerated capital allowances	657,335	440,477
Tax losses carried forward	-	(5,118)
Losses and other deductions	-	-
	<u>657,335</u>	<u>435,359</u>

**Bryson Charitable Group**  
(A company limited by guarantee)

**Notes to the financial statements**  
For the year ended 31 March 2024

**21. Statement of funds**

Group	Balance at 1 April 2023 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>							
<b>Designated funds</b>							
Bryson funds	11,000	-	-	-	(11,000)	-	-
	<b>11,000</b>	-	-	-	<b>(11,000)</b>	-	-
<b>General Funds</b>							
Unrestricted funds	8,883,881	33,670,122	(33,004,507)	(221,996)	594,705	202,280	10,124,485
Premises revaluation reserve	2,068,914	-	-	-	-	-	2,068,914
Endowment funds	331,610	-	-	-	-	-	331,610
Investment revaluation reserve	592,625	-	-	-	(592,625)	-	-
	<b>11,877,030</b>	<b>33,670,122</b>	<b>(33,004,507)</b>	<b>(221,996)</b>	<b>2,080</b>	<b>202,280</b>	<b>12,525,009</b>
<b>Total unrestricted reserves</b>	<b>11,888,030</b>	<b>33,670,122</b>	<b>(33,004,507)</b>	<b>(221,996)</b>	<b>(8,920)</b>	<b>202,280</b>	<b>12,525,009</b>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**

For the year ended 31 March 2024

**21. Statement of funds (continued)**

	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
<b>Restricted funds</b>							
Miscellaneous Trusts	4,507	-	-	-	(1,000)	-	3,507
Mason Bibby	500	-	-	-	-	-	500
Jaffe	4,931	-	-	-	-	-	4,931
Energy fund	6,737	43,850	(43,850)	-	-	-	6,737
Play Resource	-	48,474	(48,474)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	6,021	-	-	-	9,920	-	15,941
UK Prosperity	-	789,968	(789,968)	-	-	-	-
Department of Communities	117,558	2,660,436	(2,498,819)	-	-	-	279,175
DARE	(3,852)	-	-	-	-	-	(3,852)
FCI	90,000	-	-	-	-	-	90,000
Migrants advice	15,379	84,640	(77,918)	-	-	-	22,101
NIHE Floating fund	-	85,170	(82,031)	-	-	-	3,139
Choice Housing	18,891	35,889	(32,313)	-	-	-	22,467
CLERI/ Root Cause	14,782	4,580,269	(4,580,269)	-	-	-	14,782
Bridges to progression	-	19,761	(19,761)	-	-	-	-
Family and Childcare	-	851,822	(851,822)	-	-	-	-
Students unit	-	183,153	(183,153)	-	-	-	-
Domestic Care	-	3,960	(3,960)	-	-	-	-
OCN Grant Income	-	2,596	(2,596)	-	-	-	-
Other	(2,371)	-	-	-	-	-	(2,371)
	<b>312,693</b>	<b>9,389,988</b>	<b>(9,214,934)</b>	<b>-</b>	<b>8,920</b>	<b>-</b>	<b>496,667</b>
<b>Total funds</b>	<b>12,200,723</b>	<b>43,060,110</b>	<b>(42,219,441)</b>	<b>(221,996)</b>	<b>-</b>	<b>202,280</b>	<b>13,021,676</b>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**21. Statement of funds (continued)**

Charity	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
<b>Designated funds</b>							
Designated funds	-	-	-	-	-	-	-
Bryson funds	11,000	-	-	-	(11,000)	-	-
	<b>11,000</b>	-	-	-	<b>(11,000)</b>	-	-
<b>General Funds</b>							
Unrestricted funds	4,563,581	1,806,905	(2,389,890)	-	602,498	202,280	4,785,374
Investment revaluation reserve	2,663,212	-	-	-	(594,298)	-	2,068,914
	<b>7,226,793</b>	<b>1,806,905</b>	<b>(2,389,890)</b>	-	<b>8,200</b>	<b>202,280</b>	<b>6,854,288</b>
<b>Total unrestricted funds</b>	<b>7,237,793</b>	<b>1,806,905</b>	<b>(2,389,890)</b>	-	<b>(2,800)</b>	<b>202,280</b>	<b>6,854,288</b>
<b>Restricted funds</b>							
CLERI	-	4,580,269	(4,580,269)	-	-	-	-
Miscellaneous Trusts	5,507	-	-	-	(1,000)	-	4,507
Mason Bibby	-	-	-	-	400	-	400
Jaffa	-	-	-	-	3,400	-	3,400
	<b>5,507</b>	<b>4,580,269</b>	<b>(4,580,269)</b>	-	<b>2,800</b>	-	<b>8,307</b>
<b>Total funds</b>	<b>7,243,300</b>	<b>6,387,174</b>	<b>(6,970,159)</b>	-	-	<b>202,280</b>	<b>6,862,595</b>

**Bryson Charitable Group**  
(A company limited by guarantee)

**Notes to the financial statements**  
For the year ended 31 March 2024

**22. Summary of funds**

Group	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
Designated funds	11,000	-	-	-	(11,000)	-	-
General funds	11,877,030	33,670,122	(33,004,507)	(221,996)	2,080	202,280	12,525,009
Restricted funds	312,693	9,389,988	(9,214,934)	-	8,920	-	496,667
	<b>12,200,723</b>	<b>43,060,110</b>	<b>(42,219,441)</b>	<b>(221,996)</b>	<b>-</b>	<b>202,280</b>	<b>13,021,676</b>

Charity	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
Designated funds	11,000	-	-	-	(11,000)	-	-
General funds	7,226,793	1,806,905	(2,389,890)	-	8,200	202,280	6,854,288
Restricted funds	5,507	4,580,269	(4,580,269)	-	2,800	-	8,307
	<b>7,243,300</b>	<b>6,387,174</b>	<b>6,970,159</b>	<b>-</b>	<b>-</b>	<b>202,280</b>	<b>6,862,595</b>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**23. Analysis of net assets between funds**

<b>Group</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	8,571,029	8,571,029
Intangible fixed assets	-	(193,906)	(193,906)
Fixed asset investments	-	3,436,701	3,436,701
Trade investments	-	17,326	17,326
Current assets	2,255,755	9,574,590	11,830,345
Creditors due within one year	(1,759,088)	(7,079,201)	(8,838,289)
Creditors due in more than one year	-	(1,144,175)	(1,144,175)
Provisions for liabilities and charges	-	(657,335)	(657,355)
<b>Total</b>	<b>496,667</b>	<b>12,525,009</b>	<b>13,021,676</b>

<b>Charity</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	2,132,639	2,132,639
Fixed asset investments	-	5,686,701	5,686,701
Current assets	1,971,462	244,934	2,216,396
Creditors due within one year	(1,963,155)	(1,209,986)	(3,173,141)
<b>Total</b>	<b>8,307</b>	<b>6,854,288</b>	<b>6,862,595</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****24. Reconciliation of net movement in funds to net cash flow from operating activities**

	Group 2024	Group 2023
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	820,953	1,505,886
<b>Adjustments for:</b>		
Depreciation charges	996,267	871,160
Taxation charge	221,996	114,801
Gain on disposal of fixed assets	-	(8,600)
(Gain)/loss on investments	(202,280)	193,548
Decrease in stocks	10,354	8,823
(Increase)/Decrease in debtors	(188,624)	(343,624)
Increase/(Decrease) in creditors	911,167	1,915,583
Interest payable	-	5,820
Amortisation of goodwill	(82,356)	(80,072)
Net cash generated from operating activities	<u>2,487,477</u>	<u>4,183,325</u>

**25. Analysis of cash and cash equivalents**

	Group 2024	Group 2023
	£	£
Cash in hand	7,025,263	5,675,649
Overdraft facility repayable on demand	(1,132)	(3,616)
	<u>7,024,131</u>	<u>5,672,033</u>

**26. Analysis of changes in net debt**

	At 1 April 2024	Cash flows	New Finance lease	At 31 March 2024
	£	£	£	£
Cash at bank and in hand	5,675,649	1,349,614	-	7,025,263
Bank overdrafts repayable on demand	(3,616)	2,484	-	(1,132)
Finance leases	(1,044,203)	402,305	(1,203,178)	(1,845,076)
	<u>4,627,830</u>	<u>1,754,403</u>	<u>(1,203,178)</u>	<u>5,179,055</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 27. Analysis of changes in deferred income

	At 1 April 2023	Increase	At 31 March 2024
	£	£	£
Deferred income	1,641,580	261,034	1,902,614

During the year ended 31 March 2024, the group recognised revenue of £ 1,641,580 from the previously recognised deferred income.

The difference between the opening and closing balances of the group's deferred income primarily results from the timing difference between the charity's performance and the customer's billing.

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £56,364 (2023: £ 37,801)  
Group - £534,494 (2023: £ 478,931)

The balance unpaid at the year-end amounted to:

Charity - £9,402 (2023: £8,171)  
Group - £ 110, 947 (2023: £106,320)

### 29. Operating lease commitments

At 31 March 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Not later than 1 year	362,567	219,449	4,860	4,860
Later than 1 year and not later than 5 years	811,189	176,819	1,620	6,480
Late than 5 years	287,630	-	-	-
	<u>1,461,386</u>	<u>396,268</u>	<u>6,480</u>	<u>11,340</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**30. Finance lease commitments:**

Minimum lease payments under hire purchase fall due as follows:

	Group 2024 £	Group 2023 £
Within one year	700,902	371,789
Between 1 - 5 years	1,144,175	672,414
	<u>1,845,077</u>	<u>1,044,203</u>

There were no amounts repayable under hire purchase agreements in the charity

**31. Related party transactions**

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2024.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

**32. Post balance sheet events**

There have been no significant post balance sheet events affecting the group since the year-end.

### 32. Principal subsidiaries

The following were subsidiary undertakings of the Charity:

Names	Company number	Charity registration number	Registered office or principal place of business	Principal activity	Class of shares	Holding
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%
Bryson Lagansports	NI028941	NIC100144	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Outdoor activities	Ordinary	100%
Bryson Intercultural	NI034882	NIC102679	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Social action activities for minority groups	Ordinary	100%

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Annual report

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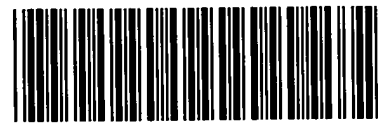
# Financial Statements Bryson Charitable Group

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For the year ended 31 March 2024

Registered number: NI001319  
Charity number: NIC101396

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**Bryson Charitable Group**  
**(A company limited by guarantee)**

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**Bryson Charitable Group**

**(A company limited by guarantee)**

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2024**

<b>Trustees</b>	P Elliott, Chair S Curragh, Hon. Treasurer L Brown (resigned 30 June 2023) E Joudeh N Quigley (appointed 1 August 2023) D Hughes (appointed 1 April 2023) J Houston (resigned 30 September 2023) N Meier D Baker (appointed 1 August 2023) G Carson (appointed 1 October 2023)
<b>Company registered number</b>	NI001319
<b>Charity registered number</b>	NIC101396
<b>Registered office</b>	2 Rivers Edge 13-15 Ravenhill Road Belfast Co. Antrim BT6 8DN
<b>Independent auditors</b>	Grant Thornton (NI) LLP Chartered Accountants & Statutory Auditor 12 - 15 Donegall Square West Belfast BT1 6JH
<b>Bankers</b>	AIB 11 - 15 Donegall Square North Belfast BT1 5JA  Danske Bank Donegall Square West Belfast BT1 6JS
<b>Solicitors</b>	Tughans The Ewart 3 Bedford Square Belfast BT2 7EP

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report For the year ended 31 March 2024**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Head of HR	Gail Wright (appointed 14 August 2023)
Director of Recycling	Eric Randall (resigned 30 September 2023)
Interim Director of Recycling	Katy Fulton (appointed 23 May 2023)
Director of Care	Jo Marley (stood down 31 March 2024)
Interim Director of Care	Joanne Neill (appointed 1 January 2024)
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell

#### **Objectives and Activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.

## **Bryson Charitable Group**

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### **Trustees' annual report**

**For the year ended 31 March 2024**

13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household item.
14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

And without prejudice to the generality of the foregoing other charitable purposes, for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development; and
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries, two charitable and one trading company. These were as follows:

#### **Charitable Subsidiary Companies:**

Bryson Care – services to families and older people.

1. Bryson Energy – providing leadership, advice, support and installation of energy saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders. Promoting active living, health and well-being in inner city communities. Providing employment and training initiatives to young adults and those living with long-term unemployment.

#### **Subsidiary Social Enterprise Trading Company:**

1. Bryson Recycling – providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

#### **Achievements and Performance**

The 12 months period to 31st March 2024 the Group embarked on a new 3 year strategy and proactively delivered services and an emergency response to over 80,000 clients and recycling services to over 500,000 households, exceeding planned targets.

**Bryson Care** has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

2. Home-based personal care for vulnerable adults.
3. Home based Family support services to children and young people and their caregivers.
4. Advocacy support for adults with learning difficulties and their caregivers.
5. Housing support for Irish Travellers.
6. Advice and support to those seeking Asylum and Refuge.
7. Practice learning for student social workers.
8. A new community-based pilot 'Thriving Communities' and Emergency response to the cost of fuel crisis

## **Bryson Charitable Group**

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### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Achievements and Performance**

- Over the course of the 12-month period to 31st March 2024, Bryson Care underwent some planned organisational and structural change. In the first half of the year the Care company continued to provide high quality tertiary and early intervention Family Services to Health and Social Care Trusts and the Childcare Partnership. Crisis intervention and sustainable 'Healthy Futures' programmes delivered positive change to over 938 people. From October onwards Family Services transferred to Bryson Energy company which has responsibility for the delivery of long- term root cause interventions, where the service thrives and continues to develop community based preventative projects.
- The Asylum Advice Service, sub-contacted from Migrant Help transitioned back to them at the end of August 2023. All staff were accommodated within the new arrangements.
- Bryson Care's succession planning ensured a smooth transition in its significant leadership change, including at directorial level.
- Domiciliary Care services in Belfast and Western Health and Social care Trusts remained in great demand and we were responsive to service user needs. We received high standard Inspection reports and excellent service user and carer feedback. Our 'Rapid Response' team played a key role in timely discharge from hospital, benefiting both service users and the Belfast Trust.
- Our Independent Advocates have responded to a greater demand for their service across all five Trust areas and were highly engaged in supporting carers and service users with resettlement from Muckamore Abbey Hospital.
- The effectiveness of our ongoing support to those in greatest need impacted by the continued cost of living crisis was acknowledged by further charitable donations. As a result, Bryson Care was able to relieve the extreme financial pressures of over 14,500 households across Northern Ireland. Using our triage model we were also able to link those with multiple needs with our root cause resources.
- Our regional response to those displaced persons from Ukraine and Afghanistan continued and we were involved with our statutory and voluntary sector partners in establishing resettlement locations across a greater range of local council areas.
- Social Work education remained a central theme to our work with an increasing exposure to practice learning opportunities in community settings, which added an extra dimension to understanding collective needs.
- We continued our exciting innovative work with a renowned international expert in the field of transgenerational collective community trauma. We developed a relationship with two Belfast interface communities greatly affected by the 'Troubles' and our two active pioneer groups are very engaged in our journey towards 'Healing Together'

**Bryson Energy**, incorporated in 2010 is part of Bryson Charitable Group. The purpose of this Charity subsidiary was principally to assist fuel poverty households through Advice and Support, as well as installing measures in homes and such other charitable purposes for the benefit of the public.

Recent structural changes, through mergers, acquisitions and transfers, has widened Bryson Energy's remit. This has significantly increased reach and positive impact to best deliver on our current Strategic Vision - To make the Greatest Difference to the Greatest Need.

Over the 12-month period, to 31st March 2024, Bryson Energy has continued to deliver programme outcomes in a number of areas:

#### **Skills Based Training**

The charity has continued to deliver key training programmes such as Training for Success and Skills for Life and Work; as well as the Apprenticeship NI programmes as funded by the Department for the Economy. These programmes are of critical importance to the work of the charity in driving education and training for young people, whilst increasing skills base for employment for those at a disadvantage.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

### **Employability**

Following the closure of the European Social Funded supported Employability programmes in March 23, The Maximise Employment programme started in April 23. This programme supported economically inactive people into employment.

Additional Financial support allowed us to enhance the existing programme provision with a range of measures including Job Ready Vocational Training and IT equipment.

### **Net Zero and Home Safety**

Bryson Energy has continued to deliver and support vulnerable households with Energy Advice and Home Safety programmes such as Home Hazard & Security Programme funded by Belfast City Council and Social Supermarket Programmes funded by the Department for Communities. Starting in Sept 23; we also worked closely with Energy Company to develop and deliver a Net Zero campaign.

### **Adventure Activities**

The acquisition of the Adventure Activities provider, Pathways in February 2023 resulted in a significant expansion of our outdoor activities and courses.

### **Arts & Play**

We continued to grow our Membership base, increase our collections from businesses and enhance our Art & Play programmes funded by Belfast City Council.

### **Community Led Root Cause**

This team continued to deliver a range of bespoke programmes under the themes of Income, Education, Employment, Environment and Health. Working with local communities we identified and removed the root causes and barriers of poverty to maximise individuals' potential.

### **Children's Services**

As part of an overall strategic review within Bryson Group Children's Services programmes and staff were transferred from Bryson Care to Bryson Energy in Oct 23.

From April 24; these programmes will have fully transferred to Bryson Energy and will contribute significantly to our overall financial performance and our ability to impact those in the greatest need. Children's services include several Family Support programmes, Traveller Floating Support and 2 Sure Start programmes (with expansions).

**Bryson Recycling** is the largest social enterprise involved in recycling in the UK. Commencing in 1993 as a 'cash for cans' scheme recycling aluminum drinks, it now operates on a large geographical scale across multiple operations including the collection of household recyclables, residual waste and garden waste, the operation of a materials recovery facility, and household recycling centers. Bryson Recycling is a social enterprise, and as part of the Bryson Charitable Group, profits are re-invested into the parent charity for the delivery of services to those most in need, alleviating poverty and social disadvantage.

Over the course of the 12-month period to 31st March 2024, Bryson Recycling experienced a challenging year with fluctuating material markets. Turnover decreased to £19.6m with profit £705k, and cash stable at over £2.1m at the close of the year.

A new contract was awarded by Antrim & Newtownabbey Borough Council for the collection of residual waste. Bryson continues to build on its kerbside model of household sorting of recycling at home through the separate collection of recyclables using wheelie boxes or kerbside boxes rather than co-mingling materials. This model has a proven track record of the reduction in cost of material sorting, and higher quality of recycled material. Bryson is also transforming the Household Recycling Centre (HRC) model to ensure materials travel up the waste hierarchy into the area of reuse which is even better environmentally than recycling.

## **Bryson Charitable Group**

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### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

Over the 2023/24 year, the organisation has been building and strengthening relationships with Councils outside Northern Ireland including established contracts in ROI and Wales. This is an area which Bryson Recycling is constantly investing in with regards to strategic direction of the business.

Over the course of the financial year, Bryson Recycling:

- Collected recycling materials from 165k houses across Northern Ireland;
- Serviced approximately 260k houses through its material recycling facility in Mallusk;
- Serviced 22k houses with residual and blue bin waste collections in Antrim.
- Serviced 37k houses with residual waste collections in Newtownabbey.
- Provided a subscription garden waste collection in Wales to 52k households.
- Serviced over 58k houses at its 6 household recycling centers (HRCs) in ROI
- Serviced over 91k houses at 5 HRCs in North Wales.

Bryson Recycling also continues to work with many stakeholders across the UK in order to encourage both innovation and cost savings in their approach to waste management including local councils and households.

Having completed the first year of the newly established 3-year strategy focusing on growth & best practice within the industry and together with a strong vision to 'Recycle the Right Way', the company is instrumental in driving change in waste management to influence society in the delivery of a sustainable environmental agenda. Bryson Recycling is on track to achieving the targets set out within the 3-year strategic plan.

### **Financial Review and Results for the Year**

Bryson Charitable Group is a charity which aims to "make the greatest difference to the greatest need" in the areas of Potential, Peace and the Environment.

2023/24 was the first year of the charity's new 3 year strategy. It was another successful year in which the Charity achieved its targets and is on plan to exceed the 3 year planned targets for 2023 - 2026.

**Reach** has exceeded the 2024 target with over 80,000 people helped and over 500,000 homes served by Recycling.

**Quality and Safety** remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

**Cash** at £ 7m continued to strengthen with all group companies' cash positive.

The **Surplus** of £1m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

**Turnover** increased by £ 0.3m to £43 m impacted by turn down on commodity prices.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2024**

The highlights of the year also include:

- Emergency relief provided to over 60,000 people in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries are now debt free with stronger balance sheets and cash balances
- Over £ 5m new funding secured to help those in greatest need
- Full year impact of acquisition of Denbigh Household Recycling Centers
- Full year impact acquisition of Pathways in Bryson Energy
- Leading role in the arrival of Ukrainian Refugees
- Recruitment of 5 new Trustees and 2 new Chairs across 4 boards
- New Executive Directors in Care and Recycling
- International best practice visits to Barcelona, Austria, GB and Ireland

#### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SOFA). This annual report has been prepared on that basis.

#### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

#### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

#### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisations objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and his Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

All Trustees give of their time freely and no Trustee received remuneration in the year.

To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Remuneration Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2024**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial Management Policies**

##### **Reserves:**

Income reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities of the unrestricted fund, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans growth short to medium term and will strive to maintain and increase these levels in the coming years. A surplus financial position has been budgeted for Bryson for the 2024/25 financial year as investment in the past years with careful management has created a strong platform from which to grow, strengthen the position to tender, and provide future strong financial returns. We plan to ensure all subsidiary companies will be able to attain a level of three months expenditure as reserves in the short to medium term.

##### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance. In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against an agreed benchmark and other relevant indices. The full valuation of listed investments as at 31 March 2024 increased to £ 3.4 m (2023 : £ 3.2 m)

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Plans for Future Periods**

Bryson exists to make the greatest difference to the greatest need.

As we enter the second year of our 2023/26 strategy we are focused on ending poverty through maximising potential and recycling the most environmentally effective way.

Ending poverty is based on driving permanent improvement in Education, Health, Employment and ensuring net zero emissions are achieved in the most deprived areas first.

Recycling is also based on results – focused on delivering leading international recycling rates.

The charity's results in 2023/24 were ahead of the strategic plan.

The main actions for 2024/26 are:

1. Best practice – continue to challenge all services against leading international practice
2. Results – deliver the results which will end poverty permanently. Performance management to cover all staff and all activity
3. Funding – continue to grow both philanthropic and public sector funds through delivering a better return on investment than any alternative provider
4. Net zero – pilot and lobby for funding into houses to be prioritised into the poorest housing
5. Succession – continue to build senior leaders who can drive the charity's performance into the 2030s

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard The charity have already in the early stages of the 2024/25 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

**Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

**Trustees' Responsibilities in Relation to the Financial Statements**

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclose to our auditors**

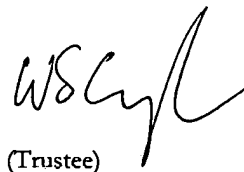
Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

Approved by order of the members of the board of Trustees on <sup>12<sup>th</sup></sup> Dec '24 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



(Trustee)

## Independent auditors' report to the Members of Bryson Charitable Group

### **Opinion**

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2024, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2024 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Neal Taylor*

Neal Taylor (Senior statutory auditor)

for and on behalf of

**Grant Thornton (NI) LLP**

Chartered Accountants & Statutory Auditor

Belfast

**Date:** 12 December 2024

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Consolidated Statement of financial activities**  
**For the year ended 31 March 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total Funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and legacies	4	3,960	1,113	5,073	118,872
Charitable activities	5	9,386,028	13,786,190	23,172,218	22,402,972
Other trading activities	6	-	19,616,596	19,616,596	20,191,666
Investments			77,336	77,336	61,989
Other income	7	-	188,887	188,887	104,526
<b>Total income</b>		<b>9,389,988</b>	<b>33,670,122</b>	<b>43,060,110</b>	<b>42,880,025</b>
<b>Expenditure on:</b>					
Raising funds	8	-	18,270,393	18,270,393	18,062,628
Charitable activities	8	9,214,934	14,734,114	23,949,048	23,003,162
<b>Total expenditure</b>		<b>9,214,934</b>	<b>33,004,507</b>	<b>42,219,441</b>	<b>41,065,790</b>
Net gains/(losses) on investments		-	202,280	202,280	(193,548)
<b>Net income before taxation</b>		<b>175,054</b>	<b>867,895</b>	<b>1,042,949</b>	<b>1,620,687</b>
Taxation	12	-	(221,996)	(221,996)	(114,801)
<b>Net income after taxation</b>		<b>175,054</b>	<b>645,899</b>	<b>820,953</b>	<b>1,505,886</b>
Transfers between funds	21	8,920	(8,920)	-	-
<b>Net movement in funds</b>		<b>183,974</b>	<b>636,979</b>	<b>820,953</b>	<b>1,505,886</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		312,693	11,888,030	12,200,723	10,694,837
Net movement in funds		183,974	636,979	820,953	1,505,886
<b>Total funds carried forward</b>		<b>496,667</b>	<b>12,525,009</b>	<b>13,021,676</b>	<b>12,200,723</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)

Registered number: NI001319

## Consolidated Statement of financial position

For the year ended 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	13	(193,906)	(276,262)
Tangible assets	14	8,571,029	7,708,378
Investments	15	<u>3,454,027</u>	<u>3,174,412</u>
		<b>11,831,150</b>	<b>10,606,528</b>
<b>Current assets</b>			
Stocks	16	69,472	79,826
Debtors	17	4,735,610	4,546,986
Cash at bank and in hand		<u>7,025,263</u>	<u>5,675,649</u>
		<b>11,830,345</b>	<b>10,302,461</b>
Creditors: amounts falling due within one year	18	<u>(8,838,289)</u>	<u>(7,600,493)</u>
<b>Net current assets</b>		<b>2,992,056</b>	<b>2,701,968</b>
<b>Total assets less current liabilities</b>		<b>14,823,206</b>	<b>13,308,496</b>
Creditors: amounts falling due after more than one year	19	(1,144,175)	(672,414)
Provisions for liabilities	20	(657,355)	(435,359)
<b>Total net assets</b>		<b>13,021,676</b>	<b>12,200,723</b>
<b>Charity funds</b>			
<b>Restricted funds:</b>			
Restricted funds		<u>496,667</u>	<u>312,693</u>
	21	496,667	312,693
Unrestricted funds	21	12,525,009	11,888,030
<b>Total funds</b>		<b>13,021,676</b>	<b>12,200,723</b>

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

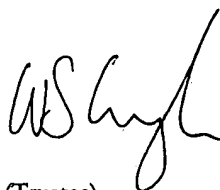
The financial statements were approved and authorised for issue by the Trustees on  
signed on their behalf by:

12<sup>th</sup> Dec '24

and



**P Elliott**  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)  
Registered number: NI001319

**Charity Statement of financial position**  
For the year ended 31 March 2024

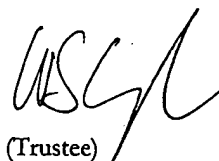
	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	2,132,639	2,252,155
Investments	15	5,686,701	5,407,086
		<u>7,819,340</u>	<u>7,659,241</u>
<b>Current assets</b>			
Debtors	17	48,825	41,883
Cash at bank and in hand		2,167,571	2,135,189
		<u>2,216,396</u>	<u>2,177,072</u>
Creditors: amounts falling due within one year	18	<u>(3,173,141)</u>	<u>(2,593,013)</u>
<b>Net current liabilities / assets</b>		<b>(956,745)</b>	<b>(415,941)</b>
<b>Total assets less current liabilities</b>		<b>6,862,595</b>	<b>7,243,300</b>
<b>Total net assets</b>		<u><b>6,862,595</b></u>	<u><b>7,243,300</b></u>
<b>Charity funds</b>			
Restricted funds	21	8,307	5,507
Unrestricted funds			
Designated funds	21	-	11,000
General funds	21	4,785,374	4,563,581
Revaluation reserve		2,068,914	2,663,212
Total unrestricted funds	21	<u>6,854,288</u>	<u>7,237,793</u>
<b>Total funds</b>		<u><b>6,862,595</b></u>	<u><b>7,243,300</b></u>

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

The financial statements were approved and authorised for issue by the Trustees on 12<sup>th</sup> Dec '24 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)

  
(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Consolidated statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash generated in operating activities	24	2,487,477	4,183,325
<b>Cash flows from investing activities</b>			
Proceeds from the sale of tangible fixed assets		-	8,600
Purchase of tangible fixed assets		(1,858,918)	(678,528)
Purchase of cash investments		(155,414)	(141,248)
Proceeds of disposal of cash investments		78,079	79,259
<b>Net cash (used in)/provided by investing activities</b>		<b>(1,936,253)</b>	<b>(731,917)</b>
<b>Cash flows from financing activities</b>			
Movement in finance leases		800,874	(178,386)
<b>Net cash used in financing activities</b>		<b>800,874</b>	<b>(178,386)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>1,352,098</b>	<b>3,273,022</b>
Cash and cash equivalents at the beginning of the year		5,672,033	2,399,011
<b>Cash and cash equivalents at the end of the year</b>	26	<b>7,024,131</b>	<b>5,672,033</b>

The notes on pages 21 to 52 form part of these financial statements

## Notes to the financial statements

For the year ended 31 March 2024

### 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

### 2. Accounting policies

#### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 (SORP)'.

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.2 Basis of consolidation**

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £ 380,705.

#### **2.3 Going concern**

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

#### **2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## Notes to the financial statements

For the year ended 31 March 2024

### 2. Accounting policies (continued)

#### 2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

#### 2.6 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

#### 2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.8 Intangible assets and amortisation**

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 2. Accounting policies (continued)

#### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

#### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

#### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.12 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **2.13 Cash at bank and in hand**

Cash at bank and 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.

#### **2.14 Liabilities and provisions**

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### **2.15 Deferred taxation**

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### **2.16 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.17 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### **2.18 Operating leases**

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### **2.19 Pensions**

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### **2.20 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### **2.21 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

#### **a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

#### **b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

#### **c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**4. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Donations	-	1,113	1,113
Grants	3,960	-	3,960
<b>Total 2024</b>	<b>3,960</b>	<b>1,113</b>	<b>5,073</b>

**4. Income from donations and legacies**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Donations	-	87,707	87,707
Grants	506	30,659	31,165
<b>Total 2023</b>	<b>506</b>	<b>118,366</b>	<b>118,872</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**5. Income from charitable activities**

	Restricted funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Advocacy	-	241,780	241,780
Bridges to progression	19,761	-	19,761
Choice Housing	35,889	-	35,889
CLERI/ Root Cause	4,580,269	-	4,580,269
Department of Communities	2,660,436	-	2,660,436
Elderly Care	-	10,282,497	10,282,497
Energy Scheme	43,850	126,687	170,537
European Projects	-	15,440	15,440
European Social Fund	-	22,823	22,823
Family and Childcare	851,822	602,820	1,454,642
General income	-	456,554	456,554
Migrants advice	84,640	-	84,640
NI Housing Executive floating support	85,170	-	85,170
OCN Grant Income	2,596	-	2,596
Play Resource	48,474	102,323	150,797
Skills for Life and Work	-	1,865,147	1,865,147
Students unit	183,153	2,600	185,753
UK Prosperity	789,968	67,519	857,487
<b>Total 2024</b>	<b>9,386,028</b>	<b>13,786,190</b>	<b>23,172,218</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****5. Income from charitable activities**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Advocacy	-	228,475	228,475
Adults core	-	67,460	67,460
Bridges to progression	5,000	-	5,000
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Cost of Living Emergency Relief Initiative	3,932,642	-	3,932,642
Department for Communities	2,188,401	37,967	2,226,368
Directors office	-	159,271	159,271
Elderly care	-	9,700,646	9,700,646
Energy scheme	46,926	142,753	189,679
European projects	-	92,000	92,000
European social fund	-	225,363	225,363
EVE	-	150,652	150,652
Family and childcare	851,666	801,359	1,653,025
Fuel Crisis Initiative	90,000	-	90,000
General income	30,000	202,830	232,830
Migrant Help	145,773	-	145,773
NI Housing Executive floating support	88,301	-	88,301
Other	3,000	5,340	8,340
Play resource	90,749	146,942	237,691
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Training for success	-	1,940,680	1,940,680
<b>Total 2023</b>	<b>8,374,092</b>	<b>14,028,880</b>	<b>22,402,972</b>

**6. Income from other trading activities****Income from non-charitable trading activities**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Sales – Bryson Recycling	19,616,596	19,616,596

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Sales – Bryson Recycling	20,191,666	20,191,666

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**7. Other incoming resources**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Other operating income	94,351	94,351
Negative goodwill amortisation	94,536	94,536
<b>Total 2024</b>	<b>188,887</b>	<b>188,887</b>

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Other operating income	9,990	9,990
Negative goodwill amortisation	94,536	94,536
<b>Total 2023</b>	<b>104,526</b>	<b>104,526</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****8. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Raising funds	18,270,393	-	18,270,393
Charitable activities	22,844,019	-	22,844,019
Staff costs	-	1,007,529	1,007,529
Governance costs	-	97,500	97,500
<b>Total 2024</b>	<b>41,114,412</b>	<b>1,105,029</b>	<b>42,219,441</b>

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Raising funds	18,062,628	-	18,062,628
Charitable activities	22,007,845	-	22,007,845
Staff costs	-	915,936	915,936
Governance costs	-	79,381	79,381
<b>Total 2023</b>	<b>40,070,473</b>	<b>995,317</b>	<b>41,065,790</b>

**9. Operating surplus**

The operating surplus/(deficit) is stated after charging:

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Auditor's remuneration	70,000	60,000	15,556	13,333
Operating lease rental expenses	285,899	159,655	-	-
Interest on bank loans and overdrafts	5,911	5,820	1,051	2,831
Depreciation	996,267	871,160	131,479	135,412
Amortisation of negative goodwill	(82,256)	(80,702)	-	-
Gain on disposal of fixed assets	-	(8,600)	-	-
Exchange differences	13,039	(3,222)	-	-

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****10. Staff costs**

	<b>Group</b>	<b>Group</b>	<b>Charity</b>	<b>Charity</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Wages and salaries	<b>21,214,375</b>	19,557,115	<b>1,231,919</b>	1,124,733
Social security costs	<b>1,780,330</b>	1,671,165	<b>128,779</b>	152,347
Defined contribution pension schemes	<b>534,810</b>	478,931	<b>56,374</b>	37,801
Other Compensation-redundancy cost	<b>44,000</b>	-	<b>44,000</b>	-
	<b>23,573,515</b>	<b>21,707,211</b>	<b>1,461,072</b>	<b>1,314,881</b>

The average number of persons employed by the Charity during the year was as follows:

	<b>Group</b>	<b>Group</b>
	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Bryson Charitable Group	<b>31</b>	30
Bryson Energy	<b>93</b>	40
Bryson Care	<b>593</b>	662
Bryson Recycling	<b>333</b>	339
	<b>1,050</b>	<b>1,071</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****10. Staff costs (continued)**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	5	-
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1
In the band £140,001 - £150,000	1	-

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £ 420,556 (2023: £449,031).

The total compensation paid to key management personnel for services provided to the Group was £ 1,128,567 (2023: £1,139,120).

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL-).

During the year ended 31 March 2024, expenses reimbursed to Trustees were £1,652 (2023 - £1,612).

**12. Taxation**

	2024 £	2023 £
<b>Corporation tax</b>		
Current tax on profits for the year	-	38,254
Adjustments in respect of previous periods	-	(6,340)
<b>Total current tax</b>	<u>-</u>	<u>31,914</u>
<b>Deferred tax</b>		
Origination and reversal of timing differences	221,996	82,887
<b>Total deferred tax</b>	<u>221,996</u>	<u>82,887</u>
<b>Taxation on net income/(expenditure)</b>	<u>221,996</u>	<u>114,801</u>

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### 12. Taxation (continued)

The tax assessed for the year is lower than (2023 – lower than) the standard rate of corporation tax in the UK of 25% (2023 - 19%). The differences are explained below:

	2024 £	2023 £
Net (expenditure)/income before tax	<u>1,054,086</u>	<u>1,620,687</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 25% (2023 - 19%).	<u>263,522</u>	<u>307,931</u>
<b>Effects of:</b>		
Effect of expenses not deductible for tax purposes	71,985	36,483
Adjustments to tax charge in respect of prior periods	-	17,165
Income not taxable for tax purposes	(28,903)	38,222
Gift aid not taxable for tax purposes	(250,000)	(285,000)
Deferred tax not recognised	165,392	-
<b>Total tax charge for the year</b>	<u><b>221,996</b></u>	<u><b>114,801</b></u>

#### Factors that may affect future tax charges

The standard rate of UK Corporation Tax remained at 19% until 31 March 2023. The Finance Act 2021 increased this from 19% to 25% from 1 April 2023. In summary, the rate of corporation tax from 1 April 2023 has increased to 25% for companies generating taxable profits of more than £250,000. The 19% tax rate will continue to apply to 'small' companies with profits less than £50,000, with a 'taper relief rate' for those companies with profits between the new thresholds. Deferred tax assets and liabilities have been recognised using the tax rates applicable for the date the assets and liabilities are expected to reverse.

## Notes to the financial statements

For the year ended 31 March 2024

### 13. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2023	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2024</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2023	21,315	(181,194)	(159,879)
Charge for the year	12,180	(94,536)	(82,356)
<b>At 31 March 2024</b>	<b>33,495</b>	<b>(275,730)</b>	<b>(242,235)</b>
<b>Net book value</b>			
<b>At 31 March 2024</b>	<b>3,045</b>	<b>(196,951)</b>	<b>(193,906)</b>
At 31 March 2023	15,225	(291,487)	(276,262)

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Tangible fixed assets**

<b>Group</b>	<b>Freehold property</b>	<b>Plant and machinery</b>	<b>Motor vehicles</b>	<b>Fixtures and fittings</b>	<b>Office equipment</b>	<b>Assets under construction</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>							
At 1 April 2023	6,255,094	5,201,080	3,578,749	1,411,500	571,998	11,206	17,029,627
Additions	15,467	276,402	1,297,984	37,432	242,839	6,023	1,876,147
Disposals	-	-	-	-	-	-	-
Capitalized	-	-	-	-	-	(17,229)	(17,229)
<b>At 31 March 2024</b>	<b>6,270,561</b>	<b>5,477,482</b>	<b>4,876,733</b>	<b>1,448,932</b>	<b>814,837</b>	<b>-</b>	<b>18,888,545</b>
<b>Depreciation</b>							
At 1 April 2023	438,677	4,418,405	2,849,845	1,358,930	255,392	-	9,321,249
Charge for the year	105,059	231,387	461,329	51,533	146,959	-	996,267
On disposals	-	-	-	-	-	-	-
<b>At 31 March 2024</b>	<b>543,736</b>	<b>4,649,792</b>	<b>3,311,174</b>	<b>1,410,463</b>	<b>402,351</b>	<b>-</b>	<b>10,317,516</b>
<b>Net book value</b>							
<b>At 31 March 2024</b>	<b>5,726,825</b>	<b>827,690</b>	<b>1,565,559</b>	<b>38,469</b>	<b>412,486</b>	<b>-</b>	<b>8,571,029</b>
<b>At 31 March 2023</b>	<b>5,816,417</b>	<b>782,675</b>	<b>728,904</b>	<b>52,570</b>	<b>316,606</b>	<b>11,206</b>	<b>7,708,378</b>

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2024, the net book value of these assets was £ 330,233 (2023: £ 695,457). Depreciation of £ 365,224 (2023: £ 406,874) was charged on these assets in the year.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Tangible fixed assets (continued)****Charity**

	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 April 2023	2,271,979	184,901	178,309	2,635,189
Additions	-	-	11,963	11,963
Disposals	-	-	-	-
<b>At 31 March 2024</b>	<b>2,271,979</b>	<b>184,901</b>	<b>190,272</b>	<b>2,647,152</b>
<b>Depreciation</b>				
At 1 April 2023	134,262	138,225	110,547	383,034
Charge for the year	49,121	42,544	39,814	131,479
<b>At 31 March 2024</b>	<b>183,383</b>	<b>180,769</b>	<b>150,361</b>	<b>514,513</b>
<b>Net book value</b>				
<b>At 31 March 2024</b>	<b>2,088,596</b>	<b>4,132</b>	<b>39,911</b>	<b>2,132,639</b>
At 31 March 2023	2,137,717	46,676	67,762	2,252,155

**15. Fixed asset investments**

<b>Group</b>	Listed investments £	Trade investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2023	3,157,086	17,326	3,174,412
Additions	77,335	-	77,335
Recognised gains/(losses)	202,280	-	202,280
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>
<b>Net book value</b>			
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>
At 31 March 2023	3,157,086	17,326	3,174,412

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

**15. Fixed asset investments (continued)**

Charity	Investments in subsidiary companies £	Listed investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2023	2,250,000	3,157,086	5,407,086
Additions	-	77,335	77,335
Recognised gains/(loss)	-	202,280	202,280
<b>At 31 March 2024</b>	<b>2,250,000</b>	<b>3,436,701</b>	<b>5,686,701</b>
<b>Net book value</b>			
At 31 March 2024	2,250,000	3,436,701	5,686,701
At 31 March 2023	2,250,000	3,157,086	5,407,086

Refer to note 34 for further information regarding the subsidiaries.

**16. Stocks**

	Group 2024 £	Group 2023 £
Finished Goods	69,472	79,826

**17. Debtors**

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
<b>Due within one year</b>				
Trade debtors	2,848,609	2,618,371	-	-
Other debtors	100,227	8,318	173	198
Prepayments and accrued income	1,818,688	1,920,297	48,652	41,685
	<b>4,767,524</b>	<b>4,546,986</b>	<b>48,825</b>	<b>41,883</b>

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## Notes to the financial statements

For the year ended 31 March 2024

**18. Creditors: Amounts falling due within one year**

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Bank overdrafts	1,132	3,616	-	-
Trade creditors	1,619,931	1,490,285	2,361	37,931
Corporation tax	31,914	18,356	-	-
Amounts owed to group undertakings	-	-	1,236,284	854,806
Other taxation and social security	991,516	791,861	236,631	234,794
Obligations under finance lease and hire purchase contracts	700,902	371,789	-	-
Other creditors	222,558	196,318	2,245	5,627
Accruals and deferred income	5,302,250	4,728,268	1,695,620	1,459,855
	<u>8,870,203</u>	<u>5,666,554</u>	<u>3,173,141</u>	<u>2,593,013</u>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly, there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

**19. Creditors: Amounts falling due after more than one year**

	Group 2024 £	Group 2023 £
Net obligations under finance lease and hire purchase contracts	<u>1,144,175</u>	<u>672,414</u>

There are no creditors falling due after more than one year in the charity.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 20. Deferred taxation

**Group**

	2024	2023
	£	£
At the beginning of the year	435,359	352,472
Charge for the year	221,996	82,887
	<u>657,335</u>	<u>435,359</u>

The deferred tax balance is made up as follows:

	<b>Group</b>	<b>Group</b>
	<b>2024</b>	<b>2023</b>
	£	£
Accelerated capital allowances	657,335	440,477
Tax losses carried forward	-	(5,118)
Losses and other deductions	-	-
	<u>657,335</u>	<u>435,359</u>

**Bryson Charitable Group**  
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**Notes to the financial statements**  
For the year ended 31 March 2024

**21. Statement of funds**

Group	Balance at 1 April 2023 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>							
<b>Designated funds</b>							
Bryson funds	11,000	-	-	-	(11,000)	-	-
	<u>11,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(11,000)</u>	<u>-</u>	<u>-</u>
<b>General Funds</b>							
Unrestricted funds	8,883,881	33,670,122	(33,004,507)	(221,996)	594,705	202,280	10,124,485
Premises revaluation reserve	2,068,914	-	-	-	-	-	2,068,914
Endowment funds	331,610	-	-	-	-	-	331,610
Investment revaluation reserve	592,625	-	-	-	(592,625)	-	-
	<u>11,877,030</u>	<u>33,670,122</u>	<u>(33,004,507)</u>	<u>(221,996)</u>	<u>2,080</u>	<u>202,280</u>	<u>12,525,009</u>
<b>Total unrestricted reserves</b>	<u>11,888,030</u>	<u>33,670,122</u>	<u>(33,004,507)</u>	<u>(221,996)</u>	<u>(8,920)</u>	<u>202,280</u>	<u>12,525,009</u>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**

For the year ended 31 March 2024

**21. Statement of funds (continued)**

	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
<b>Restricted funds</b>							
Miscellaneous Trusts	4,507	-	-	-	(1,000)	-	3,507
Mason Bibby	500	-	-	-	-	-	500
Jaffe	4,931	-	-	-	-	-	4,931
Energy fund	6,737	43,850	(43,850)	-	-	-	6,737
Play Resource	-	48,474	(48,474)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	6,021	-	-	-	9,920	-	15,941
UK Prosperity	-	789,968	(789,968)	-	-	-	-
Department of Communities	117,558	2,660,436	(2,498,819)	-	-	-	279,175
DARE	(3,852)	-	-	-	-	-	(3,852)
FCI	90,000	-	-	-	-	-	90,000
Migrants advice	15,379	84,640	(77,918)	-	-	-	22,101
NIHE Floating fund	-	85,170	(82,031)	-	-	-	3,139
Choice Housing	18,891	35,889	(32,313)	-	-	-	22,467
CLERI/ Root Cause	14,782	4,580,269	(4,580,269)	-	-	-	14,782
Bridges to progression	-	19,761	(19,761)	-	-	-	-
Family and Childcare	-	851,822	(851,822)	-	-	-	-
Students unit	-	183,153	(183,153)	-	-	-	-
Domestic Care	-	3,960	(3,960)	-	-	-	-
OCN Grant Income	-	2,596	(2,596)	-	-	-	-
Other	(2,371)	-	-	-	-	-	(2,371)
	<b>312,693</b>	<b>9,389,988</b>	<b>(9,214,934)</b>	<b>-</b>	<b>8,920</b>	<b>-</b>	<b>496,667</b>
<b>Total funds</b>	<b>12,200,723</b>	<b>43,060,110</b>	<b>(42,219,441)</b>	<b>(221,996)</b>	<b>-</b>	<b>202,280</b>	<b>13,021,676</b>

**Bryson Charitable Group**  
(A company limited by guarantee)

**Notes to the financial statements**  
For the year ended 31 March 2024

**21. Statement of funds (continued)**

Charity	Balance at 1 April 2023 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2024 £
<b>Designated funds</b>							
Designated funds	-	-	-	-	-	-	-
Bryson funds	11,000	-	-	-	(11,000)	-	-
	<b>11,000</b>	-	-	-	<b>(11,000)</b>	-	-
<b>General Funds</b>							
Unrestricted funds	4,563,581	1,806,905	(2,389,890)	-	602,498	202,280	4,785,374
Investment revaluation reserve	2,663,212	-	-	-	(594,298)	-	2,068,914
	<b>7,226,793</b>	<b>1,806,905</b>	<b>(2,389,890)</b>	-	<b>8,200</b>	<b>202,280</b>	<b>6,854,288</b>
<b>Total unrestricted funds</b>	<b>7,237,793</b>	<b>1,806,905</b>	<b>(2,389,890)</b>	-	<b>(2,800)</b>	<b>202,280</b>	<b>6,854,288</b>
<b>Restricted funds</b>							
CLERI	-	4,580,269	(4,580,269)	-	-	-	-
Miscellaneous Trusts	5,507	-	-	-	(1,000)	-	4,507
Mason Bibby	-	-	-	-	400	-	400
Jaffa	-	-	-	-	3,400	-	3,400
	<b>5,507</b>	<b>4,580,269</b>	<b>(4,580,269)</b>	-	<b>2,800</b>	-	<b>8,307</b>
<b>Total funds</b>	<b>7,243,300</b>	<b>6,387,174</b>	<b>(6,970,159)</b>	-	-	<b>202,280</b>	<b>6,862,595</b>

**Bryson Charitable Group**  
(A company limited by guarantee)

**Notes to the financial statements**  
For the year ended 31 March 2024

**22. Summary of funds**

Group	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
Designated funds	11,000	-	-	-	(11,000)	-	-
General funds	11,877,030	33,670,122	(33,004,507)	(221,996)	2,080	202,280	12,525,009
Restricted funds	312,693	9,389,988	(9,214,934)	-	8,920	-	496,667
	<b>12,200,723</b>	<b>43,060,110</b>	<b>(42,219,441)</b>	<b>(221,996)</b>	<b>-</b>	<b>202,280</b>	<b>13,021,676</b>

Charity	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
Designated funds	11,000	-	-	-	(11,000)	-	-
General funds	7,226,793	1,806,905	(2,389,890)	-	8,200	202,280	6,854,288
Restricted funds	5,507	4,580,269	(4,580,269)	-	2,800	-	8,307
	<b>7,243,300</b>	<b>6,387,174</b>	<b>6,970,159</b>	<b>-</b>	<b>-</b>	<b>202,280</b>	<b>6,862,595</b>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**23. Analysis of net assets between funds**

<b>Group</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	8,571,029	8,571,029
Intangible fixed assets	-	(193,906)	(193,906)
Fixed asset investments	-	3,436,701	3,436,701
Trade investments	-	17,326	17,326
Current assets	2,255,755	9,574,590	11,830,345
Creditors due within one year	(1,759,088)	(7,079,201)	(8,838,289)
Creditors due in more than one year	-	(1,144,175)	(1,144,175)
Provisions for liabilities and charges	-	(657,335)	(657,355)
<b>Total</b>	<b>496,667</b>	<b>12,525,009</b>	<b>13,021,676</b>

<b>Charity</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	2,132,639	2,132,639
Fixed asset investments	-	5,686,701	5,686,701
Current assets	1,971,462	244,934	2,216,396
Creditors due within one year	(1,963,155)	(1,209,986)	(3,173,141)
<b>Total</b>	<b>8,307</b>	<b>6,854,288</b>	<b>6,862,595</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****24. Reconciliation of net movement in funds to net cash flow from operating activities**

	Group 2024	Group 2023
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	820,953	1,505,886
<b>Adjustments for:</b>		
Depreciation charges	996,267	871,160
Taxation charge	221,996	114,801
Gain on disposal of fixed assets	-	(8,600)
(Gain)/loss on investments	(202,280)	193,548
Decrease in stocks	10,354	8,823
(Increase)/Decrease in debtors	(188,624)	(343,624)
Increase/(Decrease) in creditors	911,167	1,915,583
Interest payable	-	5,820
Amortisation of goodwill	(82,356)	(80,072)
Net cash generated from operating activities	<u>2,487,477</u>	<u>4,183,325</u>

**25. Analysis of cash and cash equivalents**

	Group 2024	Group 2023
	£	£
Cash in hand	7,025,263	5,675,649
Overdraft facility repayable on demand	(1,132)	(3,616)
	<u>7,024,131</u>	<u>5,672,033</u>

**26. Analysis of changes in net debt**

	At 1 April 2024	Cash flows	New Finance lease	At 31 March 2024
	£	£	£	£
Cash at bank and in hand	5,675,649	1,349,614	-	7,025,263
Bank overdrafts repayable on demand	(3,616)	2,484	-	(1,132)
Finance leases	(1,044,203)	402,305	(1,203,178)	(1,845,076)
	<u>4,627,830</u>	<u>1,754,403</u>	<u>(1,203,178)</u>	<u>5,179,055</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 27. Analysis of changes in deferred income

	At 1 April 2023	Increase	At 31 March 2024
	£	£	£
Deferred income	1,641,580	261,034	1,902,614

During the year ended 31 March 2024, the group recognised revenue of £ 1,641,580 from the previously recognised deferred income.

The difference between the opening and closing balances of the group's deferred income primarily results from the timing difference between the charity's performance and the customer's billing.

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £56,364 (2023: £ 37,801)  
Group - £534,494 (2023: £ 478,931)

The balance unpaid at the year-end amounted to:

Charity - £9,402 (2023: £8,171)  
Group - £ 110, 947 (2023: £106,320)

### 29. Operating lease commitments

At 31 March 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Not later than 1 year	362,567	219,449	4,860	4,860
Later than 1 year and not later than 5 years	811,189	176,819	1,620	6,480
Late than 5 years	287,630	-	-	-
	<b>1,461,386</b>	<b>396,268</b>	<b>6,480</b>	<b>11,340</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**30. Finance lease commitments:**

Minimum lease payments under hire purchase fall due as follows:

	Group 2024 £	Group 2023 £
Within one year	700,902	371,789
Between 1 - 5 years	1,144,175	672,414
	<u>1,845,077</u>	<u>1,044,203</u>

There were no amounts repayable under hire purchase agreements in the charity

**31. Related party transactions**

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2024.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

**32. Post balance sheet events**

There have been no significant post balance sheet events affecting the group since the year-end.

### 32. Principal subsidiaries

The following were subsidiary undertakings of the Charity:

Names	Company number	Charity registration number	Registered office or principal place of business	Principal activity	Class of shares	Holding
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%
Bryson Lagansports	NI028941	NIC100144	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Outdoor activities	Ordinary	100%
Bryson Intercultural	NI034882	NIC102679	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Social action activities for minority groups	Ordinary	100%

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Annual return

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# Financial Statements

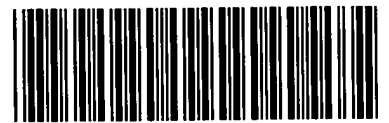
## Bryson Charitable Group

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For the year ended 31 March 2024

Registered number: NI001319  
Charity number: NIC101396

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**Bryson Charitable Group**  
**(A company limited by guarantee)**

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**Bryson Charitable Group**

**(A company limited by guarantee)**

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2024**

<b>Trustees</b>	P Elliott, Chair S Curragh, Hon. Treasurer L Brown (resigned 30 June 2023) E Joudeh N Quigley (appointed 1 August 2023) D Hughes (appointed 1 April 2023) J Houston (resigned 30 September 2023) N Meier D Baker (appointed 1 August 2023) G Carson (appointed 1 October 2023)
<b>Company registered number</b>	NI001319
<b>Charity registered number</b>	NIC101396
<b>Registered office</b>	2 Rivers Edge 13-15 Ravenhill Road Belfast Co. Antrim BT6 8DN
<b>Independent auditors</b>	Grant Thornton (NI) LLP Chartered Accountants & Statutory Auditor 12 - 15 Donegall Square West Belfast BT1 6JH
<b>Bankers</b>	AIB 11 - 15 Donegall Square North Belfast BT1 5JA  Danske Bank Donegall Square West Belfast BT1 6JS
<b>Solicitors</b>	Tughans The Ewart 3 Bedford Square Belfast BT2 7EP

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report For the year ended 31 March 2024**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Head of HR	Gail Wright (appointed 14 August 2023)
Director of Recycling	Eric Randall (resigned 30 September 2023)
Interim Director of Recycling	Katy Fulton (appointed 23 May 2023)
Director of Care	Jo Marley (stood down 31 March 2024)
Interim Director of Care	Joanne Neill (appointed 1 January 2024)
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell

#### **Objectives and Activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report**

**For the year ended 31 March 2024**

13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household item.
14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

And without prejudice to the generality of the foregoing other charitable purposes, for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development; and
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries, two charitable and one trading company. These were as follows:

#### **Charitable Subsidiary Companies:**

Bryson Care – services to families and older people.

1. Bryson Energy – providing leadership, advice, support and installation of energy saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders. Promoting active living, health and well-being in inner city communities. Providing employment and training initiatives to young adults and those living with long-term unemployment.

#### **Subsidiary Social Enterprise Trading Company:**

1. Bryson Recycling – providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

#### **Achievements and Performance**

The 12 months period to 31st March 2024 the Group embarked on a new 3 year strategy and proactively delivered services and an emergency response to over 80,000 clients and recycling services to over 500,000 households, exceeding planned targets.

**Bryson Care** has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

2. Home-based personal care for vulnerable adults.
3. Home based Family support services to children and young people and their caregivers.
4. Advocacy support for adults with learning difficulties and their caregivers.
5. Housing support for Irish Travellers.
6. Advice and support to those seeking Asylum and Refuge.
7. Practice learning for student social workers.
8. A new community-based pilot 'Thriving Communities' and Emergency response to the cost of fuel crisis

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Achievements and Performance**

- Over the course of the 12-month period to 31st March 2024, Bryson Care underwent some planned organisational and structural change. In the first half of the year the Care company continued to provide high quality tertiary and early intervention Family Services to Health and Social Care Trusts and the Childcare Partnership. Crisis intervention and sustainable 'Healthy Futures' programmes delivered positive change to over 938 people. From October onwards Family Services transferred to Bryson Energy company which has responsibility for the delivery of long-term root cause interventions, where the service thrives and continues to develop community based preventative projects.
- The Asylum Advice Service, sub-contacted from Migrant Help transitioned back to them at the end of August 2023. All staff were accommodated within the new arrangements.
- Bryson Care's succession planning ensured a smooth transition in its significant leadership change, including at directorial level.
- Domiciliary Care services in Belfast and Western Health and Social care Trusts remained in great demand and we were responsive to service user needs. We received high standard Inspection reports and excellent service user and carer feedback. Our 'Rapid Response' team played a key role in timely discharge from hospital, benefiting both service users and the Belfast Trust.
- Our Independent Advocates have responded to a greater demand for their service across all five Trust areas and were highly engaged in supporting carers and service users with resettlement from Muckamore Abbey Hospital.
- The effectiveness of our ongoing support to those in greatest need impacted by the continued cost of living crisis was acknowledged by further charitable donations. As a result, Bryson Care was able to relieve the extreme financial pressures of over 14,500 households across Northern Ireland. Using our triage model we were also able to link those with multiple needs with our root cause resources.
- Our regional response to those displaced persons from Ukraine and Afghanistan continued and we were involved with our statutory and voluntary sector partners in establishing resettlement locations across a greater range of local council areas.
- Social Work education remained a central theme to our work with an increasing exposure to practice learning opportunities in community settings, which added an extra dimension to understanding collective needs.
- We continued our exciting innovative work with a renowned international expert in the field of transgenerational collective community trauma. We developed a relationship with two Belfast interface communities greatly affected by the 'Troubles' and our two active pioneer groups are very engaged in our journey towards 'Healing Together'

**Bryson Energy**, incorporated in 2010 is part of Bryson Charitable Group. The purpose of this Charity subsidiary was principally to assist fuel poverty households through Advice and Support, as well as installing measures in homes and such other charitable purposes for the benefit of the public.

Recent structural changes, through mergers, acquisitions and transfers, has widened Bryson Energy's remit. This has significantly increased reach and positive impact to best deliver on our current Strategic Vision - To make the Greatest Difference to the Greatest Need.

Over the 12-month period, to 31st March 2024, Bryson Energy has continued to deliver programme outcomes in a number of areas:

#### **Skills Based Training**

The charity has continued to deliver key training programmes such as Training for Success and Skills for Life and Work; as well as the Apprenticeship NI programmes as funded by the Department for the Economy. These programmes are of critical importance to the work of the charity in driving education and training for young people, whilst increasing skills base for employment for those at a disadvantage.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

### **Employability**

Following the closure of the European Social Funded supported Employability programmes in March 23, The Maximise Employment programme started in April 23. This programme supported economically inactive people into employment.

Additional Financial support allowed us to enhance the existing programme provision with a range of measures including Job Ready Vocational Training and IT equipment.

### **Net Zero and Home Safety**

Bryson Energy has continued to deliver and support vulnerable households with Energy Advice and Home Safety programmes such as Home Hazard & Security Programme funded by Belfast City Council and Social Supermarket Programmes funded by the Department for Communities. Starting in Sept 23; we also worked closely with Energy Company to develop and deliver a Net Zero campaign.

### **Adventure Activities**

The acquisition of the Adventure Activities provider, Pathways in February 2023 resulted in a significant expansion of our outdoor activities and courses.

### **Arts & Play**

We continued to grow our Membership base, increase our collections from businesses and enhance our Art & Play programmes funded by Belfast City Council.

### **Community Led Root Cause**

This team continued to deliver a range of bespoke programmes under the themes of Income, Education, Employment, Environment and Health. Working with local communities we identified and removed the root causes and barriers of poverty to maximise individuals' potential.

### **Children's Services**

As part of an overall strategic review within Bryson Group Children's Services programmes and staff were transferred from Bryson Care to Bryson Energy in Oct 23.

From April 24; these programmes will have fully transferred to Bryson Energy and will contribute significantly to our overall financial performance and our ability to impact those in the greatest need. Children's services include several Family Support programmes, Traveller Floating Support and 2 Sure Start programmes (with expansions).

**Bryson Recycling** is the largest social enterprise involved in recycling in the UK. Commencing in 1993 as a 'cash for cans' scheme recycling aluminum drinks, it now operates on a large geographical scale across multiple operations including the collection of household recyclables, residual waste and garden waste, the operation of a materials recovery facility, and household recycling centers. Bryson Recycling is a social enterprise, and as part of the Bryson Charitable Group, profits are re-invested into the parent charity for the delivery of services to those most in need, alleviating poverty and social disadvantage.

Over the course of the 12-month period to 31st March 2024, Bryson Recycling experienced a challenging year with fluctuating material markets. Turnover decreased to £19.6m with profit £705k, and cash stable at over £2.1m at the close of the year.

A new contract was awarded by Antrim & Newtownabbey Borough Council for the collection of residual waste. Bryson continues to build on its kerbside model of household sorting of recycling at home through the separate collection of recyclables using wheelie boxes or kerbside boxes rather than co-mingling materials. This model has a proven track record of the reduction in cost of material sorting, and higher quality of recycled material. Bryson is also transforming the Household Recycling Centre (HRC) model to ensure materials travel up the waste hierarchy into the area of reuse which is even better environmentally than recycling.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

Over the 2023/24 year, the organisation has been building and strengthening relationships with Councils outside Northern Ireland including established contracts in ROI and Wales. This is an area which Bryson Recycling is constantly investing in with regards to strategic direction of the business.

Over the course of the financial year, Bryson Recycling:

- Collected recycling materials from 165k houses across Northern Ireland;
- Serviced approximately 260k houses through its material recycling facility in Mallusk;
- Serviced 22k houses with residual and blue bin waste collections in Antrim.
- Serviced 37k houses with residual waste collections in Newtownabbey.
- Provided a subscription garden waste collection in Wales to 52k households.
- Serviced over 58k houses at its 6 household recycling centers (HRCs) in ROI
- Serviced over 91k houses at 5 HRCs in North Wales.

Bryson Recycling also continues to work with many stakeholders across the UK in order to encourage both innovation and cost savings in their approach to waste management including local councils and households.

Having completed the first year of the newly established 3-year strategy focusing on growth & best practice within the industry and together with a strong vision to 'Recycle the Right Way', the company is instrumental in driving change in waste management to influence society in the delivery of a sustainable environmental agenda. Bryson Recycling is on track to achieving the targets set out within the 3-year strategic plan.

### **Financial Review and Results for the Year**

Bryson Charitable Group is a charity which aims to "make the greatest difference to the greatest need" in the areas of Potential, Peace and the Environment.

2023/24 was the first year of the charity's new 3 year strategy. It was another successful year in which the Charity achieved its targets and is on plan to exceed the 3 year planned targets for 2023 - 2026.

**Reach** has exceeded the 2024 target with over 80,000 people helped and over 500,000 homes served by Recycling.

**Quality and Safety** remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

**Cash** at £ 7m continued to strengthen with all group companies' cash positive.

The **Surplus** of £1m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

**Turnover** increased by £ 0.3m to £43 m impacted by turn down on commodity prices.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2024**

The highlights of the year also include:

- Emergency relief provided to over 60,000 people in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries are now debt free with stronger balance sheets and cash balances
- Over £ 5m new funding secured to help those in greatest need
- Full year impact of acquisition of Denbigh Household Recycling Centers
- Full year impact acquisition of Pathways in Bryson Energy
- Leading role in the arrival of Ukrainian Refugees
- Recruitment of 5 new Trustees and 2 new Chairs across 4 boards
- New Executive Directors in Care and Recycling
- International best practice visits to Barcelona, Austria, GB and Ireland

#### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SOFA). This annual report has been prepared on that basis.

#### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

#### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

#### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisations objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and his Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

All Trustees give of their time freely and no Trustee received remuneration in the year.

To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Remuneration Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2024**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial Management Policies**

##### **Reserves:**

Income reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities of the unrestricted fund, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans growth short to medium term and will strive to maintain and increase these levels in the coming years. A surplus financial position has been budgeted for Bryson for the 2024/25 financial year as investment in the past years with careful management has created a strong platform from which to grow, strengthen the position to tender, and provide future strong financial returns. We plan to ensure all subsidiary companies will be able to attain a level of three months expenditure as reserves in the short to medium term.

##### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance. In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against an agreed benchmark and other relevant indices. The full valuation of listed investments as at 31 March 2024 increased to £ 3.4 m (2023 : £ 3.2 m)

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued)**

**For the year ended 31 March 2024**

#### **Plans for Future Periods**

Bryson exists to make the greatest difference to the greatest need.

As we enter the second year of our 2023/26 strategy we are focused on ending poverty through maximising potential and recycling the most environmentally effective way.

Ending poverty is based on driving permanent improvement in Education, Health, Employment and ensuring net zero emissions are achieved in the most deprived areas first.

Recycling is also based on results – focused on delivering leading international recycling rates.

The charity's results in 2023/24 were ahead of the strategic plan.

The main actions for 2024/26 are:

1. Best practice – continue to challenge all services against leading international practice
2. Results – deliver the results which will end poverty permanently. Performance management to cover all staff and all activity
3. Funding – continue to grow both philanthropic and public sector funds through delivering a better return on investment than any alternative provider
4. Net zero – pilot and lobby for funding into houses to be prioritised into the poorest housing
5. Succession – continue to build senior leaders who can drive the charity's performance into the 2030s

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard The charity have already in the early stages of the 2024/25 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

**Bryson Charitable Group**

**(A company limited by guarantee)**

**Trustees' annual report (continued)  
For the year ended 31 March 2024**

**Trustees' Responsibilities in Relation to the Financial Statements**

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

**Statement as to disclose to our auditors**

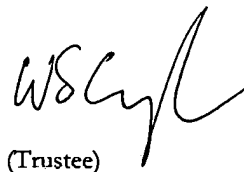
Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

Approved by order of the members of the board of Trustees on <sup>12<sup>th</sup> Dec '24</sup> and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



(Trustee)

## Independent auditors' report to the Members of Bryson Charitable Group

### **Opinion**

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2024, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2024 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*Neal Taylor*

Neal Taylor (Senior statutory auditor)

for and on behalf of

**Grant Thornton (NI) LLP**

Chartered Accountants & Statutory Auditor

Belfast

**Date:** 12 December 2024

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Consolidated Statement of financial activities**  
**For the year ended 31 March 2024**

	Note	Restricted funds 2024 £	Unrestricted funds 2024 £	Total Funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and legacies	4	3,960	1,113	5,073	118,872
Charitable activities	5	9,386,028	13,786,190	23,172,218	22,402,972
Other trading activities	6	-	19,616,596	19,616,596	20,191,666
Investments			77,336	77,336	61,989
Other income	7	-	188,887	188,887	104,526
<b>Total income</b>		<b>9,389,988</b>	<b>33,670,122</b>	<b>43,060,110</b>	<b>42,880,025</b>
<b>Expenditure on:</b>					
Raising funds	8	-	18,270,393	18,270,393	18,062,628
Charitable activities	8	9,214,934	14,734,114	23,949,048	23,003,162
<b>Total expenditure</b>		<b>9,214,934</b>	<b>33,004,507</b>	<b>42,219,441</b>	<b>41,065,790</b>
Net gains/(losses) on investments		-	202,280	202,280	(193,548)
<b>Net income before taxation</b>		<b>175,054</b>	<b>867,895</b>	<b>1,042,949</b>	<b>1,620,687</b>
Taxation	12	-	(221,996)	(221,996)	(114,801)
<b>Net income after taxation</b>		<b>175,054</b>	<b>645,899</b>	<b>820,953</b>	<b>1,505,886</b>
Transfers between funds	21	8,920	(8,920)	-	-
<b>Net movement in funds</b>		<b>183,974</b>	<b>636,979</b>	<b>820,953</b>	<b>1,505,886</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		312,693	11,888,030	12,200,723	10,694,837
Net movement in funds		183,974	636,979	820,953	1,505,886
<b>Total funds carried forward</b>		<b>496,667</b>	<b>12,525,009</b>	<b>13,021,676</b>	<b>12,200,723</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)

Registered number: NI001319

## Consolidated Statement of financial position

For the year ended 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Intangible assets	13	(193,906)	(276,262)
Tangible assets	14	8,571,029	7,708,378
Investments	15	3,454,027	3,174,412
		<u>11,831,150</u>	<u>10,606,528</u>
<b>Current assets</b>			
Stocks	16	69,472	79,826
Debtors	17	4,735,610	4,546,986
Cash at bank and in hand		7,025,263	5,675,649
		<u>11,830,345</u>	<u>10,302,461</u>
Creditors: amounts falling due within one year	18	<u>(8,838,289)</u>	<u>(7,600,493)</u>
<b>Net current assets</b>		<b>2,992,056</b>	<b>2,701,968</b>
<b>Total assets less current liabilities</b>		<b><u>14,823,206</u></b>	<b><u>13,308,496</u></b>
Creditors: amounts falling due after more than one year	19	(1,144,175)	(672,414)
Provisions for liabilities	20	(657,355)	(435,359)
<b>Total net assets</b>		<b><u>13,021,676</u></b>	<b><u>12,200,723</u></b>
<b>Charity funds</b>			
<b>Restricted funds:</b>			
Restricted funds		<u>496,667</u>	<u>312,693</u>
	21	496,667	312,693
Unrestricted funds	21	12,525,009	11,888,030
<b>Total funds</b>		<b><u>13,021,676</u></b>	<b><u>12,200,723</u></b>

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

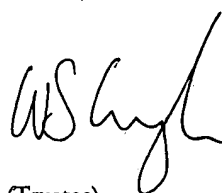
The financial statements were approved and authorised for issue by the Trustees on  
signed on their behalf by:

12<sup>th</sup> Dec '24

and



**P Elliott**  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)  
Registered number: NI001319

**Charity Statement of financial position**  
For the year ended 31 March 2024

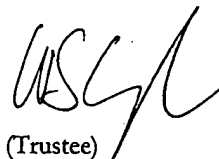
	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	2,132,639	2,252,155
Investments	15	5,686,701	5,407,086
		<u>7,819,340</u>	<u>7,659,241</u>
<b>Current assets</b>			
Debtors	17	48,825	41,883
Cash at bank and in hand		2,167,571	2,135,189
		<u>2,216,396</u>	<u>2,177,072</u>
Creditors: amounts falling due within one year	18	<u>(3,173,141)</u>	<u>(2,593,013)</u>
<b>Net current liabilities / assets</b>		<b>(956,745)</b>	<b>(415,941)</b>
<b>Total assets less current liabilities</b>		<b>6,862,595</b>	<b>7,243,300</b>
<b>Total net assets</b>		<u><b>6,862,595</b></u>	<u><b>7,243,300</b></u>
<b>Charity funds</b>			
Restricted funds	21	8,307	5,507
Unrestricted funds			
Designated funds	21	-	11,000
General funds	21	4,785,374	4,563,581
Revaluation reserve		2,068,914	2,663,212
Total unrestricted funds	21	<u>6,854,288</u>	<u>7,237,793</u>
<b>Total funds</b>		<u><b>6,862,595</b></u>	<u><b>7,243,300</b></u>

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

The financial statements were approved and authorised for issue by the Trustees on 12<sup>th</sup> Dec '24 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)

  
(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Consolidated statement of cash flows

For the year ended 31 March 2024

	Note	2024 £	2023 £
<b>Cash flows from operating activities</b>			
Net cash generated in operating activities	24	2,487,477	4,183,325
<b>Cash flows from investing activities</b>			
Proceeds from the sale of tangible fixed assets		-	8,600
Purchase of tangible fixed assets		(1,858,918)	(678,528)
Purchase of cash investments		(155,414)	(141,248)
Proceeds of disposal of cash investments		78,079	79,259
<b>Net cash (used in)/provided by investing activities</b>		<b>(1,936,253)</b>	<b>(731,917)</b>
<b>Cash flows from financing activities</b>			
Movement in finance leases		800,874	(178,386)
<b>Net cash used in financing activities</b>		<b>800,874</b>	<b>(178,386)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>1,352,098</b>	<b>3,273,022</b>
Cash and cash equivalents at the beginning of the year		5,672,033	2,399,011
<b>Cash and cash equivalents at the end of the year</b>	26	<b>7,024,131</b>	<b>5,672,033</b>

The notes on pages 21 to 52 form part of these financial statements

## Notes to the financial statements

For the year ended 31 March 2024

### 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

### 2. Accounting policies

#### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 (SORP)'.

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.2 Basis of consolidation**

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £ 380,705.

#### **2.3 Going concern**

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

#### **2.4 Income**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## Notes to the financial statements

For the year ended 31 March 2024

### 2. Accounting policies (continued)

#### 2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

#### 2.6 Research and development

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

#### 2.7 Taxation

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.8 Intangible assets and amortisation**

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2024

## 2. Accounting policies (continued)

### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2024

### **2. Accounting policies (continued)**

#### **2.12 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### **2.13 Cash at bank and in hand**

Cash at bank and 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.

#### **2.14 Liabilities and provisions**

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### **2.15 Deferred taxation**

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### **2.16 Financial instruments**

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 2. Accounting policies (continued)

#### 2.17 Finance leases and hire purchase

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### 2.18 Operating leases

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### 2.19 Pensions

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### 2.20 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### 2.21 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

### **3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

#### **a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

#### **b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

#### **c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**4. Income from donations and legacies**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Donations	-	1,113	1,113
Grants	3,960	-	3,960
<b>Total 2024</b>	<b>3,960</b>	<b>1,113</b>	<b>5,073</b>

**4. Income from donations and legacies**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Donations	-	87,707	87,707
Grants	506	30,659	31,165
<b>Total 2023</b>	<b>506</b>	<b>118,366</b>	<b>118,872</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**5. Income from charitable activities**

	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Advocacy	-	241,780	241,780
Bridges to progression	19,761	-	19,761
Choice Housing	35,889	-	35,889
CLERI/ Root Cause	4,580,269	-	4,580,269
Department of Communities	2,660,436	-	2,660,436
Elderly Care	-	10,282,497	10,282,497
Energy Scheme	43,850	126,687	170,537
European Projects	-	15,440	15,440
European Social Fund	-	22,823	22,823
Family and Childcare	851,822	602,820	1,454,642
General income	-	456,554	456,554
Migrants advice	84,640	-	84,640
NI Housing Executive floating support	85,170	-	85,170
OCN Grant Income	2,596	-	2,596
Play Resource	48,474	102,323	150,797
Skills for Life and Work	-	1,865,147	1,865,147
Students unit	183,153	2,600	185,753
UK Prosperity	789,968	67,519	857,487
<b>Total 2024</b>	<b>9,386,028</b>	<b>13,786,190</b>	<b>23,172,218</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****5. Income from charitable activities**

	<b>Restricted funds 2023 £</b>	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Advocacy	-	228,475	228,475
Adults core	-	67,460	67,460
Bridges to progression	5,000	-	5,000
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Cost of Living Emergency Relief Initiative	3,932,642	-	3,932,642
Department for Communities	2,188,401	37,967	2,226,368
Directors office	-	159,271	159,271
Elderly care	-	9,700,646	9,700,646
Energy scheme	46,926	142,753	189,679
European projects	-	92,000	92,000
European social fund	-	225,363	225,363
EVE	-	150,652	150,652
Family and childcare	851,666	801,359	1,653,025
Fuel Crisis Initiative	90,000	-	90,000
General income	30,000	202,830	232,830
Migrant Help	145,773	-	145,773
NI Housing Executive floating support	88,301	-	88,301
Other	3,000	5,340	8,340
Play resource	90,749	146,942	237,691
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Training for success	-	1,940,680	1,940,680
<b>Total 2023</b>	<b>8,374,092</b>	<b>14,028,880</b>	<b>22,402,972</b>

**6. Income from other trading activities****Income from non-charitable trading activities**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Sales – Bryson Recycling	19,616,596	19,616,596

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Sales – Bryson Recycling	20,191,666	20,191,666

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**7. Other incoming resources**

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Other operating income	94,351	94,351
Negative goodwill amortisation	94,536	94,536
<b>Total 2024</b>	<b>188,887</b>	<b>188,887</b>

	<b>Unrestricted funds 2023 £</b>	<b>Total funds 2023 £</b>
Other operating income	9,990	9,990
Negative goodwill amortisation	94,536	94,536
<b>Total 2023</b>	<b>104,526</b>	<b>104,526</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****8. Analysis of expenditure by activities**

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Raising funds	18,270,393	-	18,270,393
Charitable activities	22,844,019	-	22,844,019
Staff costs	-	1,007,529	1,007,529
Governance costs	-	97,500	97,500
<b>Total 2024</b>	<b>41,114,412</b>	<b>1,105,029</b>	<b>42,219,441</b>

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Raising funds	18,062,628	-	18,062,628
Charitable activities	22,007,845	-	22,007,845
Staff costs	-	915,936	915,936
Governance costs	-	79,381	79,381
<b>Total 2023</b>	<b>40,070,473</b>	<b>995,317</b>	<b>41,065,790</b>

**9. Operating surplus**

The operating surplus/(deficit) is stated after charging:

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Auditor's remuneration	70,000	60,000	15,556	13,333
Operating lease rental expenses	285,899	159,655	-	-
Interest on bank loans and overdrafts	5,911	5,820	1,051	2,831
Depreciation	996,267	871,160	131,479	135,412
Amortisation of negative goodwill	(82,256)	(80,702)	-	-
Gain on disposal of fixed assets	-	(8,600)	-	-
Exchange differences	13,039	(3,222)	-	-

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****10. Staff costs**

	<b>Group</b>	<b>Group</b>	<b>Charity</b>	<b>Charity</b>
	<b>2024</b>	<b>2023</b>	<b>2024</b>	<b>2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Wages and salaries	21,214,375	19,557,115	1,231,919	1,124,733
Social security costs	1,780,330	1,671,165	128,779	152,347
Defined contribution pension schemes	534,810	478,931	56,374	37,801
Other Compensation-redundancy cost	44,000	-	44,000	-
	<b>23,573,515</b>	<b>21,707,211</b>	<b>1,461,072</b>	<b>1,314,881</b>

The average number of persons employed by the Charity during the year was as follows:

	<b>Group</b>	<b>Group</b>
	<b>2024</b>	<b>2023</b>
	<b>No.</b>	<b>No.</b>
Bryson Charitable Group	31	30
Bryson Energy	93	40
Bryson Care	593	662
Bryson Recycling	333	339
	<b>1,050</b>	<b>1,071</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****10. Staff costs (continued)**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2024 No.	Group 2023 No.
In the band £60,001 - £70,000	5	-
In the band £70,001 - £80,000	2	1
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	1
In the band £100,001 - £110,000	-	1
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1
In the band £140,001 - £150,000	1	-

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £ 420,556 (2023: £449,031).

The total compensation paid to key management personnel for services provided to the Group was £ 1,128,567 (2023: £1,139,120).

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL-).

During the year ended 31 March 2024, expenses reimbursed to Trustees were £1,652 (2023 - £1,612).

**12. Taxation**

	2024 £	2023 £
<b>Corporation tax</b>		
Current tax on profits for the year	-	38,254
Adjustments in respect of previous periods	-	(6,340)
<b>Total current tax</b>	<u>-</u>	<u>31,914</u>
<b>Deferred tax</b>		
Origination and reversal of timing differences	221,996	82,887
<b>Total deferred tax</b>	<u>221,996</u>	<u>82,887</u>
<b>Taxation on net income/(expenditure)</b>	<u>221,996</u>	<u>114,801</u>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2024

### 12. Taxation (continued)

The tax assessed for the year is lower than (2023 – lower than) the standard rate of corporation tax in the UK of 25% (2023 - 19%). The differences are explained below:

	2024 £	2023 £
Net (expenditure)/income before tax	<u>1,054,086</u>	<u>1,620,687</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 25% (2023 - 19%).	<u>263,522</u>	<u>307,931</u>
<b>Effects of:</b>		
Effect of expenses not deductible for tax purposes	71,985	36,483
Adjustments to tax charge in respect of prior periods	-	17,165
Income not taxable for tax purposes	(28,903)	38,222
Gift aid not taxable for tax purposes	(250,000)	(285,000)
Deferred tax not recognised	165,392	-
<b>Total tax charge for the year</b>	<u><b>221,996</b></u>	<u><b>114,801</b></u>

#### Factors that may affect future tax charges

The standard rate of UK Corporation Tax remained at 19% until 31 March 2023. The Finance Act 2021 increased this from 19% to 25% from 1 April 2023. In summary, the rate of corporation tax from 1 April 2023 has increased to 25% for companies generating taxable profits of more than £250,000. The 19% tax rate will continue to apply to 'small' companies with profits less than £50,000, with a 'taper relief rate' for those companies with profits between the new thresholds. Deferred tax assets and liabilities have been recognised using the tax rates applicable for the date the assets and liabilities are expected to reverse.

## Notes to the financial statements

For the year ended 31 March 2024

### 13. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2023	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2024</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2023	21,315	(181,194)	(159,879)
Charge for the year	12,180	(94,536)	(82,356)
<b>At 31 March 2024</b>	<b>33,495</b>	<b>(275,730)</b>	<b>(242,235)</b>
<b>Net book value</b>			
<b>At 31 March 2024</b>	<b>3,045</b>	<b>(196,951)</b>	<b>(193,906)</b>
At 31 March 2023	15,225	(291,487)	(276,262)

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Tangible fixed assets**

<b>Group</b>	<b>Freehold property</b>	<b>Plant and machinery</b>	<b>Motor vehicles</b>	<b>Fixtures and fittings</b>	<b>Office equipment</b>	<b>Assets under construction</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>							
At 1 April 2023	6,255,094	5,201,080	3,578,749	1,411,500	571,998	11,206	17,029,627
Additions	15,467	276,402	1,297,984	37,432	242,839	6,023	1,876,147
Disposals	-	-	-	-	-	-	-
Capitalized	-	-	-	-	-	(17,229)	(17,229)
<b>At 31 March 2024</b>	<b>6,270,561</b>	<b>5,477,482</b>	<b>4,876,733</b>	<b>1,448,932</b>	<b>814,837</b>	<b>-</b>	<b>18,888,545</b>
<b>Depreciation</b>							
At 1 April 2023	438,677	4,418,405	2,849,845	1,358,930	255,392	-	9,321,249
Charge for the year	105,059	231,387	461,329	51,533	146,959	-	996,267
On disposals	-	-	-	-	-	-	-
<b>At 31 March 2024</b>	<b>543,736</b>	<b>4,649,792</b>	<b>3,311,174</b>	<b>1,410,463</b>	<b>402,351</b>	<b>-</b>	<b>10,317,516</b>
<b>Net book value</b>							
<b>At 31 March 2024</b>	<b>5,726,825</b>	<b>827,690</b>	<b>1,565,559</b>	<b>38,469</b>	<b>412,486</b>	<b>-</b>	<b>8,571,029</b>
<b>At 31 March 2023</b>	<b>5,816,417</b>	<b>782,675</b>	<b>728,904</b>	<b>52,570</b>	<b>316,606</b>	<b>11,206</b>	<b>7,708,378</b>

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2024, the net book value of these assets was £ 330,233 (2023: £ 695,457). Depreciation of £ 365,224 (2023: £ 406,874) was charged on these assets in the year.

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****14. Tangible fixed assets (continued)****Charity**

	<b>Freehold property</b>	<b>Fixtures and fittings</b>	<b>Computer equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>				
At 1 April 2023	2,271,979	184,901	178,309	2,635,189
Additions	-	-	11,963	11,963
Disposals	-	-	-	-
<b>At 31 March 2024</b>	<b>2,271,979</b>	<b>184,901</b>	<b>190,272</b>	<b>2,647,152</b>
<b>Depreciation</b>				
At 1 April 2023	134,262	138,225	110,547	383,034
Charge for the year	49,121	42,544	39,814	131,479
<b>At 31 March 2024</b>	<b>183,383</b>	<b>180,769</b>	<b>150,361</b>	<b>514,513</b>
<b>Net book value</b>				
<b>At 31 March 2024</b>	<b>2,088,596</b>	<b>4,132</b>	<b>39,911</b>	<b>2,132,639</b>
At 31 March 2023	2,137,717	46,676	67,762	2,252,155

**15. Fixed asset investments**

<b>Group</b>	<b>Listed investments</b>	<b>Trade investments</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>			
At 1 April 2023	3,157,086	17,326	3,174,412
Additions	77,335	-	77,335
Recognised gains/(losses)	202,280	-	202,280
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>
<b>Net book value</b>			
<b>At 31 March 2024</b>	<b>3,436,701</b>	<b>17,326</b>	<b>3,454,027</b>
At 31 March 2023	3,157,086	17,326	3,174,412

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**15. Fixed asset investments (continued)**

Charity	Investments in subsidiary companies £	Listed investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2023	2,250,000	3,157,086	5,407,086
Additions	-	77,335	77,335
Recognised gains/(loss)	-	202,280	202,280
<b>At 31 March 2024</b>	<b>2,250,000</b>	<b>3,436,701</b>	<b>5,686,701</b>
<b>Net book value</b>			
At 31 March 2024	2,250,000	3,436,701	5,686,701
At 31 March 2023	2,250,000	3,157,086	5,407,086

Refer to note 34 for further information regarding the subsidiaries

**16. Stocks**

	Group 2024 £	Group 2023 £
Finished Goods	69,472	79,826

**17. Debtors**

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
<b>Due within one year</b>				
Trade debtors	2,848,609	2,618,371	-	-
Other debtors	100,227	8,318	173	198
Prepayments and accrued income	1,818,688	1,920,297	48,652	41,685
	<b>4,767,524</b>	<b>4,546,986</b>	<b>48,825</b>	<b>41,883</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**18. Creditors: Amounts falling due within one year**

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Bank overdrafts	1,132	3,616	-	-
Trade creditors	1,619,931	1,490,285	2,361	37,931
Corporation tax	31,914	18,356	-	-
Amounts owed to group undertakings	-	-	1,236,284	854,806
Other taxation and social security	991,516	791,861	236,631	234,794
Obligations under finance lease and hire purchase contracts	700,902	371,789	-	-
Other creditors	222,558	196,318	2,245	5,627
Accruals and deferred income	5,302,250	4,728,268	1,695,620	1,459,855
	<u>8,870,203</u>	<u>5,666,554</u>	<u>3,173,141</u>	<u>2,593,013</u>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly, there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

**19. Creditors: Amounts falling due after more than one year**

	Group 2024 £	Group 2023 £
Net obligations under finance lease and hire purchase contracts	<u>1,144,175</u>	<u>672,414</u>

There are no creditors falling due after more than one year in the charity.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 20. Deferred taxation

**Group**

	2024	2023
	£	£
At the beginning of the year	435,359	352,472
Charge for the year	221,996	82,887
	<u>657,335</u>	<u>435,359</u>

The deferred tax balance is made up as follows:

	<b>Group</b>	<b>Group</b>
	<b>2024</b>	<b>2023</b>
	£	£
Accelerated capital allowances	657,335	440,477
Tax losses carried forward	-	(5,118)
Losses and other deductions	-	-
	<u>657,335</u>	<u>435,359</u>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**21. Statement of funds**

Group	Balance at 1 April 2023 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>							
<b>Designated funds</b>							
Bryson funds	11,000	-	-	-	(11,000)	-	-
	<u>11,000</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(11,000)</u>	<u>-</u>	<u>-</u>
<b>General Funds</b>							
Unrestricted funds	8,883,881	33,670,122	(33,004,507)	(221,996)	594,705	202,280	10,124,485
Premises revaluation reserve	2,068,914	-	-	-	-	-	2,068,914
Endowment funds	331,610	-	-	-	-	-	331,610
Investment revaluation reserve	592,625	-	-	-	(592,625)	-	-
	<u>11,877,030</u>	<u>33,670,122</u>	<u>(33,004,507)</u>	<u>(221,996)</u>	<u>2,080</u>	<u>202,280</u>	<u>12,525,009</u>
<b>Total unrestricted reserves</b>	<u>11,888,030</u>	<u>33,670,122</u>	<u>(33,004,507)</u>	<u>(221,996)</u>	<u>(8,920)</u>	<u>202,280</u>	<u>12,525,009</u>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**

For the year ended 31 March 2024

**21. Statement of funds (continued)**

	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
<b>Restricted funds</b>							
Miscellaneous Trusts	4,507	-	-	-	(1,000)	-	3,507
Mason Bibby	500	-	-	-	-	-	500
Jaffe	4,931	-	-	-	-	-	4,931
Energy fund	6,737	43,850	(43,850)	-	-	-	6,737
Play Resource	-	48,474	(48,474)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	6,021	-	-	-	9,920	-	15,941
UK Prosperity	-	789,968	(789,968)	-	-	-	-
Department of Communities	117,558	2,660,436	(2,498,819)	-	-	-	279,175
DARE	(3,852)	-	-	-	-	-	(3,852)
FCI	90,000	-	-	-	-	-	90,000
Migrants advice	15,379	84,640	(77,918)	-	-	-	22,101
NIHE Floating fund	-	85,170	(82,031)	-	-	-	3,139
Choice Housing	18,891	35,889	(32,313)	-	-	-	22,467
CLERI/ Root Cause	14,782	4,580,269	(4,580,269)	-	-	-	14,782
Bridges to progression	-	19,761	(19,761)	-	-	-	-
Family and Childcare	-	851,822	(851,822)	-	-	-	-
Students unit	-	183,153	(183,153)	-	-	-	-
Domestic Care	-	3,960	(3,960)	-	-	-	-
OCN Grant Income	-	2,596	(2,596)	-	-	-	-
Other	(2,371)	-	-	-	-	-	(2,371)
	<b>312,693</b>	<b>9,389,988</b>	<b>(9,214,934)</b>	<b>-</b>	<b>8,920</b>	<b>-</b>	<b>496,667</b>
<b>Total funds</b>	<b>12,200,723</b>	<b>43,060,110</b>	<b>(42,219,441)</b>	<b>(221,996)</b>	<b>-</b>	<b>202,280</b>	<b>13,021,676</b>

**Bryson Charitable Group**  
(A company limited by guarantee)

**Notes to the financial statements**  
For the year ended 31 March 2024

**21. Statement of funds (continued)**

Charity	Balance at 1 April 2023 £	Income £	Expenditure £	Taxation £	Transfers in/(out) £	Gains/(Losses) £	Balance at 31 March 2024 £
<b>Designated funds</b>							
Designated funds	-	-	-	-	-	-	-
Bryson funds	11,000	-	-	-	(11,000)	-	-
	<b>11,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>(11,000)</b>	<b>-</b>	<b>-</b>
<b>General Funds</b>							
Unrestricted funds	4,563,581	1,806,905	(2,389,890)	-	602,498	202,280	4,785,374
Investment revaluation reserve	2,663,212	-	-	-	(594,298)	-	2,068,914
	<b>7,226,793</b>	<b>1,806,905</b>	<b>(2,389,890)</b>	<b>-</b>	<b>8,200</b>	<b>202,280</b>	<b>6,854,288</b>
<b>Total unrestricted funds</b>	<b>7,237,793</b>	<b>1,806,905</b>	<b>(2,389,890)</b>	<b>-</b>	<b>(2,800)</b>	<b>202,280</b>	<b>6,854,288</b>
<b>Restricted funds</b>							
CLERI	-	4,580,269	(4,580,269)	-	-	-	-
Miscellaneous Trusts	5,507	-	-	-	(1,000)	-	4,507
Mason Bibby	-	-	-	-	400	-	400
Jaffa	-	-	-	-	3,400	-	3,400
	<b>5,507</b>	<b>4,580,269</b>	<b>(4,580,269)</b>	<b>-</b>	<b>2,800</b>	<b>-</b>	<b>8,307</b>
<b>Total funds</b>	<b>7,243,300</b>	<b>6,387,174</b>	<b>(6,970,159)</b>	<b>-</b>	<b>-</b>	<b>202,280</b>	<b>6,862,595</b>

**Bryson Charitable Group**  
(A company limited by guarantee)

**Notes to the financial statements**  
For the year ended 31 March 2024

**22. Summary of funds**

Group	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
Designated funds	11,000	-	-	-	(11,000)	-	-
General funds	11,877,030	33,670,122	(33,004,507)	(221,996)	2,080	202,280	12,525,009
Restricted funds	312,693	9,389,988	(9,214,934)	-	8,920	-	496,667
	<b>12,200,723</b>	<b>43,060,110</b>	<b>(42,219,441)</b>	<b>(221,996)</b>	<b>-</b>	<b>202,280</b>	<b>13,021,676</b>

Charity	Balance at 1 April 2023	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2024
	£	£	£	£	£	£	£
Designated funds	11,000	-	-	-	(11,000)	-	-
General funds	7,226,793	1,806,905	(2,389,890)	-	8,200	202,280	6,854,288
Restricted funds	5,507	4,580,269	(4,580,269)	-	2,800	-	8,307
	<b>7,243,300</b>	<b>6,387,174</b>	<b>6,970,159</b>	<b>-</b>	<b>-</b>	<b>202,280</b>	<b>6,862,595</b>

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2024**

**23. Analysis of net assets between funds**

<b>Group</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	8,571,029	8,571,029
Intangible fixed assets	-	(193,906)	(193,906)
Fixed asset investments	-	3,436,701	3,436,701
Trade investments	-	17,326	17,326
Current assets	2,255,755	9,574,590	11,830,345
Creditors due within one year	(1,759,088)	(7,079,201)	(8,838,289)
Creditors due in more than one year	-	(1,144,175)	(1,144,175)
Provisions for liabilities and charges	-	(657,335)	(657,355)
<b>Total</b>	<b>496,667</b>	<b>12,525,009</b>	<b>13,021,676</b>

<b>Charity</b>	<b>Restricted funds 2024 £</b>	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Tangible fixed assets	-	2,132,639	2,132,639
Fixed asset investments	-	5,686,701	5,686,701
Current assets	1,971,462	244,934	2,216,396
Creditors due within one year	(1,963,155)	(1,209,986)	(3,173,141)
<b>Total</b>	<b>8,307</b>	<b>6,854,288</b>	<b>6,862,595</b>

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2024****24. Reconciliation of net movement in funds to net cash flow from operating activities**

	Group 2024	Group 2023
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	820,953	1,505,886
<b>Adjustments for:</b>		
Depreciation charges	996,267	871,160
Taxation charge	221,996	114,801
Gain on disposal of fixed assets	-	(8,600)
(Gain)/loss on investments	(202,280)	193,548
Decrease in stocks	10,354	8,823
(Increase)/Decrease in debtors	(188,624)	(343,624)
Increase/(Decrease) in creditors	911,167	1,915,583
Interest payable	-	5,820
Amortisation of goodwill	(82,356)	(80,072)
Net cash generated from operating activities	<u>2,487,477</u>	<u>4,183,325</u>

**25. Analysis of cash and cash equivalents**

	Group 2024	Group 2023
	£	£
Cash in hand	7,025,263	5,675,649
Overdraft facility repayable on demand	(1,132)	(3,616)
	<u>7,024,131</u>	<u>5,672,033</u>

**26. Analysis of changes in net debt**

	At 1 April 2024	Cash flows	New Finance lease	At 31 March 2024
	£	£	£	£
Cash at bank and in hand	5,675,649	1,349,614	-	7,025,263
Bank overdrafts repayable on demand	(3,616)	2,484	-	(1,132)
Finance leases	(1,044,203)	402,305	(1,203,178)	(1,845,076)
	<u>4,627,830</u>	<u>1,754,403</u>	<u>(1,203,178)</u>	<u>5,179,055</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

### 27. Analysis of changes in deferred income

	At 1 April 2023	Increase	At 31 March 2024
	£	£	£
Deferred income	1,641,580	261,034	1,902,614

During the year ended 31 March 2024, the group recognised revenue of £ 1,641,580 from the previously recognised deferred income.

The difference between the opening and closing balances of the group's deferred income primarily results from the timing difference between the charity's performance and the customer's billing.

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £56,364 (2023: £ 37,801)  
Group - £534,494 (2023: £ 478,931)

The balance unpaid at the year-end amounted to:

Charity - £9,402 (2023: £8,171)  
Group - £ 110, 947 (2023: £106,320)

### 29. Operating lease commitments

At 31 March 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024	Group 2023	Charity 2024	Charity 2023
	£	£	£	£
Not later than 1 year	362,567	219,449	4,860	4,860
Later than 1 year and not later than 5 years	811,189	176,819	1,620	6,480
Late than 5 years	287,630	-	-	-
	<u>1,461,386</u>	<u>396,268</u>	<u>6,480</u>	<u>11,340</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2024

**30. Finance lease commitments:**

Minimum lease payments under hire purchase fall due as follows:

	Group 2024 £	Group 2023 £
Within one year	700,902	371,789
Between 1 - 5 years	1,144,175	672,414
	<u>1,845,077</u>	<u>1,044,203</u>

There were no amounts repayable under hire purchase agreements in the charity

**31. Related party transactions**

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2024.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

**32. Post balance sheet events**

There have been no significant post balance sheet events affecting the group since the year-end.

### 32. Principal subsidiaries

The following were subsidiary undertakings of the Charity:

Names	Company number	Charity registration number	Registered office or principal place of business	Principal activity	Class of shares	Holding
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%
Bryson Lagansports	NI028941	NIC100144	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Outdoor activities	Ordinary	100%
Bryson Intercultural	NI034882	NIC102679	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Social action activities for minority groups	Ordinary	100%

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Accounts

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# Financial Statements

## Bryson Charitable Group

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For the year ended 31 March 2023

**Registered number: NI001319**  
**Charity number: NIC101396**

**Bryson Charitable Group**  
**(A company limited by guarantee)**

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**Bryson Charitable Group**

(A company limited by guarantee)

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2023**

**Trustees** D Torrens, Chair (resigned 31 March 2023)  
P Elliott, Chair  
S Curragh, Hon. Treasurer  
L Brown (resigned 30 June 2023)  
E Joudeth  
W Francey (resigned 31 March 2023)  
N Quigley (appointed 1 August 2023)  
D Hughes (appointed 1 April 2023)  
J Houston (resigned 30 September 2023)  
N Meier  
D Baker (appointed 1 August 2023)

**Company registered number** NI001319

**Charity registered number** NIC101396

**Registered office** 2 Rivers Edge  
13-15 Ravenhill Road  
Belfast  
Co. Antrim  
BT6 8DN

**Independent auditors** Grant Thornton (NI) LLP  
Chartered Accountants & Statutory Auditor  
12 - 15 Donegall Square West  
Belfast  
BT1 6JH

**Bankers** AIB  
11 - 15 Donegall Square North  
Belfast  
BT1 5JA

**Solicitors** Tughans  
Marlborough Street  
30 Victoria Street  
Belfast  
BT1 3GG

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report For the year ended 31 March 2023**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Director of Recycling	Eric Randall (resigned 30 September 2023)
Interim Director of Recycling	Katy Fulton (appointed 23 May 2023)
Director of Care	Jo Marley
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell (appointed 1 January 2023)

#### **Objectives and activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.
13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household item

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

**AND** without prejudice to the generality of the foregoing other charitable purposes, for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development;
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries, two charitable and one trading company. These were as follows:

#### **Charitable Subsidiary Companies:**

1. Bryson Care – services to families and older people;
2. Bryson Energy – providing leadership, advice, support and installation of energy saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders. Promoting active living, health and well-being in inner city communities. Providing employment and training initiatives to young adults and those living with long-term unemployment.

#### **Subsidiary Social Enterprise Trading Company:**

1. Bryson Recycling – providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

#### **Achievements and performance**

The 12 months period to 31st March 2023 The Group embarked on the third year of its 5-year strategy and proactively delivered services and an emergency response to over 60,000 clients and recycling services to over 300,000 households, over achieving its 5 year planned targets.

**Bryson Care** has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

- Home-based personal care for vulnerable adults.
- Home based Family support services to children and young people and their caregivers.
- Advocacy support for adults with learning difficulties and their caregivers.
- Housing support for Irish Travellers.
- Advice and support to those seeking Asylum and Refuge.
- Practice learning for student social workers.
- A new community-based pilot 'Thriving Communities' and Emergency response to the cost of fuel crisis

## **Bryson Charitable Group**

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### **Trustees' annual report (continued) For the year ended 31 March 2023**

Over the course of the 12-month period to 31st March 2023, Bryson Care has experienced a year of further innovation and solid growth. In addition to the delivery of our longstanding high-quality services to families and children under stress, vulnerable adults, resettled refugees, and practice learning opportunities for professional social work students we continued to develop community innovations and growth. A successful recruitment drive enabled us to support more households and add a richer skill mix to our community teams. By way of example of this success, we achieved:

- A 40% growth in the provision of our weekly rapid hospital discharge hours (RASP)
- Recognition for a high standard of practice representing the rights of those with a learning disability from the Public Inquiry Panel investigating Muckamore Abbey Hospital.
- Two additional Asylum Advice Advisors to support an 18.9% growth in the numbers of vulnerable people seeking asylum in Northern Ireland.
- The delivery of a regional support response to provide essential emergency funds to displaced Ukrainians arriving here from their homeland.
- An urgent renewed emergency cost of living response to financially support a further 13.5K households in greatest need.
- A new crisis intervention model to connect those with ongoing needs with our 'Root Cause' resources, including the provision of our cost-of-living initiative- sustainable 'Healthy Futures'.
- Innovative models of aging well are being explored with colleagues in the Netherlands.

**Bryson Energy** Over the course of the 12-month period to 31st March 2023, the Charity has continued to deliver programme outputs across Northern Ireland in a number of areas:

#### **Skills Based Training**

The charity has continued to deliver key training programmes such as Training for Success and Skills for Life and Work; as well as the Apprenticeship NI programmes; as funded by the Department for the Economy. These programmes are of critical importance to the work of the charity in driving education and training for young people, whilst increasing skills base for employment for those at a disadvantage. Key results below:

- Overall, we had 232 weekly average students enrolled on our various programs.
- We increased our retention on our programs by 11% and our disability support by 4% (from 2021/22).

#### **Employability**

The charity has continued to deliver key employability programmes including the Step Into Employment; as funded by the Department for the Economy and the European Social Fund. These programmes are of critical importance to the work of the charity in supporting those unemployed back into employment or into further education or training programmes. Key results below:

- 206 participants enrolled onto our main employment programme
- 58 of which moved into employment and 68 moved into training/education as a direct result of our work with them.

#### **Energy, Budgeting and Home Safety Advice & Support**

Supported over 1,000 households across Northern Ireland about energy measures to help reduce household poverty and carbon emissions; and to improve household comfort and wellbeing.

- In Belfast; 474 home safety assessments were carried out and 804 hrs were spent carrying out minor repairs works in vulnerable households. In addition, 101 hours were spent assessing homes and fitting security measures to keep them safer; and 54 hours were focussed on installing energy efficient measures (inc. draught proofing).

## **Bryson Charitable Group**

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### **Trustees' annual report (continued) For the year ended 31 March 2023**

- In Mid & East Antrim; vulnerable households received 533 hours of minor home repairs & support.
- In partnership with the Department for Communities we continued to support 5 community-based pilot Social Supermarket support programme across NI to help mitigate the impacts of Welfare Reform. Through this programme we have assisted over 100 vulnerable households with energy advice and emergency cost of living grants.

#### **Adventure Activities**

The charity continued its efforts to provide adventure activities to a range of groups, families, and young people through support programmes in line the organisation's focus on social impact. Overall, we engaged with 2,934 people across a range of events and activities and delivered the Duke of Edinburgh award to 335 young people.

The acquisition of the successful Adventure Activities provider - Pathways in February 2023; will provide significant business and customer growth in this work area in the next financial year and into the future.

#### **Creative Arts & Play**

Bryson Energy continued to develop this part of the charity in 2 main areas – scrap-store memberships and creative art & play programmes. As a registered charity we collect non-toxic waste materials from industry and redistribute them to members - registered groups, schools and organisations. We also develop a range of creative arts & Play programmes with a range of customer groups on behalf of funding organisations including Belfast City Council and the Arts Council NI (ACNI). Key Results below:

- We had 8,665 visitors to the Scrap-Store
- 888 members overall – at end March 2023 (27% increase from previous year)
- We developed and delivered creative arts & play programs to 178 local community & school groups supporting over 10,000 participants.

#### **Community led root cause**

In Oct 2022; the Group Community Root Cause programmes were restructured to be part of Bryson Energy. This team delivered a range of bespoke Family Support, Training, Employment, Wellbeing and Energy Efficiency initiatives in 5 vulnerable communities, with the overall goal to identify and remove the root causes and barriers to individual sustainability and growth. Funding was provided by the UK Prosperity Fund and from several private donations. Overall, the main root cause programs supported > 2,500 households through training, employment, energy efficiency and family support.

#### **Bryson Recycling**

Over the 2022/23 year, the organisation has been building and strengthening relationships with Councils outside Northern Ireland including established contracts in ROI and Wales. This is an area which Bryson Recycling is constantly investing in due to the substantial role that reuse can play in achieving substantial social and environmental benefits through the provision of training and employment opportunities, access to low cost quality goods, and better resource use.

Over the course of the financial year, Bryson Recycling:

- Collected recycling materials from 165k houses across Northern Ireland;
- Serviced approximately 250k houses through its material recycling facility in Mallusk;
- Serviced 22,000 houses with residual and blue bin waste collections in Antrim.
- Provided a subscription garden waste collection in Wales to 52k households.
- Serviced over 58k houses at its 8 household recycling centres (HRCs) in ROI
- Serviced over 91k houses at 5 HRCs in North Wales. This includes the establishment of an additional 3 household recycling centres (HRC's) in Denbighshire.

## Bryson Charitable Group

(A company limited by guarantee)

### Trustees' annual report (continued) For the year ended 31 March 2023

The directors consider that the following key performance indicators are the most effective measures to evaluate the performance of the business: Turnover £20,191,666 (2022: £18,466,757), Shareholders' funds £4,678,872 (2022: £4,067,145) and employee numbers 339 (2022: 335).

The high commodity prices and budget controls resulted in a year end pre-tax surplus of £1,821,843 compared with £1,604,591 in the prior year. The organisation continues to drive forward with reported management accounts in 2023/24 showing a positive trajectory as a result of continued streamlining of operations, and strong commodity prices. Bryson Recycling also continues to work with many stakeholders across the UK in order to encourage both innovation and cost savings in their approach to waste management including local councils and households.

#### Financial review and results for the year

Bryson Charitable Group is a charity which aims to “make the greatest difference to the greatest need” in the areas of Potential, Peace and the Environment.

2022/23 was the third of the charity’s 5-year strategy. It was another successful year in which the Charity over achieved on the original 5 year plan and have reset on a new 3 year ambitious target for the period 2024 to 2026.

Reach has exceeded the 2025 target with over 60,000 people helped and over 300,000 homes served by Recycling.

Quality and Safety remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

Cash at £5.7m continued to strengthen with all group companies’ cash positive.

The Surplus of £1.5m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

Turnover increased by increased by £6.9m (19.2%) to £42.7m

The highlights of the year also include:

- Emergency relief provided to over 60,000 people in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries are now debt free with stronger balance sheets and cash balances
- Over £4.5m new funding secured to help those in greatest need
- Full year impact of acquisition of Denbigh Household Recycling Centres
- Full year impact Play Resource (arts charity and waste recycling to arts materials) and acquisition of Pathways in Bryson Energy
- Leading role in the arrival of Ukrainian Refugees
- Appointment of a Chief Finance Officer has greatly enhanced the Finance Team’s contribution to Bryson
- Recruitment of 5 new Trustees across 4 boards
- International best practice visits to Los Angeles, GB and Ireland

The rapid achievement of the 5-year goals in from 2020 to 2023 has necessitated the creation of a new strategy before the 2024 through to 2026.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

#### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SoFA). This annual report has been prepared on that basis.

#### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

#### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

#### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisations objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and his Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

Once the potential new Trustee has agreed to be considered for appointment to the role, the Trustees meet to review and to vote on the candidates' suitability for the appointment. If there is unanimous agreement, their names are then proposed for appointment. Trustees are then inducted and trained by the Group Chief Executive and Senior Management.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

All Trustees give of their time freely and no Trustee received remuneration in the year.

Continuing the development of a model which delivers good governance remains our priority and drives agility into the decision-making processes. In line with this objective, each Board along with the Group Board annually review their performance, identify skill deficits and seek to refresh and attract new skills to Boards. To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Remuneration Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial management policies**

##### **Reserves:**

Income reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities or the unrestricted fund, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans growth short to medium term and will strive to maintain and increase these levels in the coming years. A surplus financial position has been budgeted for Bryson for the 2023/24 financial year as investment in the past years with careful management has created a strong platform from which to grow, strengthen the position to tender, and provide future strong financial returns. We plan to ensure all subsidiary companies will be able to attain a level of three months expenditure as reserves in the short to medium term.

##### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance. In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against the FTSE All Share Index and other relevant indices. The full valuation of listed investments as at 31 March 2023 remained at £3.2m (2022 - £3.3m).

## Bryson Charitable Group

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Trustees' annual report (continued)  
For the year ended 31 March 2023

### Plans for future periods

The vision 'Building the Best Future' is at the forefront of the on-going work of Bryson Charitable Group. Having developed a strong five year strategy which has exceeded expectations after year 2, the Charity is reviewing the next 3 year plan, supported by subsidiary strategies, and corporate services strategies, the key focus for the charity is not only to continue and exceed the current services which are delivered, but to double in reach to assist those utmost in need.

This gives four clear steers:

1. We aim to do more than just be better for the people and situations we serve; we aim to do the best possible job
2. This means we will challenge ourselves to define/refine what is optimal based on international best practice, both exporting and importing the best
3. We will aim to share what is best at the highest levels of government, academia, industry and throughout society.  
Improving policy, priorities and investment upstream will then improve lives in the front line
4. We need to focus on those areas of greatest need where we can make the greatest difference. We may need to shed less productive activity to allow us to maximise our impact.
5. Succession – to manage effectively the recruitment and replacement executive senior management as several approach retirement
6. Create a development team to drive growth of philanthropic and trading income
7. Enhance performance management through 'Pulses' system
8. Place Emergency relief and root cause within separate companies to maximise benefit to our clients

In short, we aim to: **Make the greatest difference to the greatest need.**

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard, and a supportive parent organisation, we have already in the early stages of the 2022/23 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

## Bryson Charitable Group

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### Trustees' annual report (continued) For the year ended 31 March 2023

#### Trustees' responsibilities in relation to the financial statements

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### Statement as to disclose to our auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

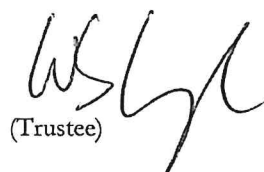
Approved by order of the members of the board of Trustees on

27/4/23

and signed on their behalf by:



P Elliott  
(Chair of Trustees)

  
(Trustee)

## Independent auditors' report to the Members of Bryson Charitable Group

### Opinion

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2023, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2023 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in cursive script that reads "Neal Taylor".

Neal Taylor (Senior statutory auditor)

for and on behalf of  
**Grant Thornton (NI) LLP**  
Chartered Accountants & Statutory Auditor  
Belfast

Date: 18 December 2023

**Bryson Charitable Group**

(A company limited by guarantee)

## Consolidated Statement of financial activities

For the year ended 31 March 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total Funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	4	506	118,366	118,872	321,521
Charitable activities	5	8,374,092	14,028,880	22,402,972	16,803,574
Other trading activities	6	-	20,191,666	20,191,666	18,466,757
Investments	7	-	61,989	61,989	123,620
Other income	8	-	104,526	104,526	101,969
<b>Total income</b>		<b>8,374,598</b>	<b>34,505,427</b>	<b>42,880,025</b>	<b>35,817,441</b>
<b>Expenditure on:</b>					
Raising funds	9	-	18,062,628	18,062,628	16,543,158
Charitable activities	9	8,118,338	14,884,824	23,003,162	18,332,839
<b>Total expenditure</b>		<b>8,118,338</b>	<b>32,947,452</b>	<b>41,065,790</b>	<b>34,875,997</b>
Net (losses)/gains on investments		-	(193,548)	(193,548)	(4,889)
<b>Net (expenditure)/income before taxation</b>		<b>256,260</b>	<b>1,364,427</b>	<b>1,620,687</b>	<b>936,555</b>
Taxation	13	-	(114,801)	(114,801)	(344,641)
<b>Net (expenditure)/income after taxation</b>		<b>256,260</b>	<b>1,249,626</b>	<b>1,505,886</b>	<b>591,914</b>
Transfers between funds	22	-	-	-	-
<b>Net movement in funds</b>		<b>256,260</b>	<b>1,249,626</b>	<b>1,505,886</b>	<b>591,914</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		56,433	10,638,404	10,694,837	10,102,923
Net movement in funds		256,260	1,249,626	1,505,886	591,914
<b>Total funds carried forward</b>		<b>312,693</b>	<b>11,888,030</b>	<b>12,200,723</b>	<b>10,694,837</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

Bryson Charitable Group

(A company limited by guarantee)  
Registered number: NI001319

Consolidated Statement of financial position  
For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	14	(276,262)	(356,333)
Tangible assets	15	7,708,378	7,912,028
Investments	16	3,174,412	3,305,971
		<u>10,606,528</u>	<u>10,861,666</u>
<b>Current assets</b>			
Stocks	17	79,826	88,649
Debtors	18	4,546,986	4,205,639
Cash at bank and in hand		5,675,649	2,406,552
		<u>10,302,461</u>	<u>6,700,840</u>
Creditors: amounts falling due within one year	19	<u>(7,600,493)</u>	<u>(5,666,554)</u>
<b>Net current assets</b>		2,701,968	1,034,286
<b>Total assets less current liabilities</b>		<u>13,308,496</u>	<u>11,895,952</u>
Creditors: amounts falling due after more than one year	20	(672,414)	(848,643)
Provisions for liabilities	21	(435,359)	(352,472)
<b>Total net assets</b>		<u>12,200,723</u>	<u>10,694,837</u>
<b>Charity funds</b>			
<b>Restricted funds:</b>			
Restricted funds		<u>312,693</u>	<u>56,433</u>
	22	312,693	56,433
Unrestricted funds	22	11,888,030	10,638,404
<b>Total funds</b>		<u>12,200,723</u>	<u>10,694,837</u>

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

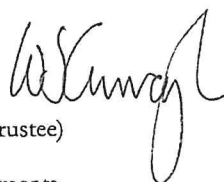
The financial statements were approved and authorised for issue by the Trustees on signed on their behalf by:

27/4/23

and



P Elliott  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)  
Registered number: NI001319

**Charity Statement of financial position**  
For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	15	2,252,155	2,386,137
Investments	16	5,407,086	5,538,645
		<u>7,659,241</u>	<u>7,924,782</u>
<b>Current assets</b>			
Debtors	18	41,883	58,799
Cash at bank and in hand		<u>2,135,189</u>	<u>96,395</u>
		<u>2,177,072</u>	<u>155,194</u>
Creditors: amounts falling due within one year	19	<u>(2,593,013)</u>	<u>(736,377)</u>
<b>Net current liabilities / assets</b>		<b>(415,941)</b>	<b>(581,183)</b>
<b>Total assets less current liabilities</b>		<b>7,243,300</b>	<b>7,343,599</b>
<b>Total net assets</b>		<u><b>7,243,300</b></u>	<u><b>7,343,599</b></u>
<b>Charity funds</b>			
Restricted funds	22	5,507	5,507
Unrestricted funds			
Designated funds	22	11,000	39,546
General funds	22	4,563,581	4,635,334
Revaluation reserve		<u>2,663,212</u>	<u>2,663,212</u>
Total unrestricted funds	22	<u>7,237,793</u>	<u>7,338,092</u>
<b>Total funds</b>		<u><b>7,243,300</b></u>	<u><b>7,343,599</b></u>

The Charity's net movement in funds for the year was a loss of £100,299 (2022: Loss of £812,788).

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

The financial statements were approved and authorised for issue by the Trustees on 27/11/23 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Consolidated statement of cash flows

For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	25	4,183,325	1,924,524
<b>Cash flows from investing activities</b>			
Proceeds from the sale of tangible fixed assets		8,600	38,553
Intercompany dividends received		-	300,000
Purchase of tangible fixed assets		(678,528)	(1,508,058)
Cash flow from investment in play resource		-	(58,428)
Purchase of cash investments		(141,248)	-
Proceeds of disposal of cash investments		79,259	-
<b>Net cash (used in)/provided by investing activities</b>		<b>(731,917)</b>	<b>(1,227,933)</b>
<b>Cash flows from financing activities</b>			
Movement in finance leases		(178,386)	(159,425)
<b>Net cash used in financing activities</b>		<b>(178,386)</b>	<b>(159,425)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>3,273,022</b>	<b>537,166</b>
Cash and cash equivalents at the beginning of the year		2,399,011	1,861,845
<b>Cash and cash equivalents at the end of the year</b>	26	<b>5,672,033</b>	<b>2,399,011</b>

The notes on pages 21 to 52 form part of these financial statements

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2023

## 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 ('SORP').

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.2 Basis of consolidation

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £812,562.

#### 2.3 Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

#### 2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## Notes to the financial statements

For the year ended 31 March 2023

### **2. Accounting policies (continued)**

#### **2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

#### **2.6 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

#### **2.7 Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

**For the year ended 31 March 2023**

### **2. Accounting policies (continued)**

#### **2.8 Intangible assets and amortisation**

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

#### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

#### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### 2.13 Cash at bank and in hand

Cash at bank and 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.

#### 2.14 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### 2.15 Deferred taxation

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### 2.16 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## Notes to the financial statements

For the year ended 31 March 2023

### **2. Accounting policies (continued)**

#### **2.17 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### **2.18 Operating leases**

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### **2.19 Pensions**

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### **2.20 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### **2.21 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

**3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

**a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

**b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

**c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

## Notes to the financial statements

For the year ended 31 March 2023

**4. Income from donations and legacies**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations	-	87,707	87,707
Grants	506	30,659	31,165
<b>Total 2023</b>	<b>506</b>	<b>118,366</b>	<b>118,872</b>

**4. Income from donations and legacies**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	1,400	100,296	101,696
Grants	-	219,825	219,825
<b>Total 2022</b>	<b>1,400</b>	<b>320,121</b>	<b>321,521</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

**5. Income from charitable activities**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Advocacy	-	228,475	228,475
Adults core	-	67,460	67,460
Bridges to progression	5,000	-	5,000
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Cost of Living Emergency Relief Initiative	3,932,642	-	3,932,642
Department for Communities	2,188,401	37,967	2,226,368
Directors office	-	159,271	159,271
Elderly care	-	9,700,646	9,700,646
Energy scheme	46,926	142,753	189,679
European projects	-	92,000	92,000
European social fund	-	225,363	225,363
EVE	-	150,652	150,652
Family and child care	851,666	801,359	1,653,025
Fuel Crisis Initiative	90,000	-	90,000
General income	30,000	202,830	232,830
Migrant Help	145,773	-	145,773
NI Housing Executive floating support	88,301	-	88,301
Other	3,000	5,340	8,340
Play resource	90,749	146,942	237,691
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Training for success	-	1,940,680	1,940,680
<b>Total 2023</b>	<b>8,374,092</b>	<b>14,028,880</b>	<b>22,402,972</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 5. Income from charitable activities

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Advocacy	-	236,465	236,465
Choice housing	24,081	19,698	43,779
Department for Communities	258,298	-	258,298
Elderly care	-	8,677,265	8,677,265
Energy Scheme	49,966	195,829	245,795
European Projects	-	95,010	95,010
European Social Fund	-	228,556	228,556
Family and child care	819,590	879,171	1,698,761
Fuel crisis initiative	2,025,426	168,000	2,193,426
General Income	-	98,429	98,429
Migrant Help	83,964	-	83,964
NI Housing executive	80,643	-	80,643
Other	210,024	226,737	436,761
Play Resource	93,609	120,608	214,217
Special EU Programmes Body	12,952	-	12,952
Training	169,401	-	169,401
Training for Success	-	2,029,852	2,029,852
<b>Total 2022</b>	<b>3,827,954</b>	<b>12,975,620</b>	<b>16,803,574</b>

### 6. Income from other trading activities

#### Income from non-charitable trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Sales – Bryson Recycling	20,191,666	20,191,666

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	Unrestricted funds 2022 £	Total funds 2022 £
Sales – Bryson Recycling	18,466,757	18,466,757

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**Notes to the financial statements**  
For the year ended 31 March 2023

**7. Investment income**

	Unrestricted funds 2023 £	Total funds 2023 £
Listed investments	61,989	61,989

	Unrestricted funds 2022 £	Total funds 2022 £
Listed investments	123,620	123,620

**8. Other incoming resources**

	Unrestricted funds 2023 £	Total funds 2023 £
Other operating income	9,990	9,990
Negative goodwill amortisation	94,536	94,536
<b>Total 2023</b>	<b>104,526</b>	<b>104,526</b>

	Unrestricted funds 2022 £	Total funds 2022 £
Other operating income	101,969	101,969

**Bryson Charitable Group**

(A company limited by guarantee)

**Notes to the financial statements****For the year ended 31 March 2023****9. Analysis of expenditure by activities**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Raising funds	18,062,628	-	18,062,628
Charitable activities	22,007,845	-	22,007,845
Staff costs	-	915,936	915,936
Governance costs	-	79,381	79,381
<b>Total 2023</b>	<b>40,070,473</b>	<b>995,317</b>	<b>41,065,790</b>

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Raising funds	16,543,158	-	16,543,158
Charitable activities	17,848,005	-	17,848,005
Staff costs	-	278,912	278,912
Governance costs	-	205,922	205,922
<b>Total 2022</b>	<b>34,391,163</b>	<b>484,834</b>	<b>34,875,997</b>

**10. Operating surplus**

The operating surplus/(deficit) is stated after charging:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Auditor's remuneration	60,000	60,000	13,333	6,000
Operating lease rental expenses	159,655	271,875	-	4,860
Interest on bank loans and overdrafts	5,820	11,527	2,831	4,423
Depreciation	871,160	918,493	135,412	130,893
Amortisation of negative goodwill	(80,702)	(79,807)	-	-
Gain on disposal of fixed assets	(8,600)	(19,070)	-	-
Exchange differences	(3,222)	-	-	-

## Notes to the financial statements

For the year ended 31 March 2023

### 11. Staff costs

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Wages and salaries	19,557,115	17,917,199	1,124,733	1,081,804
Social security costs	1,671,165	1,347,204	152,347	101,702
Defined contribution pension schemes	478,931	552,623	37,801	82,045
	<b>21,707,211</b>	<b>19,817,026</b>	<b>1,314,881</b>	<b>1,265,551</b>

The average number of persons employed by the Charity during the year was as follows:

	Group 2023 No.	Group 2022 No.
Bryson Charitable Group	30	29
Bryson Energy	40	40
Bryson Care	662	632
Bryson Recycling	339	335
	<b>1,071</b>	<b>1,036</b>

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2023

### 11. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	Group 2022 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	2
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	-
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £449,031 (2022: £429,826).

The total compensation paid to key management personnel for services provided to the Group was £1,139,120 (2022: £750,316).

### 12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL-).

During the year ended 31 March 2023, expenses reimbursed to Trustees were £1,612 (2022 - £1,213).

### 13. Taxation

	2023 £	2022 £
<b>Corporation tax</b>		
Current tax on profits for the year	38,254	-
Adjustments in respect of previous periods	(6,340)	(63,413)
<b>Total current tax</b>	<b>31,914</b>	<b>(63,413)</b>
<b>Deferred tax</b>		
Origination and reversal of timing differences	82,887	408,054
<b>Total deferred tax</b>	<b>82,887</b>	<b>408,054</b>
<b>Taxation on net income/(expenditure)</b>	<b>114,801</b>	<b>344,641</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

### 13. Taxation (continued)

The tax assessed for the year is lower than (2022 – higher than) the standard rate of corporation tax in the UK of 19% (2022 - 19%). The differences are explained below:

	2023 £	2022 £
Net (expenditure)/income before tax	<u>1,620,687</u>	<u>936,555</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 19 (2022 - 19%).	<u>307,931</u>	<u>177,945</u>
<b>Effects of:</b>		
Fixed asset differences	36,483	2,667
Adjustments to tax charge in respect of prior periods	17,165	94,101
Income not taxable for tax purposes	38,222	126,928
Gift aid not taxable for tax purposes	(285,000)	(57,000)
<b>Total tax charge for the year</b>	<u>114,801</u>	<u>344,641</u>

Factors that may affect future tax charges

The standard rate of UK Corporation Tax from 1 April 2023 has increased to 25% for companies generating taxable profits of more than £250,000. The previous 19% tax rate will continue to apply to 'small' companies with profits less than £50,000, with a 'taper relief rate' for those companies with profits between the new thresholds. Deferred tax assets and liabilities have been recognised using the tax rates applicable for the date the assets and liabilities are expected to reverse.

## Notes to the financial statements

For the year ended 31 March 2023

### 14. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2022	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2023</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2022	6,851	(86,658)	(79,807)
Charge for the year	14,464	(94,536)	(80,072)
<b>At 31 March 2023</b>	<b>21,315</b>	<b>(181,194)</b>	<b>(159,879)</b>
<b>Net book value</b>			
<b>At 31 March 2023</b>	<b>15,225</b>	<b>(291,487)</b>	<b>(276,262)</b>
<b>At 31 March 2022</b>	<b>29,689</b>	<b>(386,022)</b>	<b>(356,333)</b>

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

Bryson Charitable Group  
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Notes to the financial statements  
For the year ended 31 March 2023

15. Tangible fixed assets

Group	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Assets under construction £	Total £
Cost or valuation							
At 1 April 2022	6,186,425	4,740,151	3,611,224	1,404,830	460,403	-	16,403,033
Additions	78,791	460,929	-	6,670	120,932	11,206	678,528
Disposals	(10,122)	-	(17,695)	-	(9,337)	-	(37,154)
At 31 March 2023	6,255,094	5,201,080	3,593,529	1,411,500	571,998	11,206	17,044,407
Depreciation							
At 1 April 2022	339,358	4,283,729	2,438,687	1,277,090	152,141	-	8,491,005
Charge for the year	99,319	134,676	443,633	81,840	111,692	-	871,160
On disposals	-	-	(17,695)	-	(8,441)	-	(26,136)
At 31 March 2023	438,677	4,418,405	2,864,625	1,358,930	255,392	-	9,336,029
Net book value							
At 31 March 2023	5,816,417	782,675	728,904	52,570	316,606	11,206	7,708,378
At 31 March 2022	5,847,067	456,422	1,172,537	127,740	308,262	-	7,912,028

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2023, the net book value of these assets was £913,410 (2022: £1,121,588). Depreciation of £406,874 (2022: £505,212) was charged on these assets in the year.

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Tangible fixed assets (continued)

Charity	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 April 2022	2,276,173	184,381	173,205	2,633,759
Additions	5,928	520	6,000	12,448
Disposals	(10,122)	-	(896)	(11,018)
<b>At 31 March 2023</b>	<b>2,271,979</b>	<b>184,901</b>	<b>178,309</b>	<b>2,635,189</b>
<b>Depreciation</b>				
At 1 April 2022	88,941	92,054	66,627	247,622
Charge for the year	45,321	46,171	43,920	135,412
<b>At 31 March 2023</b>	<b>134,262</b>	<b>138,225</b>	<b>110,547</b>	<b>383,034</b>
<b>Net book value</b>				
<b>At 31 March 2023</b>	<b>2,137,717</b>	<b>46,676</b>	<b>67,762</b>	<b>2,252,155</b>
<b>At 31 March 2022</b>	<b>2,187,232</b>	<b>92,327</b>	<b>106,578</b>	<b>2,386,137</b>

### 16. Fixed asset investments

Group	Listed investments £	Trade investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2022	3,288,645	17,326	3,305,971
Additions	141,248	-	141,248
Disposals	(79,259)	-	(79,259)
Recognised gains/(losses)	(193,548)	-	(193,548)
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>
<b>Net book value</b>			
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>
<b>At 31 March 2022</b>	<b>3,288,645</b>	<b>17,326</b>	<b>3,305,971</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 16. Fixed asset investments (continued)

Charity	Investments in subsidiary companies £	Listed investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2022	2,250,000	3,288,645	5,538,645
Additions	-	141,248	141,248
Disposals	-	(79,259)	(79,259)
Recognised gains/(loss)	-	(193,548)	(193,548)
<b>At 31 March 2023</b>	<b>2,250,000</b>	<b>3,157,086</b>	<b>5,407,086</b>
<b>Net book value</b>			
At 31 March 2023	2,250,000	3,157,086	5,407,086
At 31 March 2022	2,250,000	3,288,645	5,538,645

Refer to note 34 for further information regarding the subsidiaries

### 17. Stocks

	Group 2023 £	Group 2022 £
Finished Goods	79,826	88,649

### 18. Debtors

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
<b>Due within one year</b>				
Trade debtors	2,618,371	2,673,974	-	-
Other debtors	8,318	23,795	198	1,106
Prepayments and accrued income	1,920,297	1,505,593	41,685	57,693
Corporation tax recoverable	-	2,277	-	-
	<b>4,546,986</b>	<b>4,205,639</b>	<b>41,883</b>	<b>58,799</b>

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## Notes to the financial statements

For the year ended 31 March 2023

**19. Creditors: Amounts falling due within one year**

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Bank overdrafts	3,616	7,541	-	-
Trade creditors	1,490,285	1,680,150	37,931	140,210
Corporation tax	18,356	-	-	-
Amounts owed to group undertakings	-	-	854,806	84,234
Other taxation and social security	791,861	436,747	234,794	56,147
Obligations under finance lease and hire purchase contracts	371,789	324,657	-	-
Other creditors	196,318	115,535	5,627	3,638
Accruals and deferred income	4,728,268	3,101,924	1,459,855	452,148
	<u>7,600,493</u>	<u>5,666,554</u>	<u>2,593,013</u>	<u>736,377</u>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

**20. Creditors: Amounts falling due after more than one year**

	Group 2023 £	Group 2022 £
Net obligations under finance lease and hire purchase contracts	<u>672,414</u>	<u>848,643</u>

There are no creditors falling due after more than one year in the charity.

**Notes to the financial statements**  
**For the year ended 31 March 2023**

**21. Deferred taxation**

**Group**

	2023	2022
	£	£
At the beginning of the year	352,472	(55,582)
Charge for the year	82,887	408,054
	<u>435,359</u>	<u>352,472</u>

The deferred tax balance is made up as follows:

	Group 2023	Group 2022
	£	£
Accelerated capital allowances	440,477	(387,552)
Tax losses carried forward	(5,118)	10,352
Losses and other deductions	-	24,728
	<u>435,359</u>	<u>(352,472)</u>

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Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds

Group	Balance at 1	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31
	April 2022						March 2023
	£	£	£	£	£	£	£
Unrestricted funds							
Designated funds							
Designated funds	28,546	-	-	-	(28,546)	-	-
Designated funds	11,000	-	-	-	-	-	11,000
Bryson funds	39,546	-	-	-	(28,546)	-	11,000
General Funds							
Unrestricted funds	7,605,709	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	8,883,881
Premises revaluation reserve	2,068,914	-	-	-	-	-	2,068,914
Endowment funds	331,610	-	-	-	-	-	331,610
Investment revaluation reserve	592,625	-	-	-	-	-	592,625
	10,598,858	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	11,877,030
Total unrestricted reserves	10,638,404	34,505,427	(32,947,452)	(114,801)	-	(193,548)	11,888,030

Bryson Charitable Group  
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Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds (continued)

	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
<b>Restricted funds</b>							
Miscellaneous Trusts	4,507	-	-	-	-	-	4,507
Mason Bibby	100	400	-	-	-	-	500
Jaffe	2,931	2,000	-	-	-	-	4,931
Energy fund	-	46,926	(40,189)	-	-	-	6,737
Bridges to progression	-	5,000	(5,000)	-	-	-	-
General funds	-	30,000	(30,000)	-	-	-	-
Play resource	-	90,749	(90,749)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	9,285	-	(3,264)	-	-	-	6,021
Surestart	-	851,666	(851,666)	-	-	-	-
Students unit	-	177,727	(177,727)	-	-	-	-
NIRRC	-	2,188,401	(2,070,843)	-	-	-	117,558
DARE	-	-	(3,852)	-	-	-	(3,852)
FCI	-	90,000	-	-	-	-	90,000
Migrants advice	-	145,773	(130,394)	-	-	-	15,379
NIHE Floating fund	-	88,807	(88,807)	-	-	-	-
Community Renewal	-	460,844	(460,844)	-	-	-	-
Choice Housing	-	263,063	(244,172)	-	-	-	18,891
CLERI	-	3,932,642	(3,917,860)	-	-	-	14,782
Other	-	600	(2,971)	-	-	-	(2,371)
	56,433	8,374,598	(8,118,338)	-	-	-	312,693
<b>Total funds</b>	10,694,837	42,880,025	(41,065,790)	(114,801)	-	(193,548)	12,200,723

Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds (continued)

	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
	£	£	£	£	£	£	£
<b>Charity</b>							
<b>Designated funds</b>							
Designated funds	28,546	-	-	-	(28,546)	-	-
Bryson funds	11,000	-	-	-	-	-	11,000
	39,546	-	-	-	(28,546)	-	11,000
<b>General Funds</b>							
Unrestricted funds	4,635,334	2,214,086	(2,120,837)	-	28,546	(193,548)	4,563,581
Investment revaluation reserve	2,663,212	-	-	-	-	-	2,663,212
	7,298,546	2,214,086	(2,120,837)	-	28,546	(193,548)	7,226,793
<b>Total unrestricted funds</b>	7,338,092	2,214,086	(2,120,837)	-	-	(193,548)	7,237,793
<b>Restricted funds</b>							
CIJERI	-	3,244,407	(3,244,407)	-	-	-	-
Miscellaneous Trusts	5,507	-	-	-	-	-	5,507
	5,507	3,244,407	(3,244,407)	-	-	-	5,507
<b>Total funds</b>	7,343,599	5,458,493	(5,365,244)	-	-	(193,548)	7,243,300

Notes to the financial statements  
For the year ended 31 March 2023

23. Summary of funds

Group	Balance at 1	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31
	April 2022						March 2023
Designated funds	£ 39,546	£ -	£ -	£ -	£ (28,546)	£ -	£ 11,000
General funds	10,598,858	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	11,877,030
Unrestricted funds	56,433	8,374,598	(8,118,338)	-	-	-	312,693
	<b>10,694,837</b>	<b>42,880,025</b>	<b>(41,065,790)</b>	<b>(114,801)</b>	<b>-</b>	<b>(193,548)</b>	<b>12,200,723</b>
Charity	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
Designated funds	£ 39,546	£ -	£ -	£ -	£ (28,546)	£ -	£ 11,000
General funds	7,298,546	2,214,086	(2,120,837)	-	28,546	(193,548)	7,226,793
Unrestricted funds	5,507	3,244,407	(3,244,407)	-	-	-	5,507
	<b>7,343,599</b>	<b>5,458,493</b>	<b>(5,365,244)</b>	<b>-</b>	<b>-</b>	<b>(193,548)</b>	<b>7,243,300</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**24. Analysis of net assets between funds**

Group	Restricted	Unrestricted	Total
	funds	funds	funds
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	7,708,378	7,708,378
Intangible fixed assets	-	(276,262)	(276,262)
Fixed asset investments	-	3,157,086	3,157,086
Trade investments	-	17,326	17,326
Current assets	312,693	9,989,768	10,302,461
Creditors due within one year	-	(7,600,493)	(7,600,493)
Creditors due in more than one year	-	(672,414)	(672,414)
Provisions for liabilities and charges	-	(422,731)	(422,731)
<b>Total</b>	<b>312,693</b>	<b>11,888,030</b>	<b>12,200,723</b>

Charity	Restricted	Unrestricted	Total
	funds	funds	funds
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	2,252,155	2,252,155
Fixed asset investments	-	5,407,086	5,407,086
Current assets	5,507	2,171,565	2,177,072
Creditors due within one year	-	(2,593,013)	(2,593,013)
<b>Total</b>	<b>5,507</b>	<b>7,237,793</b>	<b>7,243,300</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 25. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023	Group 2022
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	1,505,886	936,555
<b>Adjustments for:</b>		
Depreciation charges	871,160	922,206
Taxation charge	114,801	-
Gain on disposal of fixed assets	(8,600)	-
Loss/(gain) on investments	193,548	(27,581)
Decrease in stocks	8,823	9,491
(Increase)/Decrease in debtors	(343,624)	773,395
Increase/(Decrease) in creditors	1,915,583	(647,127)
Interest payable	5,820	37,392
Amortisation of goodwill	(80,072)	(79,807)
Net cash generated from operating activities	<u>4,183,325</u>	<u>1,924,524</u>

### 26. Analysis of cash and cash equivalents

	Group 2023	Group 2022
	£	£
Cash in hand	5,675,649	2,406,552
Overdraft facility repayable on demand	(3,616)	(7,541)
	<u>5,672,033</u>	<u>2,399,011</u>

### 27. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	2,406,552	3,269,097	5,675,649
Bank overdrafts repayable on demand	(7,541)	3,925	(3,616)
Finance leases	(1,173,300)	129,097	(1,044,203)
	<u>1,225,711</u>	<u>3,402,119</u>	<u>4,627,830</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £37,801 (2022: £101,664)

Group - £478,931 (2022: £572,242)

The balance unpaid at the year-end amounted to:

Charity - £8,171 (2022: £6,491)

Group - £106,320 (2022: £25,612)

### 29. Operating lease commitments

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Not later than 1 year	219,449	92,554	4,860	4,860
Later than 1 year and not later than 5 years	176,819	52,717	6,480	11,340
	<u>396,268</u>	<u>145,271</u>	<u>11,340</u>	<u>16,200</u>

## Notes to the financial statements

For the year ended 31 March 2023

### 30. Finance lease commitments:

Minimum lease payments under hire purchase fall due as follows:

	Group 2023 £	Group 2022 £
Within one year	371,789	324,657
Between 1 - 5 years	672,414	848,643
	<u>1,044,203</u>	<u>1,173,300</u>

There were no amounts repayable under hire purchase agreements in the charity

### 31. Related party transactions

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2023.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

### 33. Post balance sheet events

There have been no significant post balance sheet events affecting the group since the year-end.

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2023**

**34. Principal subsidiaries**

The following were subsidiary undertakings of the Charity:

<b>Names</b>	<b>Company number</b>	<b>Charity registration number</b>	<b>Registered office or principal place of business</b>	<b>Principal activity</b>	<b>Class of shares</b>	<b>Holding</b>
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%
Bryson Lagansports	NI028941	NIC100144	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Outdoor activities	Ordinary	100%
Bryson Intercultural	NI034882	NIC102679	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Social action activities for minority groups	Ordinary	100%

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Annual report

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# Financial Statements

## Bryson Charitable Group

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For the year ended 31 March 2023

**Registered number: NI001319**  
**Charity number: NIC101396**

**Bryson Charitable Group**  
**(A company limited by guarantee)**

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**Bryson Charitable Group**

(A company limited by guarantee)

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2023**

**Trustees**  
D Torrens, Chair (resigned 31 March 2023)  
P Elliott, Chair  
S Curragh, Hon. Treasurer  
L Brown (resigned 30 June 2023)  
E Joudeth  
W Francey (resigned 31 March 2023)  
N Quigley (appointed 1 August 2023)  
D Hughes (appointed 1 April 2023)  
J Houston (resigned 30 September 2023)  
N Meier  
D Baker (appointed 1 August 2023)

**Company registered number** NI001319

**Charity registered number** NIC101396

**Registered office**  
2 Rivers Edge  
13-15 Ravenhill Road  
Belfast  
Co. Antrim  
BT6 8DN

**Independent auditors** Grant Thornton (NI) LLP  
Chartered Accountants & Statutory Auditor  
12 - 15 Donegall Square West  
Belfast  
BT1 6JH

**Bankers** AIB  
11 - 15 Donegall Square North  
Belfast  
BT1 5JA

**Solicitors** Tughans  
Marlborough Street  
30 Victoria Street  
Belfast  
BT1 3GG

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report For the year ended 31 March 2023**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Director of Recycling	Eric Randall (resigned 30 September 2023)
Interim Director of Recycling	Katy Fulton (appointed 23 May 2023)
Director of Care	Jo Marley
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell (appointed 1 January 2023)

#### **Objectives and activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.
13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household item

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

**AND** without prejudice to the generality of the foregoing other charitable purposes, for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development;
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries, two charitable and one trading company. These were as follows:

#### **Charitable Subsidiary Companies:**

1. Bryson Care – services to families and older people;
2. Bryson Energy – providing leadership, advice, support and installation of energy saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders. Promoting active living, health and well-being in inner city communities. Providing employment and training initiatives to young adults and those living with long-term unemployment.

#### **Subsidiary Social Enterprise Trading Company:**

1. Bryson Recycling – providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

#### **Achievements and performance**

The 12 months period to 31st March 2023 The Group embarked on the third year of its 5-year strategy and proactively delivered services and an emergency response to over 60,000 clients and recycling services to over 300,000 households, over achieving its 5 year planned targets.

**Bryson Care** has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

- Home-based personal care for vulnerable adults.
- Home based Family support services to children and young people and their caregivers.
- Advocacy support for adults with learning difficulties and their caregivers.
- Housing support for Irish Travellers.
- Advice and support to those seeking Asylum and Refuge.
- Practice learning for student social workers.
- A new community-based pilot 'Thriving Communities' and Emergency response to the cost of fuel crisis

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

Over the course of the 12-month period to 31st March 2023, Bryson Care has experienced a year of further innovation and solid growth. In addition to the delivery of our longstanding high-quality services to families and children under stress, vulnerable adults, resettled refugees, and practice learning opportunities for professional social work students we continued to develop community innovations and growth. A successful recruitment drive enabled us to support more households and add a richer skill mix to our community teams. By way of example of this success, we achieved:

- A 40% growth in the provision of our weekly rapid hospital discharge hours (RASP)
- Recognition for a high standard of practice representing the rights of those with a learning disability from the Public Inquiry Panel investigating Muckamore Abbey Hospital.
- Two additional Asylum Advice Advisors to support an 18.9% growth in the numbers of vulnerable people seeking asylum in Northern Ireland.
- The delivery of a regional support response to provide essential emergency funds to displaced Ukrainians arriving here from their homeland.
- An urgent renewed emergency cost of living response to financially support a further 13.5K households in greatest need.
- A new crisis intervention model to connect those with ongoing needs with our 'Root Cause' resources, including the provision of our cost-of-living initiative- sustainable 'Healthy Futures'.
- Innovative models of aging well are being explored with colleagues in the Netherlands.

**Bryson Energy** Over the course of the 12-month period to 31st March 2023, the Charity has continued to deliver programme outputs across Northern Ireland in a number of areas:

#### **Skills Based Training**

The charity has continued to deliver key training programmes such as Training for Success and Skills for Life and Work; as well as the Apprenticeship NI programmes; as funded by the Department for the Economy. These programmes are of critical importance to the work of the charity in driving education and training for young people, whilst increasing skills base for employment for those at a disadvantage. Key results below:

- Overall, we had 232 weekly average students enrolled on our various programs.
- We increased our retention on our programs by 11% and our disability support by 4% (from 2021/22).

#### **Employability**

The charity has continued to deliver key employability programmes including the Step Into Employment; as funded by the Department for the Economy and the European Social Fund. These programmes are of critical importance to the work of the charity in supporting those unemployed back into employment or into further education or training programmes. Key results below:

- 206 participants enrolled onto our main employment programme
- 58 of which moved into employment and 68 moved into training/education as a direct result of our work with them.

#### **Energy, Budgeting and Home Safety Advice & Support**

Supported over 1,000 households across Northern Ireland about energy measures to help reduce household poverty and carbon emissions; and to improve household comfort and wellbeing.

- In Belfast; 474 home safety assessments were carried out and 804 hrs were spent carrying out minor repairs works in vulnerable households. In addition, 101 hours were spent assessing homes and fitting security measures to keep them safer; and 54 hours were focussed on installing energy efficient measures (inc. draught proofing).

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

- In Mid & East Antrim; vulnerable households received 533 hours of minor home repairs & support.
- In partnership with the Department for Communities we continued to support 5 community-based pilot Social Supermarket support programme across NI to help mitigate the impacts of Welfare Reform. Through this programme we have assisted over 100 vulnerable households with energy advice and emergency cost of living grants.

#### **Adventure Activities**

The charity continued its efforts to provide adventure activities to a range of groups, families, and young people through support programmes in line the organisation's focus on social impact. Overall, we engaged with 2,934 people across a range of events and activities and delivered the Duke of Edinburgh award to 335 young people.

The acquisition of the successful Adventure Activities provider - Pathways in February 2023; will provide significant business and customer growth in this work area in the next financial year and into the future.

#### **Creative Arts & Play**

Bryson Energy continued to develop this part of the charity in 2 main areas – scrap-store memberships and creative art & play programmes. As a registered charity we collect non-toxic waste materials from industry and redistribute them to members - registered groups, schools and organisations. We also develop a range of creative arts & Play programmes with a range of customer groups on behalf of funding organisations including Belfast City Council and the Arts Council NI (ACNI). Key Results below:

- We had 8,665 visitors to the Scrap-Store
- 888 members overall – at end March 2023 (27% increase from previous year)
- We developed and delivered creative arts & play programs to 178 local community & school groups supporting over 10,000 participants.

#### **Community led root cause**

In Oct 2022; the Group Community Root Cause programmes were restructured to be part of Bryson Energy. This team delivered a range of bespoke Family Support, Training, Employment, Wellbeing and Energy Efficiency initiatives in 5 vulnerable communities, with the overall goal to identify and removing the root causes and barriers to individual sustainability and growth. Funding was provided by the UK Prosperity Fund and from several private donations. Overall, the main root cause programs supported > 2,500 households through training, employment, energy efficiency and family support.

#### **Bryson Recycling**

Over the 2022/23 year, the organisation has been building and strengthening relationships with Councils outside Northern Ireland including established contracts in ROI and Wales. This is an area which Bryson Recycling is constantly investing in due to the substantial role that reuse can play in achieving substantial social and environmental benefits through the provision of training and employment opportunities, access to low cost quality goods, and better resource use.

Over the course of the financial year, Bryson Recycling:

- Collected recycling materials from 165k houses across Northern Ireland;
- Serviced approximately 250k houses through its material recycling facility in Mallusk;
- Serviced 22,000 houses with residual and blue bin waste collections in Antrim.
- Provided a subscription garden waste collection in Wales to 52k households.
- Serviced over 58k houses at its 8 household recycling centres (HRCs) in ROI
- Serviced over 91k houses at 5 HRCs in North Wales. This includes the establishment of an additional 3 household recycling centres (HRC's) in Denbighshire.

## Bryson Charitable Group

(A company limited by guarantee)

### Trustees' annual report (continued) For the year ended 31 March 2023

The directors consider that the following key performance indicators are the most effective measures to evaluate the performance of the business: Turnover £20,191,666 (2022: £18,466,757), Shareholders' funds £4,678,872 (2022: £4,067,145) and employee numbers 339 (2022: 335).

The high commodity prices and budget controls resulted in a year end pre-tax surplus of £1,821,843 compared with £1,604,591 in the prior year. The organisation continues to drive forward with reported management accounts in 2023/24 showing a positive trajectory as a result of continued streamlining of operations, and strong commodity prices. Bryson Recycling also continues to work with many stakeholders across the UK in order to encourage both innovation and cost savings in their approach to waste management including local councils and households.

#### Financial review and results for the year

Bryson Charitable Group is a charity which aims to “make the greatest difference to the greatest need” in the areas of Potential, Peace and the Environment.

2022/23 was the third of the charity’s 5-year strategy. It was another successful year in which the Charity over achieved on the original 5 year plan and have reset on a new 3 year ambitious target for the period 2024 to 2026.

Reach has exceeded the 2025 target with over 60,000 people helped and over 300,000 homes served by Recycling.

Quality and Safety remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

Cash at £5.7m continued to strengthen with all group companies’ cash positive.

The Surplus of £1.5m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

Turnover increased by increased by £6.9m (19.2%) to £42.7m

The highlights of the year also include:

- Emergency relief provided to over 60,000 people in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries are now debt free with stronger balance sheets and cash balances
- Over £4.5m new funding secured to help those in greatest need
- Full year impact of acquisition of Denbigh Household Recycling Centres
- Full year impact Play Resource (arts charity and waste recycling to arts materials) and acquisition of Pathways in Bryson Energy
- Leading role in the arrival of Ukrainian Refugees
- Appointment of a Chief Finance Officer has greatly enhanced the Finance Team’s contribution to Bryson
- Recruitment of 5 new Trustees across 4 boards
- International best practice visits to Los Angeles, GB and Ireland

The rapid achievement of the 5-year goals in from 2020 to 2023 has necessitated the creation of a new strategy before the 2024 through to 2026.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

#### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SoFA). This annual report has been prepared on that basis.

#### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

#### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

#### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisations objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and his Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

Once the potential new Trustee has agreed to be considered for appointment to the role, the Trustees meet to review and to vote on the candidates' suitability for the appointment. If there is unanimous agreement, their names are then proposed for appointment. Trustees are then inducted and trained by the Group Chief Executive and Senior Management.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

All Trustees give of their time freely and no Trustee received remuneration in the year.

Continuing the development of a model which delivers good governance remains our priority and drives agility into the decision-making processes. In line with this objective, each Board along with the Group Board annually review their performance, identify skill deficits and seek to refresh and attract new skills to Boards. To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Remuneration Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial management policies**

##### **Reserves:**

Income reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities or the unrestricted fund, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans growth short to medium term and will strive to maintain and increase these levels in the coming years. A surplus financial position has been budgeted for Bryson for the 2023/24 financial year as investment in the past years with careful management has created a strong platform from which to grow, strengthen the position to tender, and provide future strong financial returns. We plan to ensure all subsidiary companies will be able to attain a level of three months expenditure as reserves in the short to medium term.

##### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance. In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against the FTSE All Share Index and other relevant indices. The full valuation of listed investments as at 31 March 2023 remained at £3.2m (2022 - £3.3m).

## Bryson Charitable Group

(A company limited by guarantee)

Trustees' annual report (continued)  
For the year ended 31 March 2023

### Plans for future periods

The vision 'Building the Best Future' is at the forefront of the on-going work of Bryson Charitable Group. Having developed a strong five year strategy which has exceeded expectations after year 2, the Charity is reviewing the next 3 year plan, supported by subsidiary strategies, and corporate services strategies, the key focus for the charity is not only to continue and exceed the current services which are delivered, but to double in reach to assist those utmost in need.

This gives four clear steers:

1. We aim to do more than just be better for the people and situations we serve; we aim to do the best possible job
2. This means we will challenge ourselves to define/refine what is optimal based on international best practice, both exporting and importing the best
3. We will aim to share what is best at the highest levels of government, academia, industry and throughout society.  
Improving policy, priorities and investment upstream will then improve lives in the front line
4. We need to focus on those areas of greatest need where we can make the greatest difference. We may need to shed less productive activity to allow us to maximise our impact.
5. Succession – to manage effectively the recruitment and replacement executive senior management as several approach retirement
6. Create a development team to drive growth of philanthropic and trading income
7. Enhance performance management through 'Pulses' system
8. Place Emergency relief and root cause within separate companies to maximise benefit to our clients

In short, we aim to: **Make the greatest difference to the greatest need.**

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard, and a supportive parent organisation, we have already in the early stages of the 2022/23 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

## Bryson Charitable Group

(A company limited by guarantee)

### Trustees' annual report (continued) For the year ended 31 March 2023

#### Trustees' responsibilities in relation to the financial statements

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### Statement as to disclose to our auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

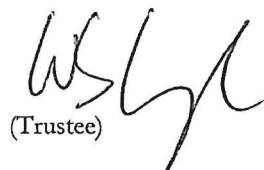
Approved by order of the members of the board of Trustees on

27/4/23

and signed on their behalf by:



P Elliott  
(Chair of Trustees)

  
(Trustee)

## Independent auditors' report to the Members of Bryson Charitable Group

### Opinion

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2023, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2023 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in cursive script that reads "Neal Taylor".

Neal Taylor (Senior statutory auditor)

for and on behalf of  
**Grant Thornton (NI) LLP**  
Chartered Accountants & Statutory Auditor  
Belfast

**Date:** 18 December 2023

**Bryson Charitable Group**

(A company limited by guarantee)

## Consolidated Statement of financial activities

For the year ended 31 March 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total Funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	4	506	118,366	118,872	321,521
Charitable activities	5	8,374,092	14,028,880	22,402,972	16,803,574
Other trading activities	6	-	20,191,666	20,191,666	18,466,757
Investments	7	-	61,989	61,989	123,620
Other income	8	-	104,526	104,526	101,969
<b>Total income</b>		<b>8,374,598</b>	<b>34,505,427</b>	<b>42,880,025</b>	<b>35,817,441</b>
<b>Expenditure on:</b>					
Raising funds	9	-	18,062,628	18,062,628	16,543,158
Charitable activities	9	8,118,338	14,884,824	23,003,162	18,332,839
<b>Total expenditure</b>		<b>8,118,338</b>	<b>32,947,452</b>	<b>41,065,790</b>	<b>34,875,997</b>
Net (losses)/gains on investments		-	(193,548)	(193,548)	(4,889)
<b>Net (expenditure)/income before taxation</b>		<b>256,260</b>	<b>1,364,427</b>	<b>1,620,687</b>	<b>936,555</b>
Taxation	13	-	(114,801)	(114,801)	(344,641)
<b>Net (expenditure)/income after taxation</b>		<b>256,260</b>	<b>1,249,626</b>	<b>1,505,886</b>	<b>591,914</b>
Transfers between funds	22	-	-	-	-
<b>Net movement in funds</b>		<b>256,260</b>	<b>1,249,626</b>	<b>1,505,886</b>	<b>591,914</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		56,433	10,638,404	10,694,837	10,102,923
Net movement in funds		256,260	1,249,626	1,505,886	591,914
<b>Total funds carried forward</b>		<b>312,693</b>	<b>11,888,030</b>	<b>12,200,723</b>	<b>10,694,837</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

Bryson Charitable Group

(A company limited by guarantee)  
Registered number: NI001319

Consolidated Statement of financial position  
For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	14	(276,262)	(356,333)
Tangible assets	15	7,708,378	7,912,028
Investments	16	3,174,412	3,305,971
		<u>10,606,528</u>	<u>10,861,666</u>
<b>Current assets</b>			
Stocks	17	79,826	88,649
Debtors	18	4,546,986	4,205,639
Cash at bank and in hand		5,675,649	2,406,552
		<u>10,302,461</u>	<u>6,700,840</u>
Creditors: amounts falling due within one year	19	<u>(7,600,493)</u>	<u>(5,666,554)</u>
<b>Net current assets</b>		2,701,968	1,034,286
<b>Total assets less current liabilities</b>		<u>13,308,496</u>	<u>11,895,952</u>
Creditors: amounts falling due after more than one year	20	(672,414)	(848,643)
Provisions for liabilities	21	(435,359)	(352,472)
<b>Total net assets</b>		<u>12,200,723</u>	<u>10,694,837</u>
<b>Charity funds</b>			
<b>Restricted funds:</b>			
Restricted funds		<u>312,693</u>	<u>56,433</u>
	22	312,693	56,433
Unrestricted funds	22	11,888,030	10,638,404
<b>Total funds</b>		<u>12,200,723</u>	<u>10,694,837</u>

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

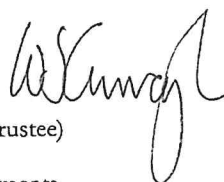
The financial statements were approved and authorised for issue by the Trustees on signed on their behalf by:

27/4/23

and



P Elliott  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)  
Registered number: NI001319

**Charity Statement of financial position**  
For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	15	2,252,155	2,386,137
Investments	16	5,407,086	5,538,645
		<u>7,659,241</u>	<u>7,924,782</u>
<b>Current assets</b>			
Debtors	18	41,883	58,799
Cash at bank and in hand		<u>2,135,189</u>	<u>96,395</u>
		<u>2,177,072</u>	<u>155,194</u>
Creditors: amounts falling due within one year	19	<u>(2,593,013)</u>	<u>(736,377)</u>
<b>Net current liabilities / assets</b>		<b>(415,941)</b>	<b>(581,183)</b>
<b>Total assets less current liabilities</b>		<b>7,243,300</b>	<b>7,343,599</b>
<b>Total net assets</b>		<u><b>7,243,300</b></u>	<u><b>7,343,599</b></u>
<b>Charity funds</b>			
Restricted funds	22	5,507	5,507
Unrestricted funds			
Designated funds	22	11,000	39,546
General funds	22	4,563,581	4,635,334
Revaluation reserve		<u>2,663,212</u>	<u>2,663,212</u>
Total unrestricted funds	22	<u>7,237,793</u>	<u>7,338,092</u>
<b>Total funds</b>		<u><b>7,243,300</b></u>	<u><b>7,343,599</b></u>

The Charity's net movement in funds for the year was a loss of £100,299 (2022: Loss of £812,788).

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

The financial statements were approved and authorised for issue by the Trustees on 27/11/23 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Consolidated statement of cash flows

For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	25	4,183,325	1,924,524
<b>Cash flows from investing activities</b>			
Proceeds from the sale of tangible fixed assets		8,600	38,553
Intercompany dividends received		-	300,000
Purchase of tangible fixed assets		(678,528)	(1,508,058)
Cash flow from investment in play resource		-	(58,428)
Purchase of cash investments		(141,248)	-
Proceeds of disposal of cash investments		79,259	-
<b>Net cash (used in)/provided by investing activities</b>		<b>(731,917)</b>	<b>(1,227,933)</b>
<b>Cash flows from financing activities</b>			
Movement in finance leases		(178,386)	(159,425)
<b>Net cash used in financing activities</b>		<b>(178,386)</b>	<b>(159,425)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>3,273,022</b>	<b>537,166</b>
Cash and cash equivalents at the beginning of the year		2,399,011	1,861,845
<b>Cash and cash equivalents at the end of the year</b>	26	<b>5,672,033</b>	<b>2,399,011</b>

The notes on pages 21 to 52 form part of these financial statements

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2023

## 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 ('SORP').

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.2 Basis of consolidation

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £812,562.

#### 2.3 Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

#### 2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## Notes to the financial statements

For the year ended 31 March 2023

### **2. Accounting policies (continued)**

#### **2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

#### **2.6 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

#### **2.7 Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

**For the year ended 31 March 2023**

### **2. Accounting policies (continued)**

#### **2.8 Intangible assets and amortisation**

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

#### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

#### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### 2.13 Cash at bank and in hand

Cash at bank and 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.

#### 2.14 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### 2.15 Deferred taxation

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### 2.16 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## Notes to the financial statements

For the year ended 31 March 2023

### **2. Accounting policies (continued)**

#### **2.17 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### **2.18 Operating leases**

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### **2.19 Pensions**

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### **2.20 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### **2.21 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

**3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

**a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

**b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

**c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

## Notes to the financial statements

For the year ended 31 March 2023

**4. Income from donations and legacies**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations	-	87,707	87,707
Grants	506	30,659	31,165
<b>Total 2023</b>	<b>506</b>	<b>118,366</b>	<b>118,872</b>

**4. Income from donations and legacies**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	1,400	100,296	101,696
Grants	-	219,825	219,825
<b>Total 2022</b>	<b>1,400</b>	<b>320,121</b>	<b>321,521</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**5. Income from charitable activities**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Advocacy	-	228,475	228,475
Adults core	-	67,460	67,460
Bridges to progression	5,000	-	5,000
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Cost of Living Emergency Relief Initiative	3,932,642	-	3,932,642
Department for Communities	2,188,401	37,967	2,226,368
Directors office	-	159,271	159,271
Elderly care	-	9,700,646	9,700,646
Energy scheme	46,926	142,753	189,679
European projects	-	92,000	92,000
European social fund	-	225,363	225,363
EVE	-	150,652	150,652
Family and child care	851,666	801,359	1,653,025
Fuel Crisis Initiative	90,000	-	90,000
General income	30,000	202,830	232,830
Migrant Help	145,773	-	145,773
NI Housing Executive floating support	88,301	-	88,301
Other	3,000	5,340	8,340
Play resource	90,749	146,942	237,691
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Training for success	-	1,940,680	1,940,680
<b>Total 2023</b>	<b>8,374,092</b>	<b>14,028,880</b>	<b>22,402,972</b>

**Notes to the financial statements**  
**For the year ended 31 March 2023**

**5. Income from charitable activities**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Advocacy	-	236,465	236,465
Choice housing	24,081	19,698	43,779
Department for Communities	258,298	-	258,298
Elderly care	-	8,677,265	8,677,265
Energy Scheme	49,966	195,829	245,795
European Projects	-	95,010	95,010
European Social Fund	-	228,556	228,556
Family and child care	819,590	879,171	1,698,761
Fuel crisis initiative	2,025,426	168,000	2,193,426
General Income	-	98,429	98,429
Migrant Help	83,964	-	83,964
NI Housing executive	80,643	-	80,643
Other	210,024	226,737	436,761
Play Resource	93,609	120,608	214,217
Special EU Programmes Body	12,952	-	12,952
Training	169,401	-	169,401
Training for Success	-	2,029,852	2,029,852
<b>Total 2022</b>	<b>3,827,954</b>	<b>12,975,620</b>	<b>16,803,574</b>

**6. Income from other trading activities**

**Income from non-charitable trading activities**

	Unrestricted funds 2023 £	Total funds 2023 £
Sales – Bryson Recycling	20,191,666	20,191,666

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	Unrestricted funds 2022 £	Total funds 2022 £
Sales – Bryson Recycling	18,466,757	18,466,757

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**Notes to the financial statements**  
For the year ended 31 March 2023

**7. Investment income**

	Unrestricted funds 2023 £	Total funds 2023 £
Listed investments	61,989	61,989

	Unrestricted funds 2022 £	Total funds 2022 £
Listed investments	123,620	123,620

**8. Other incoming resources**

	Unrestricted funds 2023 £	Total funds 2023 £
Other operating income	9,990	9,990
Negative goodwill amortisation	94,536	94,536
<b>Total 2023</b>	<b>104,526</b>	<b>104,526</b>

	Unrestricted funds 2022 £	Total funds 2022 £
Other operating income	101,969	101,969

**Bryson Charitable Group****(A company limited by guarantee)****Notes to the financial statements****For the year ended 31 March 2023****9. Analysis of expenditure by activities**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Raising funds	18,062,628	-	18,062,628
Charitable activities	22,007,845	-	22,007,845
Staff costs	-	915,936	915,936
Governance costs	-	79,381	79,381
<b>Total 2023</b>	<b>40,070,473</b>	<b>995,317</b>	<b>41,065,790</b>

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Raising funds	16,543,158	-	16,543,158
Charitable activities	17,848,005	-	17,848,005
Staff costs	-	278,912	278,912
Governance costs	-	205,922	205,922
<b>Total 2022</b>	<b>34,391,163</b>	<b>484,834</b>	<b>34,875,997</b>

**10. Operating surplus**

The operating surplus/(deficit) is stated after charging:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Auditor's remuneration	60,000	60,000	13,333	6,000
Operating lease rental expenses	159,655	271,875	-	4,860
Interest on bank loans and overdrafts	5,820	11,527	2,831	4,423
Depreciation	871,160	918,493	135,412	130,893
Amortisation of negative goodwill	(80,702)	(79,807)	-	-
Gain on disposal of fixed assets	(8,600)	(19,070)	-	-
Exchange differences	(3,222)	-	-	-

## Notes to the financial statements

For the year ended 31 March 2023

### 11. Staff costs

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Wages and salaries	19,557,115	17,917,199	1,124,733	1,081,804
Social security costs	1,671,165	1,347,204	152,347	101,702
Defined contribution pension schemes	478,931	552,623	37,801	82,045
	<b>21,707,211</b>	<b>19,817,026</b>	<b>1,314,881</b>	<b>1,265,551</b>

The average number of persons employed by the Charity during the year was as follows:

	Group 2023 No.	Group 2022 No.
Bryson Charitable Group	30	29
Bryson Energy	40	40
Bryson Care	662	632
Bryson Recycling	339	335
	<b>1,071</b>	<b>1,036</b>

## Bryson Charitable Group

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# Notes to the financial statements

For the year ended 31 March 2023

### 11. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	Group 2022 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	2
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	-
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £449,031 (2022: £429,826).

The total compensation paid to key management personnel for services provided to the Group was £1,139,120 (2022: £750,316).

### 12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL-).

During the year ended 31 March 2023, expenses reimbursed to Trustees were £1,612 (2022 - £1,213).

### 13. Taxation

	2023 £	2022 £
<b>Corporation tax</b>		
Current tax on profits for the year	38,254	-
Adjustments in respect of previous periods	(6,340)	(63,413)
<b>Total current tax</b>	<u>31,914</u>	<u>(63,413)</u>
<b>Deferred tax</b>		
Origination and reversal of timing differences	82,887	408,054
<b>Total deferred tax</b>	<u>82,887</u>	<u>408,054</u>
<b>Taxation on net income/(expenditure)</b>	<u>114,801</u>	<u>344,641</u>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

### 13. Taxation (continued)

The tax assessed for the year is lower than (2022 – higher than) the standard rate of corporation tax in the UK of 19% (2022 - 19%). The differences are explained below:

	2023 £	2022 £
Net (expenditure)/income before tax	<u>1,620,687</u>	<u>936,555</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 19 (2022 - 19%).	<u>307,931</u>	<u>177,945</u>
<b>Effects of:</b>		
Fixed asset differences	36,483	2,667
Adjustments to tax charge in respect of prior periods	17,165	94,101
Income not taxable for tax purposes	38,222	126,928
Gift aid not taxable for tax purposes	(285,000)	(57,000)
<b>Total tax charge for the year</b>	<u>114,801</u>	<u>344,641</u>

Factors that may affect future tax charges

The standard rate of UK Corporation Tax from 1 April 2023 has increased to 25% for companies generating taxable profits of more than £250,000. The previous 19% tax rate will continue to apply to 'small' companies with profits less than £50,000, with a 'taper relief rate' for those companies with profits between the new thresholds. Deferred tax assets and liabilities have been recognised using the tax rates applicable for the date the assets and liabilities are expected to reverse.

## Notes to the financial statements

For the year ended 31 March 2023

### 14. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2022	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2023</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2022	6,851	(86,658)	(79,807)
Charge for the year	14,464	(94,536)	(80,072)
<b>At 31 March 2023</b>	<b>21,315</b>	<b>(181,194)</b>	<b>(159,879)</b>
<b>Net book value</b>			
<b>At 31 March 2023</b>	<b>15,225</b>	<b>(291,487)</b>	<b>(276,262)</b>
<b>At 31 March 2022</b>	<b>29,689</b>	<b>(386,022)</b>	<b>(356,333)</b>

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

Bryson Charitable Group  
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Notes to the financial statements  
For the year ended 31 March 2023

15. Tangible fixed assets

Group	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Assets under construction £	Total £
Cost or valuation							
At 1 April 2022	6,186,425	4,740,151	3,611,224	1,404,830	460,403	-	16,403,033
Additions	78,791	460,929	-	6,670	120,932	11,206	678,528
Disposals	(10,122)	-	(17,695)	-	(9,337)	-	(37,154)
At 31 March 2023	6,255,094	5,201,080	3,593,529	1,411,500	571,998	11,206	17,044,407
Depreciation							
At 1 April 2022	339,358	4,283,729	2,438,687	1,277,090	152,141	-	8,491,005
Charge for the year	99,319	134,676	443,633	81,840	111,692	-	871,160
On disposals	-	-	(17,695)	-	(8,441)	-	(26,136)
At 31 March 2023	438,677	4,418,405	2,864,625	1,358,930	255,392	-	9,336,029
Net book value							
At 31 March 2023	5,816,417	782,675	728,904	52,570	316,606	11,206	7,708,378
At 31 March 2022	5,847,067	456,422	1,172,537	127,740	308,262	-	7,912,028

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2023, the net book value of these assets was £913,410 (2022: £1,121,588). Depreciation of £406,874 (2022: £505,212) was charged on these assets in the year.

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Tangible fixed assets (continued)

Charity	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 April 2022	2,276,173	184,381	173,205	2,633,759
Additions	5,928	520	6,000	12,448
Disposals	(10,122)	-	(896)	(11,018)
<b>At 31 March 2023</b>	<b>2,271,979</b>	<b>184,901</b>	<b>178,309</b>	<b>2,635,189</b>
<b>Depreciation</b>				
At 1 April 2022	88,941	92,054	66,627	247,622
Charge for the year	45,321	46,171	43,920	135,412
<b>At 31 March 2023</b>	<b>134,262</b>	<b>138,225</b>	<b>110,547</b>	<b>383,034</b>
<b>Net book value</b>				
<b>At 31 March 2023</b>	<b>2,137,717</b>	<b>46,676</b>	<b>67,762</b>	<b>2,252,155</b>
<b>At 31 March 2022</b>	<b>2,187,232</b>	<b>92,327</b>	<b>106,578</b>	<b>2,386,137</b>

### 16. Fixed asset investments

Group	Listed investments £	Trade investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2022	3,288,645	17,326	3,305,971
Additions	141,248	-	141,248
Disposals	(79,259)	-	(79,259)
Recognised gains/(losses)	(193,548)	-	(193,548)
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>
<b>Net book value</b>			
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>
<b>At 31 March 2022</b>	<b>3,288,645</b>	<b>17,326</b>	<b>3,305,971</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 16. Fixed asset investments (continued)

Charity	Investments in subsidiary companies £	Listed investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2022	2,250,000	3,288,645	5,538,645
Additions	-	141,248	141,248
Disposals	-	(79,259)	(79,259)
Recognised gains/(loss)	-	(193,548)	(193,548)
<b>At 31 March 2023</b>	<b>2,250,000</b>	<b>3,157,086</b>	<b>5,407,086</b>
<b>Net book value</b>			
At 31 March 2023	2,250,000	3,157,086	5,407,086
At 31 March 2022	2,250,000	3,288,645	5,538,645

Refer to note 34 for further information regarding the subsidiaries

### 17. Stocks

	Group 2023 £	Group 2022 £
Finished Goods	79,826	88,649

### 18. Debtors

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
<b>Due within one year</b>				
Trade debtors	2,618,371	2,673,974	-	-
Other debtors	8,318	23,795	198	1,106
Prepayments and accrued income	1,920,297	1,505,593	41,685	57,693
Corporation tax recoverable	-	2,277	-	-
	<b>4,546,986</b>	<b>4,205,639</b>	<b>41,883</b>	<b>58,799</b>

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## Notes to the financial statements

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**19. Creditors: Amounts falling due within one year**

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Bank overdrafts	3,616	7,541	-	-
Trade creditors	1,490,285	1,680,150	37,931	140,210
Corporation tax	18,356	-	-	-
Amounts owed to group undertakings	-	-	854,806	84,234
Other taxation and social security	791,861	436,747	234,794	56,147
Obligations under finance lease and hire purchase contracts	371,789	324,657	-	-
Other creditors	196,318	115,535	5,627	3,638
Accruals and deferred income	4,728,268	3,101,924	1,459,855	452,148
	<u>7,600,493</u>	<u>5,666,554</u>	<u>2,593,013</u>	<u>736,377</u>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

**20. Creditors: Amounts falling due after more than one year**

	Group 2023 £	Group 2022 £
Net obligations under finance lease and hire purchase contracts	<u>672,414</u>	<u>848,643</u>

There are no creditors falling due after more than one year in the charity.

## Notes to the financial statements

For the year ended 31 March 2023

### 21. Deferred taxation

**Group**

	2023	2022
	£	£
At the beginning of the year	352,472	(55,582)
Charge for the year	82,887	408,054
	<u>435,359</u>	<u>352,472</u>

The deferred tax balance is made up as follows:

	Group 2023	Group 2022
	£	£
Accelerated capital allowances	440,477	(387,552)
Tax losses carried forward	(5,118)	10,352
Losses and other deductions	-	24,728
	<u>435,359</u>	<u>(352,472)</u>

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Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds

Group	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
	£	£	£	£	£	£	£
Unrestricted funds							
Designated funds							
Designated funds	28,546	-	-	-	(28,546)	-	-
Designated funds	11,000	-	-	-	-	-	11,000
Bryson funds	39,546	-	-	-	(28,546)	-	11,000
General Funds							
Unrestricted funds	7,605,709	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	8,883,881
Premises revaluation reserve	2,068,914	-	-	-	-	-	2,068,914
Endowment funds	331,610	-	-	-	-	-	331,610
Investment revaluation reserve	592,625	-	-	-	-	-	592,625
	10,598,858	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	11,877,030
Total unrestricted reserves	10,638,404	34,505,427	(32,947,452)	(114,801)	-	(193,548)	11,888,030

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Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds (continued)

	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
<b>Restricted funds</b>							
Miscellaneous Trusts	4,507	-	-	-	-	-	4,507
Mason Bibby	100	400	-	-	-	-	500
Jaffe	2,931	2,000	-	-	-	-	4,931
Energy fund	-	46,926	(40,189)	-	-	-	6,737
Bridges to progression	-	5,000	(5,000)	-	-	-	-
General funds	-	30,000	(30,000)	-	-	-	-
Play resource	-	90,749	(90,749)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	9,285	-	(3,264)	-	-	-	6,021
Surestart	-	851,666	(851,666)	-	-	-	-
Students unit	-	177,727	(177,727)	-	-	-	-
NIRRC	-	2,188,401	(2,070,843)	-	-	-	117,558
DARE	-	-	(3,852)	-	-	-	(3,852)
FCI	-	90,000	-	-	-	-	90,000
Migrants advice	-	145,773	(130,394)	-	-	-	15,379
NIHE Floating fund	-	88,807	(88,807)	-	-	-	-
Community Renewal	-	460,844	(460,844)	-	-	-	-
Choice Housing	-	263,063	(244,172)	-	-	-	18,891
CLERI	-	3,932,642	(3,917,860)	-	-	-	14,782
Other	-	600	(2,971)	-	-	-	(2,371)
	56,433	8,374,598	(8,118,338)	-	-	-	312,693
<b>Total funds</b>	10,694,837	42,880,025	(41,065,790)	(114,801)	-	(193,548)	12,200,723

Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds (continued)

	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
	£	£	£	£	£	£	£
<b>Charity</b>							
<b>Designated funds</b>							
Designated funds	28,546	-	-	-	(28,546)	-	-
Bryson funds	11,000	-	-	-	-	-	11,000
	39,546	-	-	-	(28,546)	-	11,000
<b>General Funds</b>							
Unrestricted funds	4,635,334	2,214,086	(2,120,837)	-	28,546	(193,548)	4,563,581
Investment revaluation reserve	2,663,212	-	-	-	-	-	2,663,212
	7,298,546	2,214,086	(2,120,837)	-	28,546	(193,548)	7,226,793
<b>Total unrestricted funds</b>	7,338,092	2,214,086	(2,120,837)	-	-	(193,548)	7,237,793
<b>Restricted funds</b>							
CLERI	-	3,244,407	(3,244,407)	-	-	-	-
Miscellaneous Trusts	5,507	-	-	-	-	-	5,507
	5,507	3,244,407	(3,244,407)	-	-	-	5,507
<b>Total funds</b>	7,343,599	5,458,493	(5,365,244)	-	-	(193,548)	7,243,300

Notes to the financial statements  
For the year ended 31 March 2023

23. Summary of funds

Group	Balance at 1	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31
	April 2022						March 2023
Designated funds	£ 39,546	£ -	£ -	£ -	£ (28,546)	£ -	£ 11,000
General funds	10,598,858	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	11,877,030
Unrestricted funds	56,433	8,374,598	(8,118,338)	-	-	-	312,693
	<b>10,694,837</b>	<b>42,880,025</b>	<b>(41,065,790)</b>	<b>(114,801)</b>	<b>-</b>	<b>(193,548)</b>	<b>12,200,723</b>
Charity	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
Designated funds	£ 39,546	£ -	£ -	£ -	£ (28,546)	£ -	£ 11,000
General funds	7,298,546	2,214,086	(2,120,837)	-	28,546	(193,548)	7,226,793
Unrestricted funds	5,507	3,244,407	(3,244,407)	-	-	-	5,507
	<b>7,343,599</b>	<b>5,458,493</b>	<b>(5,365,244)</b>	<b>-</b>	<b>-</b>	<b>(193,548)</b>	<b>7,243,300</b>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

**24. Analysis of net assets between funds**

Group	Restricted	Unrestricted	Total
	funds	funds	funds
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	7,708,378	7,708,378
Intangible fixed assets	-	(276,262)	(276,262)
Fixed asset investments	-	3,157,086	3,157,086
Trade investments	-	17,326	17,326
Current assets	312,693	9,989,768	10,302,461
Creditors due within one year	-	(7,600,493)	(7,600,493)
Creditors due in more than one year	-	(672,414)	(672,414)
Provisions for liabilities and charges	-	(422,731)	(422,731)
<b>Total</b>	<b>312,693</b>	<b>11,888,030</b>	<b>12,200,723</b>

Charity	Restricted	Unrestricted	Total
	funds	funds	funds
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	2,252,155	2,252,155
Fixed asset investments	-	5,407,086	5,407,086
Current assets	5,507	2,171,565	2,177,072
Creditors due within one year	-	(2,593,013)	(2,593,013)
<b>Total</b>	<b>5,507</b>	<b>7,237,793</b>	<b>7,243,300</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 25. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023	Group 2022
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	1,505,886	936,555
<b>Adjustments for:</b>		
Depreciation charges	871,160	922,206
Taxation charge	114,801	-
Gain on disposal of fixed assets	(8,600)	-
Loss/(gain) on investments	193,548	(27,581)
Decrease in stocks	8,823	9,491
(Increase)/Decrease in debtors	(343,624)	773,395
Increase/(Decrease) in creditors	1,915,583	(647,127)
Interest payable	5,820	37,392
Amortisation of goodwill	(80,072)	(79,807)
Net cash generated from operating activities	<u>4,183,325</u>	<u>1,924,524</u>

### 26. Analysis of cash and cash equivalents

	Group 2023	Group 2022
	£	£
Cash in hand	5,675,649	2,406,552
Overdraft facility repayable on demand	(3,616)	(7,541)
	<u>5,672,033</u>	<u>2,399,011</u>

### 27. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	2,406,552	3,269,097	5,675,649
Bank overdrafts repayable on demand	(7,541)	3,925	(3,616)
Finance leases	(1,173,300)	129,097	(1,044,203)
	<u>1,225,711</u>	<u>3,402,119</u>	<u>4,627,830</u>

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £37,801 (2022: £101,664)

Group - £478,931 (2022: £572,242)

The balance unpaid at the year-end amounted to:

Charity - £8,171 (2022: £6,491)

Group - £106,320 (2022: £25,612)

### 29. Operating lease commitments

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Not later than 1 year	219,449	92,554	4,860	4,860
Later than 1 year and not later than 5 years	176,819	52,717	6,480	11,340
	<u>396,268</u>	<u>145,271</u>	<u>11,340</u>	<u>16,200</u>

## Notes to the financial statements

For the year ended 31 March 2023

### 30. Finance lease commitments:

Minimum lease payments under hire purchase fall due as follows:

	Group 2023 £	Group 2022 £
Within one year	371,789	324,657
Between 1 - 5 years	672,414	848,643
	<u>1,044,203</u>	<u>1,173,300</u>

There were no amounts repayable under hire purchase agreements in the charity

### 31. Related party transactions

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2023.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

### 33. Post balance sheet events

There have been no significant post balance sheet events affecting the group since the year-end.

**Bryson Charitable Group**  
**(A company limited by guarantee)**

**Notes to the financial statements**  
**For the year ended 31 March 2023**

**34. Principal subsidiaries**

The following were subsidiary undertakings of the Charity:

<b>Names</b>	<b>Company number</b>	<b>Charity registration number</b>	<b>Registered office or principal place of business</b>	<b>Principal activity</b>	<b>Class of shares</b>	<b>Holding</b>
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%
Bryson Lagansports	NI028941	NIC100144	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Outdoor activities	Ordinary	100%
Bryson Intercultural	NI034882	NIC102679	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Social action activities for minority groups	Ordinary	100%

**Bryson Charitable Group**

Northern Ireland - Charity number 101396

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# Annual return

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# Financial Statements

## Bryson Charitable Group

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For the year ended 31 March 2023

**Registered number: NI001319**  
**Charity number: NIC101396**

**Bryson Charitable Group**  
**(A company limited by guarantee)**

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**Bryson Charitable Group**

(A company limited by guarantee)

**Reference and administrative details of the Charity, its Trustees and advisers  
For the year ended 31 March 2023**

**Trustees** D Torrens, Chair (resigned 31 March 2023)  
P Elliott, Chair  
S Curragh, Hon. Treasurer  
L Brown (resigned 30 June 2023)  
E Joudeth  
W Francey (resigned 31 March 2023)  
N Quigley (appointed 1 August 2023)  
D Hughes (appointed 1 April 2023)  
J Houston (resigned 30 September 2023)  
N Meier  
D Baker (appointed 1 August 2023)

**Company registered number** NI001319

**Charity registered number** NIC101396

**Registered office** 2 Rivers Edge  
13-15 Ravenhill Road  
Belfast  
Co. Antrim  
BT6 8DN

**Independent auditors** Grant Thornton (NI) LLP  
Chartered Accountants & Statutory Auditor  
12 - 15 Donegall Square West  
Belfast  
BT1 6JH

**Bankers** AIB  
11 - 15 Donegall Square North  
Belfast  
BT1 5JA

**Solicitors** Tughans  
Marlborough Street  
30 Victoria Street  
Belfast  
BT1 3GG

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report For the year ended 31 March 2023**

#### **Key Management Personnel**

Chief Executive Officer	Shane Logan
Chief Financial Officer	Moya Johnston
Director of HR	Clare Doran (resigned 31 August 2023)
Director of Recycling	Eric Randall (resigned 30 September 2023)
Interim Director of Recycling	Katy Fulton (appointed 23 May 2023)
Director of Care	Jo Marley
Director of Energy	Nigel Brady
Director of Business Development	Peter Russell (appointed 1 January 2023)

#### **Objectives and activities**

The principal activity of Bryson Charitable Group (Bryson), for the year under review, was the operation, development and support of charitable services for communities, families and individuals.

In shaping our objectives for the year and planning our activities, the Trustees have considered the Charity Commission for Northern Ireland guidance on public benefit.

Bryson's mission is to identify and develop sustainable responses to existing and emerging social issues. Work is developed around the following charitable objectives:

1. The provision of services to alleviate poverty and social disadvantage.
2. The development of new services to address unmet and emerging social need.
3. The provision of services to support families under stress as a result of poverty, unemployment, poor environment or other factors placing them at a significant disadvantage in society.
4. The provision of services to support elderly people at a significant disadvantage in society through poverty, ill-health or other factors.
5. To act as a resource for young people, by providing advice and assistance and organising programmes of physical, educational and other activities as a means of:
  - Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals.
  - Advancing education.
  - Relieving unemployment.
6. The provision of training and other services to strengthen the ability of unemployed people to compete in the labour market and find employment.
7. The promotion of good community relations across religious, cultural and ethnic divisions.
8. The provision of advocacy services for people disadvantaged through age, illness, ethnicity, mental health or other circumstance, so that they are better able to identify and articulate their needs.
9. The provision of services to support the integration of immigrants, particularly those in danger of experiencing social exclusion.
10. The provision of services to develop the capacity and skills of the members of socially and economically disadvantaged communities in such a way that they are better able to identify, and help meet their needs and to participate more fully in society.
11. The provision for recreational facilities for the public at large, or those who by reason of their youth, age, infirmity or disablement, financial hardship or social and economic circumstances, have need of such facilities.
12. The protection and preservation of the environment for the public benefit by:
  - The promotion of waste reduction, re-use reclamation, recycling, use of recycled products;
  - Advancing the education of the public about aspects of waste generation, waste management and waste recycling;
  - Promoting energy conservation and sustainable energy production.
13. The relief of financial hardship by the recycling and provision of furniture, clothes and other household item

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

14. To advance the education of the public in the conservation, protection and improvement of the physical and natural environment.

**AND** without prejudice to the generality of the foregoing other charitable purposes, for the benefit of the public as the Trustees may from time to time decide.

The purposes of Bryson as an organisation are charitable, as they fall under the approved purposes, as listed in the Charities Act (Northern Ireland) 2008, specifically:

- The relief of those in need;
- The prevention or relief of poverty;
- The advancement of health;
- The advancement of environmental protection or improvement;
- The advancement of education;
- The advancement of citizenship or community development;
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.

Services were delivered through three subsidiaries, two charitable and one trading company. These were as follows:

#### **Charitable Subsidiary Companies:**

1. Bryson Care – services to families and older people;
2. Bryson Energy – providing leadership, advice, support and installation of energy saving measures in homes, tackling fuel poverty and helping to reduce energy costs for householders. Promoting active living, health and well-being in inner city communities. Providing employment and training initiatives to young adults and those living with long-term unemployment.

#### **Subsidiary Social Enterprise Trading Company:**

1. Bryson Recycling – providing kerbside recycling services, civic amenity sites, materials recycling facilities and commercial recycling collections.

#### **Achievements and performance**

The 12 months period to 31st March 2023 The Group embarked on the third year of its 5-year strategy and proactively delivered services and an emergency response to over 60,000 clients and recycling services to over 300,000 households, over achieving its 5 year planned targets.

**Bryson Care** has provided expert care and support to vulnerable people for over 100 years. Incorporated in 2011, and a subsidiary within Bryson Charitable Group, it provides a diverse range of services to those in need including the following:

- Home-based personal care for vulnerable adults.
- Home based Family support services to children and young people and their caregivers.
- Advocacy support for adults with learning difficulties and their caregivers.
- Housing support for Irish Travellers.
- Advice and support to those seeking Asylum and Refuge.
- Practice learning for student social workers.
- A new community-based pilot 'Thriving Communities' and Emergency response to the cost of fuel crisis

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

Over the course of the 12-month period to 31st March 2023, Bryson Care has experienced a year of further innovation and solid growth. In addition to the delivery of our longstanding high-quality services to families and children under stress, vulnerable adults, resettled refugees, and practice learning opportunities for professional social work students we continued to develop community innovations and growth. A successful recruitment drive enabled us to support more households and add a richer skill mix to our community teams. By way of example of this success, we achieved:

- A 40% growth in the provision of our weekly rapid hospital discharge hours (RASP)
- Recognition for a high standard of practice representing the rights of those with a learning disability from the Public Inquiry Panel investigating Muckamore Abbey Hospital.
- Two additional Asylum Advice Advisors to support an 18.9% growth in the numbers of vulnerable people seeking asylum in Northern Ireland.
- The delivery of a regional support response to provide essential emergency funds to displaced Ukrainians arriving here from their homeland.
- An urgent renewed emergency cost of living response to financially support a further 13.5K households in greatest need.
- A new crisis intervention model to connect those with ongoing needs with our 'Root Cause' resources, including the provision of our cost-of-living initiative- sustainable 'Healthy Futures'.
- Innovative models of aging well are being explored with colleagues in the Netherlands.

**Bryson Energy** Over the course of the 12-month period to 31st March 2023, the Charity has continued to deliver programme outputs across Northern Ireland in a number of areas:

#### **Skills Based Training**

The charity has continued to deliver key training programmes such as Training for Success and Skills for Life and Work; as well as the Apprenticeship NI programmes; as funded by the Department for the Economy. These programmes are of critical importance to the work of the charity in driving education and training for young people, whilst increasing skills base for employment for those at a disadvantage. Key results below:

- Overall, we had 232 weekly average students enrolled on our various programs.
- We increased our retention on our programs by 11% and our disability support by 4% (from 2021/22).

#### **Employability**

The charity has continued to deliver key employability programmes including the Step Into Employment; as funded by the Department for the Economy and the European Social Fund. These programmes are of critical importance to the work of the charity in supporting those unemployed back into employment or into further education or training programmes. Key results below:

- 206 participants enrolled onto our main employment programme
- 58 of which moved into employment and 68 moved into training/education as a direct result of our work with them.

#### **Energy, Budgeting and Home Safety Advice & Support**

Supported over 1,000 households across Northern Ireland about energy measures to help reduce household poverty and carbon emissions; and to improve household comfort and wellbeing.

- In Belfast; 474 home safety assessments were carried out and 804 hrs were spent carrying out minor repairs works in vulnerable households. In addition, 101 hours were spent assessing homes and fitting security measures to keep them safer; and 54 hours were focussed on installing energy efficient measures (inc. draught proofing).

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

- In Mid & East Antrim; vulnerable households received 533 hours of minor home repairs & support.
- In partnership with the Department for Communities we continued to support 5 community-based pilot Social Supermarket support programme across NI to help mitigate the impacts of Welfare Reform. Through this programme we have assisted over 100 vulnerable households with energy advice and emergency cost of living grants.

#### **Adventure Activities**

The charity continued its efforts to provide adventure activities to a range of groups, families, and young people through support programmes in line the organisation's focus on social impact. Overall, we engaged with 2,934 people across a range of events and activities and delivered the Duke of Edinburgh award to 335 young people.

The acquisition of the successful Adventure Activities provider - Pathways in February 2023; will provide significant business and customer growth in this work area in the next financial year and into the future.

#### **Creative Arts & Play**

Bryson Energy continued to develop this part of the charity in 2 main areas – scrap-store memberships and creative art & play programmes. As a registered charity we collect non-toxic waste materials from industry and redistribute them to members - registered groups, schools and organisations. We also develop a range of creative arts & Play programmes with a range of customer groups on behalf of funding organisations including Belfast City Council and the Arts Council NI (ACNI). Key Results below:

- We had 8,665 visitors to the Scrap-Store
- 888 members overall – at end March 2023 (27% increase from previous year)
- We developed and delivered creative arts & play programs to 178 local community & school groups supporting over 10,000 participants.

#### **Community led root cause**

In Oct 2022; the Group Community Root Cause programmes were restructured to be part of Bryson Energy. This team delivered a range of bespoke Family Support, Training, Employment, Wellbeing and Energy Efficiency initiatives in 5 vulnerable communities, with the overall goal to identify and removing the root causes and barriers to individual sustainability and growth. Funding was provided by the UK Prosperity Fund and from several private donations. Overall, the main root cause programs supported > 2,500 households through training, employment, energy efficiency and family support.

#### **Bryson Recycling**

Over the 2022/23 year, the organisation has been building and strengthening relationships with Councils outside Northern Ireland including established contracts in ROI and Wales. This is an area which Bryson Recycling is constantly investing in due to the substantial role that reuse can play in achieving substantial social and environmental benefits through the provision of training and employment opportunities, access to low cost quality goods, and better resource use.

Over the course of the financial year, Bryson Recycling:

- Collected recycling materials from 165k houses across Northern Ireland;
- Serviced approximately 250k houses through its material recycling facility in Mallusk;
- Serviced 22,000 houses with residual and blue bin waste collections in Antrim.
- Provided a subscription garden waste collection in Wales to 52k households.
- Serviced over 58k houses at its 8 household recycling centres (HRCs) in ROI
- Serviced over 91k houses at 5 HRCs in North Wales. This includes the establishment of an additional 3 household recycling centres (HRC's) in Denbighshire.

## Bryson Charitable Group

(A company limited by guarantee)

### Trustees' annual report (continued) For the year ended 31 March 2023

The directors consider that the following key performance indicators are the most effective measures to evaluate the performance of the business: Turnover £20,191,666 (2022: £18,466,757), Shareholders' funds £4,678,872 (2022: £4,067,145) and employee numbers 339 (2022: 335).

The high commodity prices and budget controls resulted in a year end pre-tax surplus of £1,821,843 compared with £1,604,591 in the prior year. The organisation continues to drive forward with reported management accounts in 2023/24 showing a positive trajectory as a result of continued streamlining of operations, and strong commodity prices. Bryson Recycling also continues to work with many stakeholders across the UK in order to encourage both innovation and cost savings in their approach to waste management including local councils and households.

#### Financial review and results for the year

Bryson Charitable Group is a charity which aims to “make the greatest difference to the greatest need” in the areas of Potential, Peace and the Environment.

2022/23 was the third of the charity’s 5-year strategy. It was another successful year in which the Charity over achieved on the original 5 year plan and have reset on a new 3 year ambitious target for the period 2024 to 2026.

Reach has exceeded the 2025 target with over 60,000 people helped and over 300,000 homes served by Recycling.

Quality and Safety remained strong as evidenced by positive external scrutiny (including RQIA, ETI, HSE, ISOs, external and internal audit)

Cash at £5.7m continued to strengthen with all group companies’ cash positive.

The Surplus of £1.5m was significantly ahead of target and all companies are trading profitably. All profits are re-invested for the benefit of the people the charity serves.

Turnover increased by increased by £6.9m (19.2%) to £42.7m

The highlights of the year also include:

- Emergency relief provided to over 60,000 people in financial distress
- Over 20,000 people helped in addressing the root causes of difficulty to maximise individual potential
- All three subsidiaries grew reach, improved quality and returned a surplus
- All three subsidiaries are now debt free with stronger balance sheets and cash balances
- Over £4.5m new funding secured to help those in greatest need
- Full year impact of acquisition of Denbigh Household Recycling Centres
- Full year impact Play Resource (arts charity and waste recycling to arts materials) and acquisition of Pathways in Bryson Energy
- Leading role in the arrival of Ukrainian Refugees
- Appointment of a Chief Finance Officer has greatly enhanced the Finance Team’s contribution to Bryson
- Recruitment of 5 new Trustees across 4 boards
- International best practice visits to Los Angeles, GB and Ireland

The rapid achievement of the 5-year goals in from 2020 to 2023 has necessitated the creation of a new strategy before the 2024 through to 2026.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

#### **Income and Expenditure Account**

The 'Statement of Recommended Practice' (SORP) for charities requires restricted income to be recognized the year in which it is received and any unspent income then transferred to a restricted fund to cover appropriate funding expenditure. This can cause large fluctuations in recorded 'net incoming / outgoing resources' on the Statement of Financial Activities (SoFA). This annual report has been prepared on that basis.

#### **Governing Document**

Bryson Charitable Group is a company limited by guarantee governed by its Memorandum and Articles of Association. The Trustees act within the powers outlined in the Charity's Memorandum and Articles of Association. Bryson Charitable Group is a registered charity with the Charities Commission for Northern Ireland.

#### **Structure**

Bryson has developed its corporate structure to consist of the parent charity providing management support, governance and essential programs and funding.

There are 3 subsidiaries: Bryson Care, Bryson Energy and Bryson Recycling. Care and Energy are charities; Recycling is a trading social enterprise.

#### **Governance and Management**

The Board of Trustees is responsible for the overall governance of the Charity. Trustees are either elected or co-opted and the number of Trustees may not exceed 15. Elected Trustees may serve two terms of 4 years, with an option of extension in exceptional circumstances. Effective partnership between the Trustees and Bryson's Executive Team continues to deliver the organisations objectives.

A Statement of Reserved Matters is in place which records the powers which are exclusive to the Board of Trustees and provides a clear framework for the distinction between Board governance and the executive management control placed on the Chief Executive and his Senior Management Team.

Trustees meet on at least a quarterly basis to review strategy, operational performance and financial performance. The Board of Trustees reviews its own performance and the performance of individual Trustees on an annual basis and takes any necessary steps to ensure both continue to work well.

Each of the Trustees, being the members of Bryson, have guaranteed to contribute to the assets of Bryson in the event of same being wound up to the extent of £0.50.

#### **Appointment of Trustees:**

The Governance and Nominations Committee leads the process for appointments to the Board. New Trustees are recruited on the relevance of their professional skills and their potential to be able to make a helpful contribution to the governance of the charity. As part of the recruitment process they are made aware of Trustees' legal obligations under charity and company law, the content of the Memorandum and Articles of Association, the Board and decision making processes, the business plan and recent financial performance of the charity.

Once the potential new Trustee has agreed to be considered for appointment to the role, the Trustees meet to review and to vote on the candidates' suitability for the appointment. If there is unanimous agreement, their names are then proposed for appointment. Trustees are then inducted and trained by the Group Chief Executive and Senior Management.

The Trustees delegate the exercise of certain powers in connection with the management and administration as set out below. This is controlled by requiring regular reporting to the board from the various Committees, so that all decisions, made under delegated powers, can be considered and ratified by the full Board in due course.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

All Trustees give of their time freely and no Trustee received remuneration in the year.

Continuing the development of a model which delivers good governance remains our priority and drives agility into the decision-making processes. In line with this objective, each Board along with the Group Board annually review their performance, identify skill deficits and seek to refresh and attract new skills to Boards. To support good governance and independent oversight, the Group Board works through the established sub-committees which include the Governance & Nominations Committee, the Remuneration Committee, the Investment Committee, and Bryson's Executive Team.

#### **Governance and Nominations Committee:**

The Governance and Nominations Committee comprises Trustees and other advisors who are independent of the management and free of any relationship, which in the opinion of the Board, would interfere with the exercise of independent judgement as members of the Committee. The Committee which meets at least bi-annually, but also when deemed appropriate, is responsible for the selection, induction and training of Trustees and also the management of Trustees. In addition, the Committee maintains duties for the oversight and development of governance arrangements including the review and update of the governance handbook, the development and implementation and review of governance procedures and when necessary the revision of the governing documents subject to the approval of the membership. The Committee also recommend the Group's general remuneration policy for approval by the Board, set the remuneration levels for the Chief Executive and Directors, monitor the level and structure of remuneration for senior Management and approval of Senior Management remuneration, review the benchmarking of salaries across the Group in line with policy, recommend any cost of living increase for all staff to the Board, and determine the policy for the scope of pension arrangements.

#### **Investment Committee:**

The Investment Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board would interfere with the exercise of independent judgement as members of the Committee. The Committee meets at least bi-annually. It is charged with reviewing the strategy, policy of Bryson's investment portfolio and advising the senior staff and Board accordingly.

#### **Audit & Risk Committee:**

The Audit & Risk Committee comprises Trustees and other advisors who are independent of the management and free of any relationship that in the opinion of the Board of Trustees would interfere with the exercise of independent judgement as members of the Committee. The Committee meet at least quarterly. It is responsible for risk assessment, risk management, internal control, management of the relationship with internal and external auditors and advising the Board accordingly.

#### **Executive Directors**

The Chief Executive and the Group Executive Team are responsible for the day-to-day management of Bryson's affairs and for implementing policies agreed by the Board.

## **Bryson Charitable Group**

**(A company limited by guarantee)**

### **Trustees' annual report (continued) For the year ended 31 March 2023**

#### **Employees**

Bryson aims to be an organisation where employees enjoy a sense of fulfilment and where they feel supported and developed. Bryson has procedures both formal and informal for consulting its employees and keeping them as fully informed as circumstances permit in all matters of concern to them. Bryson attaches importance to equality of opportunity in employment irrespective of disability, race, religion or gender. Employees are kept fully informed about its strategy and objectives, as well as day-to-day news and events. Regular information about the organisation is available through meetings, briefings, and the website. All employees are encouraged to give their suggestions and views on performance and are involved in the development of both strategy and objectives appropriate to their area of work.

A policy of recruitment and promotion on the basis of aptitude and ability without discrimination is followed. It is policy to give full consideration to suitable applications for employment from people with disabilities. Staff with disabilities are eligible to participate in all career development opportunities available. Opportunities also exist for employees who become disabled to continue in employment or to be trained for other positions in Bryson.

Bryson is committed to the training, career development and promotion of all employees. An individual's career development is assessed through annual performance review and supervision. Training programs are provided to meet any ongoing needs, with the aim of developing employees for both their current and their future roles and are aligned with personal development plans. Bryson continues to have a large involvement with training schemes for unemployed and strive not only to provide training by also employment and development for such individuals.

There are no private benefits to any individuals connected with the organisation other than the payment of salaries to staff, which is a necessary requirement, in order to provide services and therefore incidental to the carrying out of the purposes.

During the pandemic, an employee hardship fund was created to assist staff in acute need. There is a regular report to the Group Board and the fund is administered by an Assistant Director.

#### **Financial management policies**

##### **Reserves:**

Income reserves are defined as those assets in the unrestricted fund of Bryson that the Trustees have or can make available to apply for all or any of its purposes, once they have provided for the liabilities or the unrestricted fund, together with any commitments of Bryson and other planned expenditure intended to be met from the assets of the unrestricted fund.

Bryson plans growth short to medium term and will strive to maintain and increase these levels in the coming years. A surplus financial position has been budgeted for Bryson for the 2023/24 financial year as investment in the past years with careful management has created a strong platform from which to grow, strengthen the position to tender, and provide future strong financial returns. We plan to ensure all subsidiary companies will be able to attain a level of three months expenditure as reserves in the short to medium term.

##### **Investment Policy and Performance:**

The present investment policy is to maximize the long-term return of Bryson's investment funds subject to the risks normally associated with a balanced approach to portfolio management whilst having regard to an ethical stance. In line with the Investment Policy, Bryson expects its fund manager to invest only in companies that have appropriate governance, ethical and social responsibility policies. The performance of the funds is measured against the FTSE All Share Index and other relevant indices. The full valuation of listed investments as at 31 March 2023 remained at £3.2m (2022 - £3.3m).

## Bryson Charitable Group

(A company limited by guarantee)

Trustees' annual report (continued)  
For the year ended 31 March 2023

### Plans for future periods

The vision 'Building the Best Future' is at the forefront of the on-going work of Bryson Charitable Group. Having developed a strong five year strategy which has exceeded expectations after year 2, the Charity is reviewing the next 3 year plan, supported by subsidiary strategies, and corporate services strategies, the key focus for the charity is not only to continue and exceed the current services which are delivered, but to double in reach to assist those utmost in need.

This gives four clear steers:

1. We aim to do more than just be better for the people and situations we serve; we aim to do the best possible job
2. This means we will challenge ourselves to define/refine what is optimal based on international best practice, both exporting and importing the best
3. We will aim to share what is best at the highest levels of government, academia, industry and throughout society.  
Improving policy, priorities and investment upstream will then improve lives in the front line
4. We need to focus on those areas of greatest need where we can make the greatest difference. We may need to shed less productive activity to allow us to maximise our impact.
5. Succession – to manage effectively the recruitment and replacement executive senior management as several approach retirement
6. Create a development team to drive growth of philanthropic and trading income
7. Enhance performance management through 'Pulses' system
8. Place Emergency relief and root cause within separate companies to maximise benefit to our clients

In short, we aim to: **Make the greatest difference to the greatest need.**

The charity has proven that it has not only delivered but succeeded under the most difficult and stressful of circumstances. With an experienced and influential Board, a Senior Management Team driving against a simplified but challenging KPI scorecard, and a supportive parent organisation, we have already in the early stages of the 2022/23 financial year taken advantage of a number of opportunities, continued to grow our reach, and are bidding for exciting new contracts.

## Bryson Charitable Group

(A company limited by guarantee)

### Trustees' annual report (continued) For the year ended 31 March 2023

#### Trustees' responsibilities in relation to the financial statements

The Charity Trustees who are also directors for the purposes 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 charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure for that period.

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and accounting 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;
- Prepare the financial statements on the going concern basis unless it is appropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

#### Statement as to disclose to our auditors

Each of the persons who is a trustee at the date of approval of this report confirms that:

- So far as each trustee is aware, there is no relevant audit information of which the Charity's auditor is unaware; and
- Each trustee has taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the Charity's auditor is aware of that information.

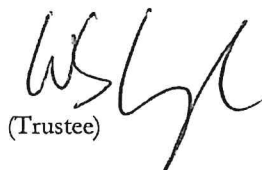
Approved by order of the members of the board of Trustees on

27/4/23

and signed on their behalf by:



P Elliott  
(Chair of Trustees)

  
(Trustee)

## Independent auditors' report to the Members of Bryson Charitable Group

### Opinion

We have audited the financial statements of Bryson Charitable Group (the 'parent Charity') and its subsidiaries (the 'Group'), which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charity Balance sheets, the Consolidated Statement of cash flows for the financial year ended 31 March 2023, and the related notes to the financial statements, including a summary of 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, Bryson Charitable Group's financial statements:

- give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice of the assets, liabilities and financial position of the Group's and the Charity as at 31 March 2023 and of the Group financial performance and cash flows for the financial year then ended; 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 'Responsibilities of the auditor for the audit of the financial statements' section of our report. We are independent of the Group and Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, namely the FRC's Ethical Standard and the ethical pronouncements established by Chartered Accountants Ireland, applied as determined to be appropriate in the circumstances of the entity. 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 Group's or the parent Charity's ability to continue as a going concern for a period of at least twelve months from the date 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Other information**

Other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon, including the Trustees' Report, which includes the Directors' Report and the Strategic Report. The Trustees are responsible for the other information. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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 in the financial statements, 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, which includes the Directors' Report and the Strategic Report for the financial year for which the financial statements are prepared is consistent with the financial statements, and
- the Trustees' Report, which includes the Directors' Report and the Strategic Report has been prepared in accordance with applicable legal requirements.

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

In the light of the knowledge and understanding of the company and its environment we have obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report, which includes the Directors' Report and the Strategic 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 by the parent Charity, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent Charity 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.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **Responsibilities of management and those charged with governance for the financial statements**

Management is responsible for the preparation of the financial statements which give a true and fair view in accordance with United Kingdom Generally Accepted Accounting Practice, including FRS102 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, management is responsible for assessing the Group and 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 management either intend to liquidate the Group and Charity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group and Charity's financial reporting process.

### **Responsibilities of the auditor for the audit of the financial statements**

The objectives of an auditor 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 Auditors' report that includes their 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 an auditor's responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

## Independent auditors' report to the Members of Bryson Charitable Group (continued)

*Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud*  
Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. Owing to the inherent limitations of an audit, there is an unavoidable risk that material misstatement in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with ISAs (UK).

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

Based on our understanding of the Company and industry, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Data Privacy law, Employment Law and Pensions Legislation and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and UK tax legislation. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to manipulate financial performance and management bias through judgements and assumptions in significant accounting estimates, in particular in relation to significant one-off or unusual transactions. We apply professional scepticism through the audit to consider potential deliberate omission or concealment of significant transactions, or incomplete/inaccurate disclosures in the financial statement.

In response to these principal risks, our audit procedures included but were not limited to:

- inquiries of management on the policies and procedures in place regarding compliance with laws and regulations, including consideration of known or suspected instances of non-compliance and whether they have knowledge of any actual, suspected or alleged fraud;
- gaining an understanding of the internal controls established to mitigate risk related to fraud;
- discussion amongst the engagement team in relation to the identified laws and regulations and regarding the risk of fraud, and remaining alert to any indications of non-compliance or opportunities for fraudulent manipulation of financial statements throughout the audit;
- identifying and testing journal entries to address the risk of inappropriate journals and management override of controls;
- designing audit procedures to incorporate unpredictability around the nature, timing or extent of our testing;
- challenging assumptions and judgements made by management in their significant accounting estimates, including the recoverability of long term contracts; the carrying value of fixed assets; and revenue recognition; and
- review of the financial statement disclosures to underlying supporting documentation and inquiries of management.

The primary responsibility for the prevention and detection of irregularities including fraud rests with those charged with governance and management. As with any audit, there remains a risk of non-detection or irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations or override of internal controls.



## Independent auditors' report to the Members of Bryson Charitable Group (continued)

### **The purpose of our audit work and to whom we owe our responsibilities**

This report is made solely to the Charity'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 company's members 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 company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in cursive script that reads "Neal Taylor".

Neal Taylor (Senior statutory auditor)

for and on behalf of  
**Grant Thornton (NI) LLP**  
Chartered Accountants & Statutory Auditor  
Belfast

**Date:** 18 December 2023

**Bryson Charitable Group**

(A company limited by guarantee)

## Consolidated Statement of financial activities

For the year ended 31 March 2023

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total Funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	4	506	118,366	118,872	321,521
Charitable activities	5	8,374,092	14,028,880	22,402,972	16,803,574
Other trading activities	6	-	20,191,666	20,191,666	18,466,757
Investments	7	-	61,989	61,989	123,620
Other income	8	-	104,526	104,526	101,969
<b>Total income</b>		<b>8,374,598</b>	<b>34,505,427</b>	<b>42,880,025</b>	<b>35,817,441</b>
<b>Expenditure on:</b>					
Raising funds	9	-	18,062,628	18,062,628	16,543,158
Charitable activities	9	8,118,338	14,884,824	23,003,162	18,332,839
<b>Total expenditure</b>		<b>8,118,338</b>	<b>32,947,452</b>	<b>41,065,790</b>	<b>34,875,997</b>
Net (losses)/gains on investments		-	(193,548)	(193,548)	(4,889)
<b>Net (expenditure)/income before taxation</b>		<b>256,260</b>	<b>1,364,427</b>	<b>1,620,687</b>	<b>936,555</b>
Taxation	13	-	(114,801)	(114,801)	(344,641)
<b>Net (expenditure)/income after taxation</b>		<b>256,260</b>	<b>1,249,626</b>	<b>1,505,886</b>	<b>591,914</b>
Transfers between funds	22	-	-	-	-
<b>Net movement in funds</b>		<b>256,260</b>	<b>1,249,626</b>	<b>1,505,886</b>	<b>591,914</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		56,433	10,638,404	10,694,837	10,102,923
Net movement in funds		256,260	1,249,626	1,505,886	591,914
<b>Total funds carried forward</b>		<b>312,693</b>	<b>11,888,030</b>	<b>12,200,723</b>	<b>10,694,837</b>

The Consolidated statement of financial activities includes all gains and losses recognised in the year.

All gains and losses recognised in the year relate to the continuing operations of the group.

The notes on pages 21 to 52 form part of these financial statements.

Bryson Charitable Group

(A company limited by guarantee)  
Registered number: NI001319

Consolidated Statement of financial position  
For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Intangible assets	14	(276,262)	(356,333)
Tangible assets	15	7,708,378	7,912,028
Investments	16	3,174,412	3,305,971
		<u>10,606,528</u>	<u>10,861,666</u>
<b>Current assets</b>			
Stocks	17	79,826	88,649
Debtors	18	4,546,986	4,205,639
Cash at bank and in hand		5,675,649	2,406,552
		<u>10,302,461</u>	<u>6,700,840</u>
Creditors: amounts falling due within one year	19	<u>(7,600,493)</u>	<u>(5,666,554)</u>
<b>Net current assets</b>		2,701,968	1,034,286
<b>Total assets less current liabilities</b>		<u>13,308,496</u>	<u>11,895,952</u>
Creditors: amounts falling due after more than one year	20	(672,414)	(848,643)
Provisions for liabilities	21	(435,359)	(352,472)
<b>Total net assets</b>		<u>12,200,723</u>	<u>10,694,837</u>
<b>Charity funds</b>			
<b>Restricted funds:</b>			
Restricted funds		<u>312,693</u>	<u>56,433</u>
	22	312,693	56,433
Unrestricted funds	22	11,888,030	10,638,404
<b>Total funds</b>		<u>12,200,723</u>	<u>10,694,837</u>

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

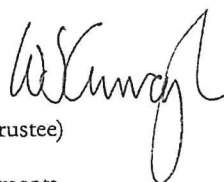
The financial statements were approved and authorised for issue by the Trustees on signed on their behalf by:

27/4/23

and



P Elliott  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)  
Registered number: NI001319

**Charity Statement of financial position**  
For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	15	2,252,155	2,386,137
Investments	16	5,407,086	5,538,645
		<u>7,659,241</u>	<u>7,924,782</u>
<b>Current assets</b>			
Debtors	18	41,883	58,799
Cash at bank and in hand		<u>2,135,189</u>	<u>96,395</u>
		<u>2,177,072</u>	<u>155,194</u>
Creditors: amounts falling due within one year	19	<u>(2,593,013)</u>	<u>(736,377)</u>
<b>Net current liabilities / assets</b>		<b>(415,941)</b>	<b>(581,183)</b>
<b>Total assets less current liabilities</b>		<b>7,243,300</b>	<b>7,343,599</b>
<b>Total net assets</b>		<u><b>7,243,300</b></u>	<u><b>7,343,599</b></u>
<b>Charity funds</b>			
Restricted funds	22	5,507	5,507
Unrestricted funds			
Designated funds	22	11,000	39,546
General funds	22	4,563,581	4,635,334
Revaluation reserve		<u>2,663,212</u>	<u>2,663,212</u>
Total unrestricted funds	22	<u>7,237,793</u>	<u>7,338,092</u>
<b>Total funds</b>		<u><b>7,243,300</b></u>	<u><b>7,343,599</b></u>

The Charity's net movement in funds for the year was a loss of £100,299 (2022: Loss of £812,788).

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

The financial statements were approved and authorised for issue by the Trustees on 27/11/23 and signed on their behalf by:



**P Elliott**  
(Chair of Trustees)



(Trustee)

The notes on pages 21 to 52 form part of these financial statements.

**Bryson Charitable Group**

(A company limited by guarantee)

## Consolidated statement of cash flows

For the year ended 31 March 2023

	Note	2023 £	2022 £
<b>Cash flows from operating activities</b>			
Net cash used in operating activities	25	4,183,325	1,924,524
<b>Cash flows from investing activities</b>			
Proceeds from the sale of tangible fixed assets		8,600	38,553
Intercompany dividends received		-	300,000
Purchase of tangible fixed assets		(678,528)	(1,508,058)
Cash flow from investment in play resource		-	(58,428)
Purchase of cash investments		(141,248)	-
Proceeds of disposal of cash investments		79,259	-
<b>Net cash (used in)/provided by investing activities</b>		<b>(731,917)</b>	<b>(1,227,933)</b>
<b>Cash flows from financing activities</b>			
Movement in finance leases		(178,386)	(159,425)
<b>Net cash used in financing activities</b>		<b>(178,386)</b>	<b>(159,425)</b>
<b>Change in cash and cash equivalents in the year</b>		<b>3,273,022</b>	<b>537,166</b>
Cash and cash equivalents at the beginning of the year		2,399,011	1,861,845
<b>Cash and cash equivalents at the end of the year</b>	26	<b>5,672,033</b>	<b>2,399,011</b>

The notes on pages 21 to 52 form part of these financial statements

## Bryson Charitable Group

(A company limited by guarantee)

# Notes to the financial statements

For the year ended 31 March 2023

## 1. General information

Bryson Charitable Group is a company limited by guarantee in Northern Ireland, incorporated under the Companies Act 2006. Its registered office is 2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN and it has company registration number of NI001319 and charity registration number of NIC101396.

## 2. Accounting policies

### 2.1 Basis of preparation of financial statements

The financial statements are prepared on a going concern basis, under the historical cost convention unless otherwise noted in the accounting policies below. They have been prepared in accordance with applicable law and accounting standards issued by the Financial Reporting Council, including (FRS 102) 'The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Statement of Recommended Practice- Accounting and Reporting by Charities, effective 1st January 2019 ('SORP').

Bryson Charitable Group meets the definition of a public benefit entity under FRS 102.

The Consolidated statement of financial activities (SOFA) and Consolidated balance sheet consolidate the financial statements of the Charity and its subsidiary undertakings. The results of the subsidiaries are consolidated on a line by line basis.

On 30 September 2019 the Bryson Care entered into a charity combination with Bryson Intercultural and Bryson Energy entered into a charity combination Bryson Lagansports and Bryson Futureskills, both of which met the requirement of Section 27.4 of Charities SORP (FRS 102) - Criteria for merger accounting. Accordingly, the combination has been accounted for as a merger. As a result, the financial statements are presented as if the combination had been effective from 1 April 2018.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of financial activities in these financial statements.

The Charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS102 "The Financial Reporting Standard applicable in the UK and Ireland":

- the requirements of section 3 Financial Statement Presentation paragraph 3.17(d);
- the requirements of section 33 Related Party Disclosures paragraph 33.7;
- the requirements of section 11 Basic Financial Instruments paragraph 11.41.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 3).

The financial statements are prepared in sterling (£), which is the functional currency of the entity.

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.2 Basis of consolidation

The consolidated financial statements present the results of the Charity and its own subsidiaries ("the Group") as if they form a single entity. Intercompany transactions and balances between group companies are therefore eliminated in full.

The consolidated financial statements incorporate the results of business combinations using the purchase method. In the Statement of financial position, the acquiree's identifiable assets, liabilities and contingent liabilities are initially recognised at their fair values at the acquisition date. The results of acquired operations are included in the Consolidated Statement of Financial Activities from the date on which control is obtained. They are deconsolidated from the date control ceases.

The Company has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Income statement in these financial statements. The loss after tax of the parent Company for the year was £812,562.

#### 2.3 Going concern

After reviewing the charity's forecasts and projections, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

#### 2.4 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Consolidated statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

## Notes to the financial statements

For the year ended 31 March 2023

### **2. Accounting policies (continued)**

#### **2.5 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 allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

#### **2.6 Research and development**

Development costs are capitalised within intangible assets where they can be identified with a specific product or project anticipated to produce future benefits, and are amortised on the straight line basis over the anticipated life of the benefits arising from the completed product or project.

Deferred research and development costs are reviewed annually, and where future benefits are deemed to have ceased or to be in doubt, the balance of any related research and development is written off to the Consolidated statement of financial activities.

#### **2.7 Taxation**

The Charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

**Bryson Charitable Group**

**(A company limited by guarantee)**

## Notes to the financial statements

**For the year ended 31 March 2023**

### **2. Accounting policies (continued)**

#### **2.8 Intangible assets and amortisation**

Negative goodwill is capitalised and recognised in the statement of financial activities in the period in which non-monetary assets are recovered, which is considered to be over 5 years. Amortisation is calculated to write off the cost of an asset, less its estimated residual value, over the useful life of that asset.

All intangible assets are considered to have a finite useful life. If a reliable estimate of the useful life cannot be made, the useful life shall not exceed ten years.

Amortisation is provided on intangible assets at rates calculated to write off the cost of each asset on a straight-line basis over its expected useful life.

Amortisation is provided on the following bases:

Development expenditure	- 20%	Straight line
Negative goodwill	- 20%	Straight line

## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.9 Tangible fixed assets and depreciation

Tangible fixed assets other than land and buildings are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Land and buildings are initially recognised at cost. After recognition, under the revaluation model, tangible fixed assets whose fair value can be measured reliably shall be carried at a revalued amount, being their fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting date.

Fair values are determined from market-based evidence by appraisal that is normally undertaken by professionally qualified valuers. If there is no market-based evidence of fair value because of the specialised nature of the tangible fixed asset and it is rarely sold, except as part of a contributing business, a Charity may need to estimate fair value using an income or depreciated replacement cost approach.

Gains and losses on revaluation are recognised in the Consolidated statement of financial activities, with a separate revaluation reserve being shown in the Statement of funds note.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	- 2%	Straight line
Plant and machinery	- 25%	Straight line
Motor vehicles	- 25%	Straight line
Fixtures and fittings	- 25%	Straight line
Office equipment	- 25%	Straight line

#### 2.10 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Consolidated statement of financial activities.

Investments in subsidiaries are valued at cost less provision for impairment.

#### 2.11 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

### 2. Accounting policies (continued)

#### 2.12 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

#### 2.13 Cash at bank and in hand

Cash at bank and 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.

#### 2.14 Liabilities and provisions

Liabilities and provisions are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Consolidated statement of financial activities as a finance cost.

#### 2.15 Deferred taxation

Full provision is made for deferred tax assets and liabilities arising from all timing differences between the recognition of gains and losses in the financial statements and recognition in the tax computation.

A net deferred tax asset is recognised only if it can be regarded as more likely than not that there will be suitable taxable surpluses from which the future reversal of the underlying timing differences can be deducted.

Deferred tax assets and liabilities are calculated at the tax rates expected to be effective at the time the timing differences are expected to reverse.

#### 2.16 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

## Notes to the financial statements

For the year ended 31 March 2023

### **2. Accounting policies (continued)**

#### **2.17 Finance leases and hire purchase**

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible fixed assets.

Assets acquired by hire purchase are depreciated over their useful lives. Finance leases are those where substantially all of the benefits and risks of ownership are assumed by the Group. Obligations under such agreements are included in creditors, net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the Consolidated statement of financial activities so as to produce a constant periodic rate of charge on the net obligation outstanding in each period.

#### **2.18 Operating leases**

Rentals paid under operating leases are charged to the Consolidated statement of financial activities on a straight line basis over the lease term.

#### **2.19 Pensions**

The Group operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Group to the fund in respect of the year.

#### **2.20 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Group for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

#### **2.21 Holiday pay accrual**

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Balance sheet date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Balance sheet date.

**Bryson Charitable Group**

(A company limited by guarantee)

## Notes to the financial statements

For the year ended 31 March 2023

**3. Critical accounting estimates and areas of judgement**

The preparation of these financial statements requires the Trustees to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Critical areas of judgement:**

**a) Recoverability of debtors**

Estimates are made in respect of the recoverable value of trade and other debtors. When assessing the level of provisions required, factors including current trading experience, historical experience and the aging profile of debtors are considered.

**b) Long term contract accounting**

Income from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of income can be measured reliably;
- it is probable that the Group will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

**c) Carrying value of fixed assets**

Estimates are made in respect of the carrying value of fixed assets owned by the group. When assessing the useful lives of existing and new fixed assets, factors including historical experience, the current return of assets employed and any exceptional gains or losses on disposals of fixed assets are considered.

## Notes to the financial statements

For the year ended 31 March 2023

**4. Income from donations and legacies**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Donations	-	87,707	87,707
Grants	506	30,659	31,165
<b>Total 2023</b>	<b>506</b>	<b>118,366</b>	<b>118,872</b>

**4. Income from donations and legacies**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Donations	1,400	100,296	101,696
Grants	-	219,825	219,825
<b>Total 2022</b>	<b>1,400</b>	<b>320,121</b>	<b>321,521</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**5. Income from charitable activities**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Advocacy	-	228,475	228,475
Adults core	-	67,460	67,460
Bridges to progression	5,000	-	5,000
Choice housing	263,063	-	263,063
Community renewal	460,844	-	460,844
Cost of Living Emergency Relief Initiative	3,932,642	-	3,932,642
Department for Communities	2,188,401	37,967	2,226,368
Directors office	-	159,271	159,271
Elderly care	-	9,700,646	9,700,646
Energy scheme	46,926	142,753	189,679
European projects	-	92,000	92,000
European social fund	-	225,363	225,363
EVE	-	150,652	150,652
Family and child care	851,666	801,359	1,653,025
Fuel Crisis Initiative	90,000	-	90,000
General income	30,000	202,830	232,830
Migrant Help	145,773	-	145,773
NI Housing Executive floating support	88,301	-	88,301
Other	3,000	5,340	8,340
Play resource	90,749	146,942	237,691
Students unit	177,727	-	177,727
Total care	-	127,142	127,142
Training for success	-	1,940,680	1,940,680
<b>Total 2023</b>	<b>8,374,092</b>	<b>14,028,880</b>	<b>22,402,972</b>

**Notes to the financial statements**  
**For the year ended 31 March 2023**

**5. Income from charitable activities**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Advocacy	-	236,465	236,465
Choice housing	24,081	19,698	43,779
Department for Communities	258,298	-	258,298
Elderly care	-	8,677,265	8,677,265
Energy Scheme	49,966	195,829	245,795
European Projects	-	95,010	95,010
European Social Fund	-	228,556	228,556
Family and child care	819,590	879,171	1,698,761
Fuel crisis initiative	2,025,426	168,000	2,193,426
General Income	-	98,429	98,429
Migrant Help	83,964	-	83,964
NI Housing executive	80,643	-	80,643
Other	210,024	226,737	436,761
Play Resource	93,609	120,608	214,217
Special EU Programmes Body	12,952	-	12,952
Training	169,401	-	169,401
Training for Success	-	2,029,852	2,029,852
<b>Total 2022</b>	<b>3,827,954</b>	<b>12,975,620</b>	<b>16,803,574</b>

**6. Income from other trading activities**

**Income from non-charitable trading activities**

	Unrestricted funds 2023 £	Total funds 2023 £
Sales – Bryson Recycling	20,191,666	20,191,666

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**6. Income from other trading activities (continued)**

**Income from non-charitable trading activities**

	Unrestricted funds 2022 £	Total funds 2022 £
Sales – Bryson Recycling	18,466,757	18,466,757

The entire turnover has been derived from the principal activity of the business.

Management have not disclosed information relating to the geographical split of the turnover as to do so would be seriously prejudicial to the interests of the company.

**Notes to the financial statements**  
For the year ended 31 March 2023

**7. Investment income**

	Unrestricted funds 2023 £	Total funds 2023 £
Listed investments	61,989	61,989

	Unrestricted funds 2022 £	Total funds 2022 £
Listed investments	123,620	123,620

**8. Other incoming resources**

	Unrestricted funds 2023 £	Total funds 2023 £
Other operating income	9,990	9,990
Negative goodwill amortisation	94,536	94,536
<b>Total 2023</b>	<b>104,526</b>	<b>104,526</b>

	Unrestricted funds 2022 £	Total funds 2022 £
Other operating income	101,969	101,969

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

**9. Analysis of expenditure by activities**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Raising funds	18,062,628	-	18,062,628
Charitable activities	22,007,845	-	22,007,845
Staff costs	-	915,936	915,936
Governance costs	-	79,381	79,381
<b>Total 2023</b>	<b>40,070,473</b>	<b>995,317</b>	<b>41,065,790</b>

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Raising funds	16,543,158	-	16,543,158
Charitable activities	17,848,005	-	17,848,005
Staff costs	-	278,912	278,912
Governance costs	-	205,922	205,922
<b>Total 2022</b>	<b>34,391,163</b>	<b>484,834</b>	<b>34,875,997</b>

**10. Operating surplus**

The operating surplus/(deficit) is stated after charging:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Auditor's remuneration	60,000	60,000	13,333	6,000
Operating lease rental expenses	159,655	271,875	-	4,860
Interest on bank loans and overdrafts	5,820	11,527	2,831	4,423
Depreciation	871,160	918,493	135,412	130,893
Amortisation of negative goodwill	(80,702)	(79,807)	-	-
Gain on disposal of fixed assets	(8,600)	(19,070)	-	-
Exchange differences	(3,222)	-	-	-

## Notes to the financial statements

For the year ended 31 March 2023

### 11. Staff costs

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Wages and salaries	19,557,115	17,917,199	1,124,733	1,081,804
Social security costs	1,671,165	1,347,204	152,347	101,702
Defined contribution pension schemes	478,931	552,623	37,801	82,045
	<b>21,707,211</b>	<b>19,817,026</b>	<b>1,314,881</b>	<b>1,265,551</b>

The average number of persons employed by the Charity during the year was as follows:

	Group 2023 No.	Group 2022 No.
Bryson Charitable Group	30	29
Bryson Energy	40	40
Bryson Care	662	632
Bryson Recycling	339	335
	<b>1,071</b>	<b>1,036</b>

## Bryson Charitable Group

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# Notes to the financial statements

For the year ended 31 March 2023

### 11. Staff costs (continued)

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	Group 2023 No.	Group 2022 No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	2
In the band £80,001 - £90,000	2	2
In the band £90,001 - £100,000	1	-
In the band £100,001 - £110,000	1	-
In the band £110,001 - £120,000	-	-
In the band £120,001 - £130,000	-	-
In the band £130,001 - £140,000	1	1

Key management personnel include all Directors and Assistant Directors in the charity.

The total compensation paid to key management personnel for services provided to the Charity was £449,031 (2022: £429,826).

The total compensation paid to key management personnel for services provided to the Group was £1,139,120 (2022: £750,316).

### 12. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL-).

During the year ended 31 March 2023, expenses reimbursed to Trustees were £1,612 (2022 - £1,213).

### 13. Taxation

	2023 £	2022 £
<b>Corporation tax</b>		
Current tax on profits for the year	38,254	-
Adjustments in respect of previous periods	(6,340)	(63,413)
<b>Total current tax</b>	<b>31,914</b>	<b>(63,413)</b>
<b>Deferred tax</b>		
Origination and reversal of timing differences	82,887	408,054
<b>Total deferred tax</b>	<b>82,887</b>	<b>408,054</b>
<b>Taxation on net income/(expenditure)</b>	<b>114,801</b>	<b>344,641</b>

**Bryson Charitable Group**

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## Notes to the financial statements

For the year ended 31 March 2023

### 13. Taxation (continued)

The tax assessed for the year is lower than (2022 – higher than) the standard rate of corporation tax in the UK of 19% (2022 - 19%). The differences are explained below:

	2023 £	2022 £
Net (expenditure)/income before tax	<u>1,620,687</u>	<u>936,555</u>
Net (expenditure)/income multiplied by the standard rate of corporation tax in the UK of 19 (2022 - 19%).	<u>307,931</u>	<u>177,945</u>
<b>Effects of:</b>		
Fixed asset differences	36,483	2,667
Adjustments to tax charge in respect of prior periods	17,165	94,101
Income not taxable for tax purposes	38,222	126,928
Gift aid not taxable for tax purposes	(285,000)	(57,000)
<b>Total tax charge for the year</b>	<u>114,801</u>	<u>344,641</u>

Factors that may affect future tax charges

The standard rate of UK Corporation Tax from 1 April 2023 has increased to 25% for companies generating taxable profits of more than £250,000. The previous 19% tax rate will continue to apply to 'small' companies with profits less than £50,000, with a 'taper relief rate' for those companies with profits between the new thresholds. Deferred tax assets and liabilities have been recognised using the tax rates applicable for the date the assets and liabilities are expected to reverse.

## Notes to the financial statements

For the year ended 31 March 2023

### 14. Intangible assets

#### Group

	Website development £	Negative goodwill £	Total £
<b>Cost</b>			
At 1 April 2022	36,540	(472,681)	(436,141)
Additions	-	-	-
<b>At 31 March 2023</b>	<b>36,540</b>	<b>(472,681)</b>	<b>(436,141)</b>
<b>Amortisation</b>			
At 1 April 2022	6,851	(86,658)	(79,807)
Charge for the year	14,464	(94,536)	(80,072)
<b>At 31 March 2023</b>	<b>21,315</b>	<b>(181,194)</b>	<b>(159,879)</b>
<b>Net book value</b>			
<b>At 31 March 2023</b>	<b>15,225</b>	<b>(291,487)</b>	<b>(276,262)</b>
<b>At 31 March 2022</b>	<b>29,689</b>	<b>(386,022)</b>	<b>(356,333)</b>

On 04 May 2021, Bryson Energy acquired the Trade and assets and liabilities of Play Resource Trading Co. Limited and Play Resource Warehouse Limited with negative goodwill being generated totalling £472,681. This is amortised over a 5 year period.

There are no intangible assets in the charity.

Bryson Charitable Group  
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Notes to the financial statements  
For the year ended 31 March 2023

15. Tangible fixed assets

Group	Freehold property £	Plant and machinery £	Motor vehicles £	Fixtures and fittings £	Office equipment £	Assets under construction £	Total £
Cost or valuation							
At 1 April 2022	6,186,425	4,740,151	3,611,224	1,404,830	460,403	-	16,403,033
Additions	78,791	460,929	-	6,670	120,932	11,206	678,528
Disposals	(10,122)	-	(17,695)	-	(9,337)	-	(37,154)
At 31 March 2023	6,255,094	5,201,080	3,593,529	1,411,500	571,998	11,206	17,044,407
Depreciation							
At 1 April 2022	339,358	4,283,729	2,438,687	1,277,090	152,141	-	8,491,005
Charge for the year	99,319	134,676	443,633	81,840	111,692	-	871,160
On disposals	-	-	(17,695)	-	(8,441)	-	(26,136)
At 31 March 2023	438,677	4,418,405	2,864,625	1,358,930	255,392	-	9,336,029
Net book value							
At 31 March 2023	5,816,417	782,675	728,904	52,570	316,606	11,206	7,708,378
At 31 March 2022	5,847,067	456,422	1,172,537	127,740	308,262	-	7,912,028

Included within motor vehicles are assets held under finance lease arrangement. At 31 March 2023, the net book value of these assets was £913,410 (2022: £1,121,588). Depreciation of £406,874 (2022: £505,212) was charged on these assets in the year.

## Notes to the financial statements

For the year ended 31 March 2023

### 15. Tangible fixed assets (continued)

Charity	Freehold property £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 April 2022	2,276,173	184,381	173,205	2,633,759
Additions	5,928	520	6,000	12,448
Disposals	(10,122)	-	(896)	(11,018)
<b>At 31 March 2023</b>	<b>2,271,979</b>	<b>184,901</b>	<b>178,309</b>	<b>2,635,189</b>
<b>Depreciation</b>				
At 1 April 2022	88,941	92,054	66,627	247,622
Charge for the year	45,321	46,171	43,920	135,412
<b>At 31 March 2023</b>	<b>134,262</b>	<b>138,225</b>	<b>110,547</b>	<b>383,034</b>
<b>Net book value</b>				
<b>At 31 March 2023</b>	<b>2,137,717</b>	<b>46,676</b>	<b>67,762</b>	<b>2,252,155</b>
<b>At 31 March 2022</b>	<b>2,187,232</b>	<b>92,327</b>	<b>106,578</b>	<b>2,386,137</b>

### 16. Fixed asset investments

Group	Listed investments £	Trade investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2022	3,288,645	17,326	3,305,971
Additions	141,248	-	141,248
Disposals	(79,259)	-	(79,259)
Recognised gains/(losses)	(193,548)	-	(193,548)
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>
<b>Net book value</b>			
<b>At 31 March 2023</b>	<b>3,157,086</b>	<b>17,326</b>	<b>3,174,412</b>
<b>At 31 March 2022</b>	<b>3,288,645</b>	<b>17,326</b>	<b>3,305,971</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 16. Fixed asset investments (continued)

Charity	Investments in subsidiary companies £	Listed investments £	Total £
<b>Cost or valuation</b>			
At 1 April 2022	2,250,000	3,288,645	5,538,645
Additions	-	141,248	141,248
Disposals	-	(79,259)	(79,259)
Recognised gains/(loss)	-	(193,548)	(193,548)
<b>At 31 March 2023</b>	<b>2,250,000</b>	<b>3,157,086</b>	<b>5,407,086</b>
<b>Net book value</b>			
At 31 March 2023	2,250,000	3,157,086	5,407,086
At 31 March 2022	2,250,000	3,288,645	5,538,645

Refer to note 34 for further information regarding the subsidiaries

### 17. Stocks

	Group 2023 £	Group 2022 £
Finished Goods	79,826	88,649

### 18. Debtors

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
<b>Due within one year</b>				
Trade debtors	2,618,371	2,673,974	-	-
Other debtors	8,318	23,795	198	1,106
Prepayments and accrued income	1,920,297	1,505,593	41,685	57,693
Corporation tax recoverable	-	2,277	-	-
	<b>4,546,986</b>	<b>4,205,639</b>	<b>41,883</b>	<b>58,799</b>

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## Notes to the financial statements

For the year ended 31 March 2023

**19. Creditors: Amounts falling due within one year**

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Bank overdrafts	3,616	7,541	-	-
Trade creditors	1,490,285	1,680,150	37,931	140,210
Corporation tax	18,356	-	-	-
Amounts owed to group undertakings	-	-	854,806	84,234
Other taxation and social security	791,861	436,747	234,794	56,147
Obligations under finance lease and hire purchase contracts	371,789	324,657	-	-
Other creditors	196,318	115,535	5,627	3,638
Accruals and deferred income	4,728,268	3,101,924	1,459,855	452,148
	<u>7,600,493</u>	<u>5,666,554</u>	<u>2,593,013</u>	<u>736,377</u>

Trade and other creditors are payable at various dates in accordance with the suppliers' usual and customary terms. Tax and social securities are repayable at various dates over the coming months in line with tax and authority guidelines.

The Charity's activities fall within the exemptions afforded by the provision of the Income and Corporation Taxes Act 1998. Accordingly there is no taxation charge in these accounts.

The loans in respect of the hire purchase and finance lease agreements are secured against the assets to which they relate.

**20. Creditors: Amounts falling due after more than one year**

	Group 2023 £	Group 2022 £
Net obligations under finance lease and hire purchase contracts	<u>672,414</u>	<u>848,643</u>

There are no creditors falling due after more than one year in the charity.

**Notes to the financial statements**  
**For the year ended 31 March 2023**

**21. Deferred taxation**

**Group**

	2023	2022
	£	£
At the beginning of the year	352,472	(55,582)
Charge for the year	82,887	408,054
	<u>435,359</u>	<u>352,472</u>

The deferred tax balance is made up as follows:

	Group 2023	Group 2022
	£	£
Accelerated capital allowances	440,477	(387,552)
Tax losses carried forward	(5,118)	10,352
Losses and other deductions	-	24,728
	<u>435,359</u>	<u>(352,472)</u>

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Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds

Group	Balance at 1	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31
	April 2022						March 2023
	£	£	£	£	£	£	£
Unrestricted funds							
Designated funds							
Designated funds	28,546	-	-	-	(28,546)	-	-
Designated funds	11,000	-	-	-	-	-	11,000
Bryson funds	39,546	-	-	-	(28,546)	-	11,000
General Funds							
Unrestricted funds	7,605,709	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	8,883,881
Premises revaluation reserve	2,068,914	-	-	-	-	-	2,068,914
Endowment funds	331,610	-	-	-	-	-	331,610
Investment revaluation reserve	592,625	-	-	-	-	-	592,625
	10,598,858	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	11,877,030
Total unrestricted reserves	10,638,404	34,505,427	(32,947,452)	(114,801)	-	(193,548)	11,888,030

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Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds (continued)

	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
<b>Restricted funds</b>							
Miscellaneous Trusts	4,507	-	-	-	-	-	4,507
Mason Bibby	100	400	-	-	-	-	500
Jaffe	2,931	2,000	-	-	-	-	4,931
Energy fund	-	46,926	(40,189)	-	-	-	6,737
Bridges to progression	-	5,000	(5,000)	-	-	-	-
General funds	-	30,000	(30,000)	-	-	-	-
Play resource	-	90,749	(90,749)	-	-	-	-
Vulnerable Refugees	850	-	-	-	-	-	850
Family support appeal	38,760	-	-	-	-	-	38,760
Bryson trust fund	9,285	-	(3,264)	-	-	-	6,021
Surestart	-	851,666	(851,666)	-	-	-	-
Students unit	-	177,727	(177,727)	-	-	-	-
NIRRC	-	2,188,401	(2,070,843)	-	-	-	117,558
DARE	-	-	(3,852)	-	-	-	(3,852)
FCI	-	90,000	-	-	-	-	90,000
Migrants advice	-	145,773	(130,394)	-	-	-	15,379
NIHE Floating fund	-	88,807	(88,807)	-	-	-	-
Community Renewal	-	460,844	(460,844)	-	-	-	-
Choice Housing	-	263,063	(244,172)	-	-	-	18,891
CLERI	-	3,932,642	(3,917,860)	-	-	-	14,782
Other	-	600	(2,971)	-	-	-	(2,371)
	56,433	8,374,598	(8,118,338)	-	-	-	312,693
<b>Total funds</b>	10,694,837	42,880,025	(41,065,790)	(114,801)	-	(193,548)	12,200,723

Notes to the financial statements  
For the year ended 31 March 2023

22. Statement of funds (continued)

	Balance at 1 April 2022	Income	Expenditure	Taxation	Transfers in/(out)	Gains/(Losses)	Balance at 31 March 2023
	£	£	£	£	£	£	£
<b>Charity</b>							
<b>Designated funds</b>							
Designated funds	28,546	-	-	-	(28,546)	-	-
Bryson funds	11,000	-	-	-	-	-	11,000
	39,546	-	-	-	(28,546)	-	11,000
<b>General Funds</b>							
Unrestricted funds	4,635,334	2,214,086	(2,120,837)	-	28,546	(193,548)	4,563,581
Investment revaluation reserve	2,663,212	-	-	-	-	-	2,663,212
	7,298,546	2,214,086	(2,120,837)	-	28,546	(193,548)	7,226,793
<b>Total unrestricted funds</b>	7,338,092	2,214,086	(2,120,837)	-	-	(193,548)	7,237,793
<b>Restricted funds</b>							
CLERI	-	3,244,407	(3,244,407)	-	-	-	-
Miscellaneous Trusts	5,507	-	-	-	-	-	5,507
	5,507	3,244,407	(3,244,407)	-	-	-	5,507
<b>Total funds</b>	7,343,599	5,458,493	(5,365,244)	-	-	(193,548)	7,243,300

Notes to the financial statements  
For the year ended 31 March 2023

23. Summary of funds

Group	Balance at 1 April 2022		Income		Expenditure		Taxation		Transfers in/(out)		Gains/(Losses)		Balance at 31 March 2023	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£
Designated funds	39,546	-	-	-	-	-	-	-	(28,546)	-	-	-	11,000	
General funds	10,598,858	34,505,427	34,505,427	(32,947,452)	(114,801)	28,546	(193,548)	11,877,030						
Unrestricted funds	56,433	8,374,598	8,374,598	(8,118,338)	-	-	-	312,693						
	<b>10,694,837</b>	<b>42,880,025</b>	<b>42,880,025</b>	<b>(41,065,790)</b>	<b>(114,801)</b>	<b>-</b>	<b>(193,548)</b>	<b>12,200,723</b>						
Charity	Balance at 1 April 2022	£	Income	£	Expenditure	£	Taxation	£	Transfers in/(out)	£	Gains/(Losses)	£	Balance at 31 March 2023	£
Designated funds	39,546	-	-	-	-	-	-	-	(28,546)	-	-	-	11,000	
General funds	7,298,546	2,214,086	2,214,086	(2,120,837)	-	28,546	(193,548)	7,226,793						
Unrestricted funds	5,507	3,244,407	3,244,407	(3,244,407)	-	-	-	5,507						
	<b>7,343,599</b>	<b>5,458,493</b>	<b>5,458,493</b>	<b>(5,365,244)</b>	<b>-</b>	<b>-</b>	<b>(193,548)</b>	<b>7,243,300</b>						

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## Notes to the financial statements

For the year ended 31 March 2023

**24. Analysis of net assets between funds**

Group	Restricted	Unrestricted	Total
	funds	funds	funds
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	7,708,378	7,708,378
Intangible fixed assets	-	(276,262)	(276,262)
Fixed asset investments	-	3,157,086	3,157,086
Trade investments	-	17,326	17,326
Current assets	312,693	9,989,768	10,302,461
Creditors due within one year	-	(7,600,493)	(7,600,493)
Creditors due in more than one year	-	(672,414)	(672,414)
Provisions for liabilities and charges	-	(422,731)	(422,731)
<b>Total</b>	<b>312,693</b>	<b>11,888,030</b>	<b>12,200,723</b>

Charity	Restricted	Unrestricted	Total
	funds	funds	funds
	2023	2023	2023
	£	£	£
Tangible fixed assets	-	2,252,155	2,252,155
Fixed asset investments	-	5,407,086	5,407,086
Current assets	5,507	2,171,565	2,177,072
Creditors due within one year	-	(2,593,013)	(2,593,013)
<b>Total</b>	<b>5,507</b>	<b>7,237,793</b>	<b>7,243,300</b>

## Notes to the financial statements

For the year ended 31 March 2023

### 25. Reconciliation of net movement in funds to net cash flow from operating activities

	Group 2023	Group 2022
	£	£
Net income/expenditure for the year (as per Statement of Financial Activities)	1,505,886	936,555
<b>Adjustments for:</b>		
Depreciation charges	871,160	922,206
Taxation charge	114,801	-
Gain on disposal of fixed assets	(8,600)	-
Loss/(gain) on investments	193,548	(27,581)
Decrease in stocks	8,823	9,491
(Increase)/Decrease in debtors	(343,624)	773,395
Increase/(Decrease) in creditors	1,915,583	(647,127)
Interest payable	5,820	37,392
Amortisation of goodwill	(80,072)	(79,807)
Net cash generated from operating activities	<u>4,183,325</u>	<u>1,924,524</u>

### 26. Analysis of cash and cash equivalents

	Group 2023	Group 2022
	£	£
Cash in hand	5,675,649	2,406,552
Overdraft facility repayable on demand	(3,616)	(7,541)
	<u>5,672,033</u>	<u>2,399,011</u>

### 27. Analysis of changes in net debt

	At 1 April 2023	Cash flows	At 31 March 2023
	£	£	£
Cash at bank and in hand	2,406,552	3,269,097	5,675,649
Bank overdrafts repayable on demand	(7,541)	3,925	(3,616)
Finance leases	(1,173,300)	129,097	(1,044,203)
	<u>1,225,711</u>	<u>3,402,119</u>	<u>4,627,830</u>

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## Notes to the financial statements

For the year ended 31 March 2023

### 28. Pension commitments

The Charity operates a defined contribution scheme for their employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Statement of Financial Activities.

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was:

Charity - £37,801 (2022: £101,664)

Group - £478,931 (2022: £572,242)

The balance unpaid at the year-end amounted to:

Charity - £8,171 (2022: £6,491)

Group - £106,320 (2022: £25,612)

### 29. Operating lease commitments

At 31 March 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Not later than 1 year	219,449	92,554	4,860	4,860
Later than 1 year and not later than 5 years	176,819	52,717	6,480	11,340
	<u>396,268</u>	<u>145,271</u>	<u>11,340</u>	<u>16,200</u>

## Notes to the financial statements

For the year ended 31 March 2023

### 30. Finance lease commitments:

Minimum lease payments under hire purchase fall due as follows:

	Group 2023 £	Group 2022 £
Within one year	371,789	324,657
Between 1 - 5 years	672,414	848,643
	<hr/> 1,044,203	<hr/> 1,173,300

There were no amounts repayable under hire purchase agreements in the charity

### 31. Related party transactions

The Charity has not entered into any related party transaction during the year other than those with wholly owned group companies, nor are there any outstanding balances owing between related parties and the Charity at 31 March 2023.

The Charity has taken exemption from disclosing related party transactions with wholly owned group companies under section 33 of FRS 102.

### 33. Post balance sheet events

There have been no significant post balance sheet events affecting the group since the year-end.

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**Notes to the financial statements**  
**For the year ended 31 March 2023**

**34. Principal subsidiaries**

The following were subsidiary undertakings of the Charity:

<b>Names</b>	<b>Company number</b>	<b>Charity registration number</b>	<b>Registered office or principal place of business</b>	<b>Principal activity</b>	<b>Class of shares</b>	<b>Holding</b>
Bryson Recycling	NI611592		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Processing and recycling of commercial and domestic waste	Ordinary	100%
Bryson Care	NI606733	NIC100809	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Providing expert care and support to vulnerable people		100%
Bryson Energy	NI603445	NIC100960	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Assisting fuel poverty households through advice and support		100%
Bryson Futureskills Limited	NI050061		2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Education	Ordinary	100%
Bryson Lagansports	NI028941	NIC100144	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Outdoor activities	Ordinary	100%
Bryson Intercultural	NI034882	NIC102679	2 Rivers Edge, 13-15 Ravenhill Road, Belfast, Northern Ireland, BT6 8DN	Social action activities for minority groups	Ordinary	100%