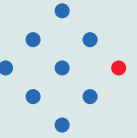


Changing lives for young people

Jon Egging Trust
Impact report and
financial statements
2025







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‘This programme
has changed my
child’s life’

Parent

Charity number England and Wales 1156265

Charity number Scotland SC048666

Company number 08908969

Registered office: 1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London W1T 4RN

The big picture

In the UK, there are one million young people aged between 16 and 24 who are not in education, employment or training. Meanwhile one in three young people live in poverty, with just over 40% of them achieving a pass in English and maths GCSE, compared to more than 70% per cent of their peers.

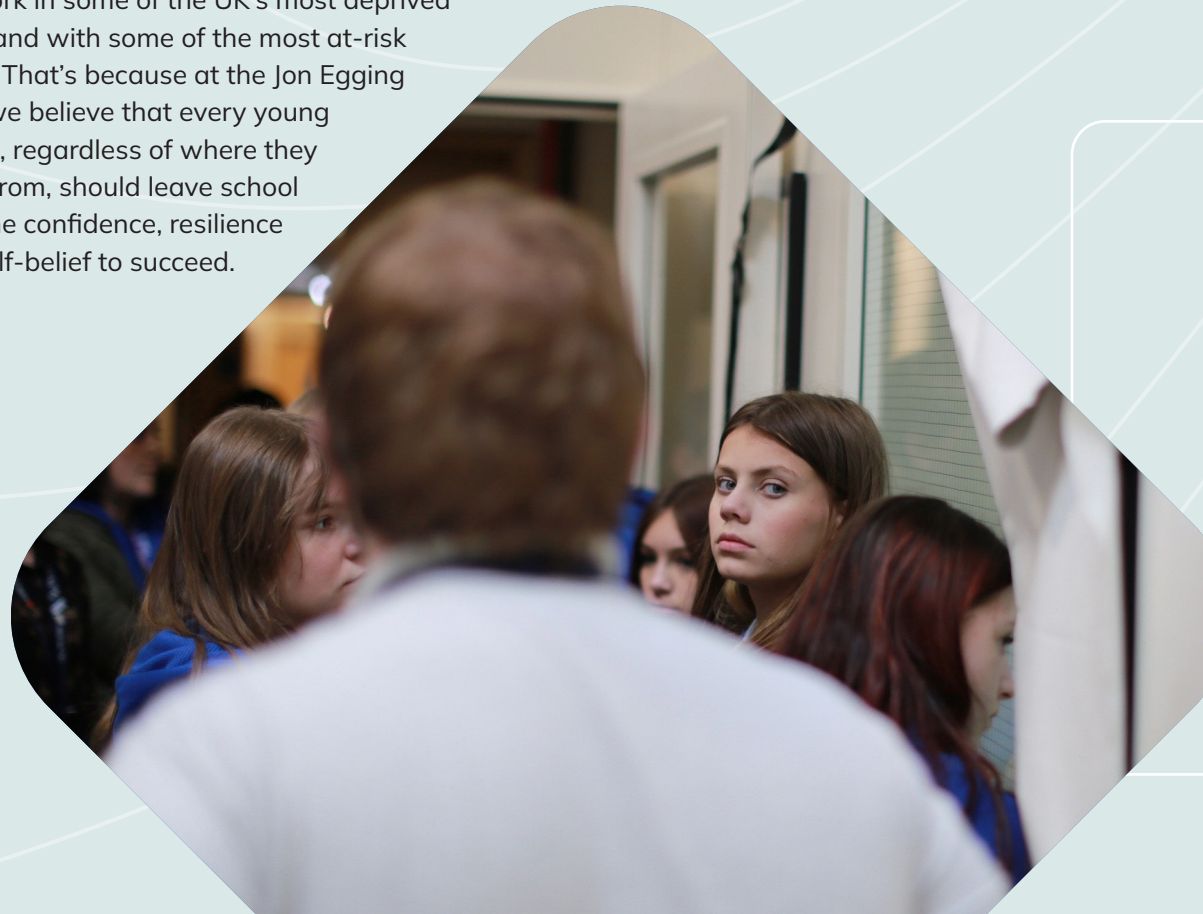
Whether it's disengagement from education, reduced aspirations or a lack of confidence, this has a significant impact on these people's employment prospects and life opportunities.

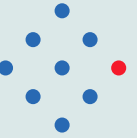
This is not just a social challenge – it's an economic one. Economic growth relies on individuals having the skills, aspirations and opportunities to succeed in fulfilling careers. Without this, we cannot close skills gaps in priority sectors or improve national productivity.

Many young people we work with could, without our support, slip into the very crisis we've described – disconnected

from education, employment and opportunity. Yet as we work with them week in and week out, we see potential, not problems, possibilities rather than limitations.

We work in some of the UK's most deprived areas and with some of the most at-risk pupils. That's because at the Jon Egging Trust we believe that every young person, regardless of where they come from, should leave school with the confidence, resilience and self-belief to succeed.





Mission

We exist to support young people who are facing adversity to develop aspirations and social and emotional skills, re-engage with learning, improve their grades and maximise their employment potential.

‘This programme has changed my child’s life. The impact at home is so noticeable. It builds their life skills and confidence and encourages a teamwork ethos. Thank you JET!’

Parent/Guardian

Our approach

Our model integrates high-quality, in-school delivery by our qualified youth workers with meaningful opportunities for young people to engage with inspirational workplaces, environments and the people shaping them.

This blended approach ensures that those who need us most receive targeted, practical and transformational support – helping them build confidence, expand their aspirations, and take tangible steps toward brighter futures.

We seek to:

- Deliver intensive support through multi-year programmes that transform lives and create opportunity
- Monitor and evaluate our impact to both further improve our programmes and demonstrate what works to others
- Work with government and others to reproduce large-scale models that will transform lives

Our impact in numbers

5,426

Total number of young people engaged with during 2025

725

Young people on our three-year Blue Skies programme

82%

Young people on Blue Skies have improved their academic engagement

64%

Students completing the Blue Skies three-year programme in 2024-25 who have improved across all measured areas of social and emotional development*

526

Sessions delivered through our Blue Skies programme

77%

Young people on Blue Skies have improved their academic attainment

75%

Students we work with assessed as having poor behaviour improved



74%

Young people on our Blue Skies programme receiving free school meals

42%

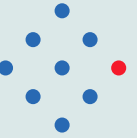
Young people we work with who have special educational needs

*Measured through improvements in their motivation, aspiration, confidence, resilience and goal setting





Welcome



I write this in winter, but with spring on the horizon. There are bare branches outside my window, yet beneath the surface, roots are working hard – quietly preparing for the season ahead.

I have had the privilege of serving as Chair of the Jon Egging Trust (JET) for almost nine years. During that time, the wider landscape has often looked bleak: rising youth unemployment, stagnant social mobility and, of course, the profound impact of a global pandemic.

But throughout these challenges, JET has been steadily building a model of intervention that works – one that enables young people not just to survive, but to thrive. As we have refined programmes that are both efficient and effective, we have also developed an outstanding organisation and team, primed for success.

This will be the last time I write as Chair. Good governance means that, with my third term coming to an end, my time on the Board is drawing to a close. In 2026, I will hand over the baton of leadership to the inspiring Tracie Coultas-Pitman (see page 31). I do this with immense pride, knowing that the charity is an organisation transforming lives and is exceptionally well-placed to tackle the social challenges ahead.

The UK - and most importantly, the young people we serve – needs JET to thrive. Day in and day out, we are transforming

lives, helping young people begin to realise their potential.

That impact is demonstrated in this annual report. Take Thomas, whose story you can read on page 15. His journey is typical of so many others. The powerful testimony of Joe Edgar on page 18 shows the difference we are making in every school we work with.

They say you achieve less in a year than you imagine, but more in 10 than you think possible. That reflects my journey with JET. What this charity has built over the past decade is extraordinary, and I look forward to watching what will be achieved in the years ahead.

Of course, none of this would be possible without the support of our corporate partners, donors, a brilliant staff and my fellow Trustees. Over the following pages, you can read about the difference they've made. I am deeply grateful to all. Thank you.

Richard Peberdy,
Chair, Jon Egging Trust

‘The Jon Egging Trust has been steadily building a model that works.’

Richard Peberdy, Chair, Jon Egging Trust



The way I see it

Alex Brown, CEO, Jon Egging Trust



Every summer, we host graduation ceremonies for the young people who have been part of the Jon Egging Trust (JET) programmes – an opportunity to celebrate the achievements of the students in front of teachers, family and friends.

Earlier this year, at a graduation in the West Midlands, a couple approached me to thank JET for 'saving their son'. They told me that before joining our Blue Skies programme, he was withdrawn, barely spoke to anyone, refused to go to school and, in their words, 'Didn't want to go on.' His mum described leaving his dinner outside his bedroom door because he wouldn't come out.

After his teachers suggested he join Blue Skies, everything began to change. Through our sessions and employer engagement, he started to re-engage – not just with school, but with life at home. Family dinners returned, and the calls his parents received from school were no longer about absence or behaviour, but about how well he was doing. His mum finished with a sentence I'll never forget: 'You've given me my son back.'

At JET we have an unwavering commitment to changing lives and evidencing this through robust monitoring and evaluation. While individual stories are important, the overall impact we are making is critical.

When I joined JET, I knew its work was strong. A little over a year later I am more convinced than ever in the impact we are making. It is there in the stories of the graduation, in our programme monitoring and evaluation, in the testimony of school leaders and the feedback of funders such as Impetus.

This year alone we have reached more than 5,000 young people and provided more intense support to almost 800 students, reflecting the growing strength and reach of our work. Our impact is measured through a robust framework, and we also gather school-level data directly from teachers to track changes in attendance, engagement, attitude to learning and academic performance. This comprehensive approach allows us to use these insights with confidence to refine our programmes, strengthen our effectiveness, and guide our strategic direction.



Time and again we have demonstrated that potential is everywhere, but opportunity is not. Where we are working, young people who would otherwise be at risk of entering a cycle of deprivation are given the opportunity and confidence to dream of a much brighter future.

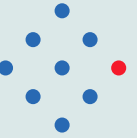
As a charity, we have spent a decade honing our model and demonstrating it works. At the same time, we have built the foundations of an organisation that is well placed for growth – ready to play more of a role in transforming the lives of young people.

‘Time and again we have demonstrated that potential is everywhere, but opportunity is not.’

Alex Brown, CEO, Jon Egging Trust







Changing lives

How we identify the young people we support

We focus our work on children and young people who are most in need of additional support. Working closely with schools, we identify those from households living below the poverty line and who may be at risk of disengaging from learning or experiencing challenges that affect their wellbeing and progress.

‘I don’t know where to start because of how much Blue Skies has helped me over the last 2 years! It has boosted my confidence inside and outside of school and helping me to get better grades in school, I am much more focused.’

Student – Blue Skies 1

The young people we prioritise often include those who:

- Have experienced the bereavement of a parent or primary caregiver
- Are finding it difficult to develop or maintain friendships at school
- Are showing signs of poor mental health or emotional distress
- Are withdrawing from lessons or participating with minimal effort
- Are demonstrating low resilience or struggling to cope with setbacks

By partnering with schools, we ensure that support reaches those who will benefit from it most, at the moments when it can make the greatest difference.

Blue Skies

Unlocking potential through our flagship programme

At the heart of the Jon Egging Trust's work is the Blue Skies programme – a three-year intensive intervention for young people aged 12-15 who face significant barriers to learning.

Through immersive experiences in STEM (science, technology, engineering and mathematics) environments, coupled with structured in-school modules by our team of qualified youth workers, Blue Skies develops students' social and emotional learning. This equips them with the confidence, resilience and skills they need to re-engage with education and thrive. Here's how it works:

Year 1 teamwork

Students begin by building trust, communication and collaboration skills. They learn to recognise their strengths and work effectively as part of a team through hands-on activities and workplace visits.

Year 2 leadership

The focus shifts to resilience and personal identity. Students develop leadership skills, take initiative, and step outside their comfort zones, supported by inspiring role models from industry and the military.

Year 3 employability

Participants prepare for life beyond school. They explore career pathways, set goals and gain practical insights into the world of work through partnerships with leading organisations.

'The Blue Skies programme has been truly transformational for our students.'

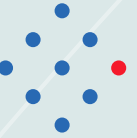
Winton Community Academy – Curriculum Support Manager and Nurture Lead

Across three years, each student cohort receives more than 100 hours of face-to-face guidance in small groups, ensuring personalised support.

The impact is profound: improved confidence, stronger communication and renewed ambition. For many Blue Skies is the turning point that transforms their future.







The way I see it



Thomas, student*

When I first started in Year 8, I was really lacking in self-confidence. I was quite scared to be myself in front of others, and I didn't enjoy school as much as I probably should have. I held back a lot, and I didn't feel comfortable showing who I was.

My first impression of JET was very positive. I felt really welcomed in, and the organisation seemed so full of life and genuine. I was excited to do something new and different, and to take on a new challenge.

Now, I feel like JET has definitely helped me through my time in school. It has given me more confidence, and I feel proud to be the way I am. I've loved taking part in all the activities, because they've really improved my team building and communication. I've also loved how JET is so different from school and not in a classroom. I've enjoyed getting out of the classroom and doing something more hands-on and practical.

My fellow JET peers have been wonderful and kind, and I've loved working with them. I am also so grateful for my JET Regional Manager, Jess, who has always been the most positive person in every session. She has helped me find my confidence, and she has been one of the highlights of the programme for me. I'll be forever thankful for her.

Going into Year 11, I feel excited for my next steps and for using the skills JET has taught me after school. I have thoroughly loved the programme, and I would recommend it to anyone lucky enough to be given the opportunity.

'JET has definitely helped me through my time in school. It has given me more confidence, and I feel proud to be the way I am.'

Thomas - Student

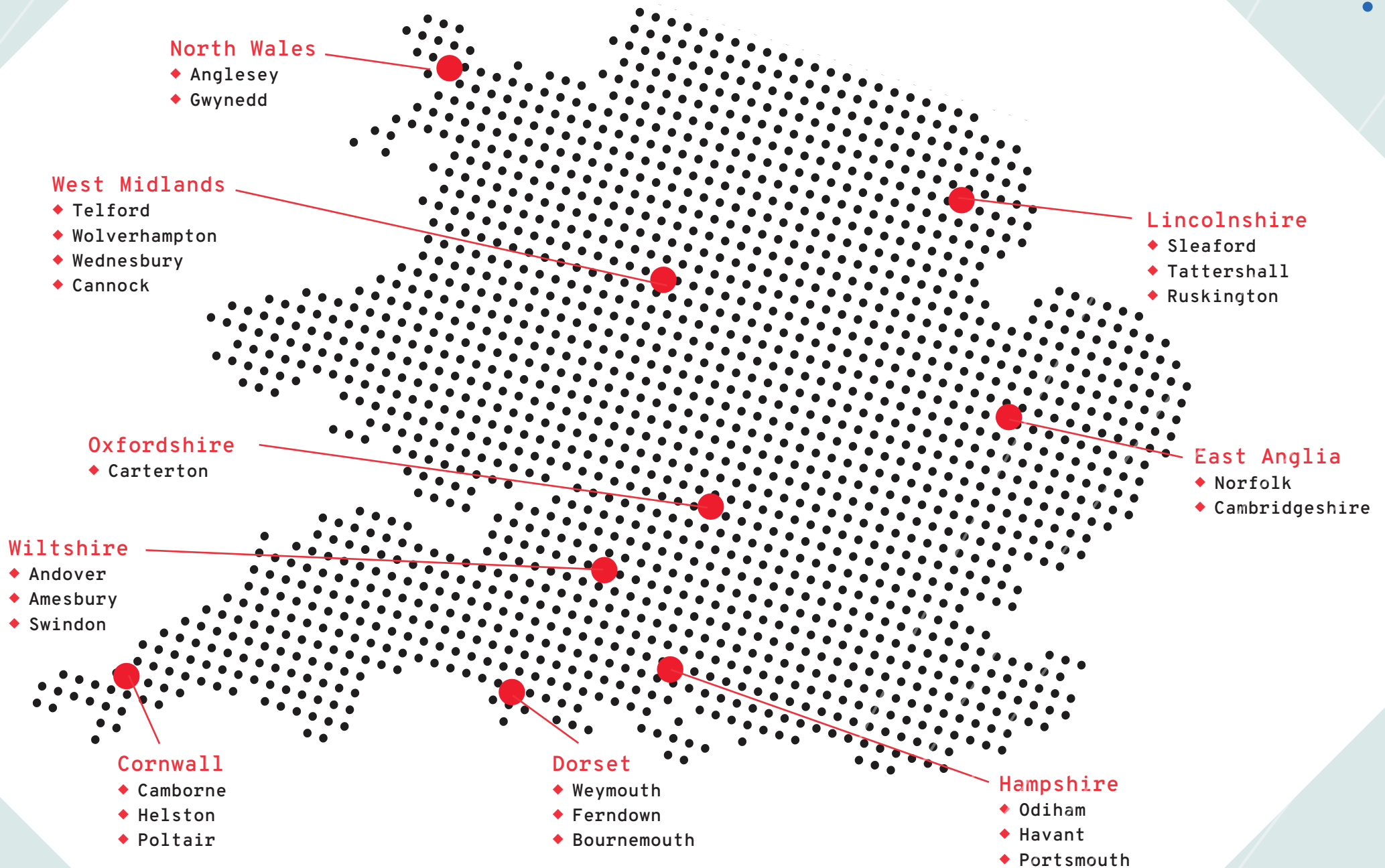
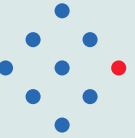
*Thomas's name has been changed to maintain confidentiality. The photograph shown is illustrative and is of another Jon Egging Trust student.

‘JET has been invaluable and is an amazing opportunity to help our students strive to become amazing young people.’

Swindon Academy – Careers Officer

Where we work

The Jon Egging Trust works in areas of greatest need, partnering with schools in communities facing high levels of socio-economic disadvantage and low social mobility. We focus on pupils who are most at risk of disengaging from education – those who often fly under the radar, including young carers, children in care, and those eligible for free school meals. By targeting these vulnerable groups, we ensure we reach the young people who will benefit most from the confidence, resilience and aspiration that our programmes build.



The way I see it

Joe Edgar Principal, Haberdashers' Abraham Darby Academy, South Telford

Joe is the Principal of Haberdashers' Abraham Darby Academy in South Telford, one of the schools where the Blue Skies Programme is run.

I see the reality of disadvantage every day. Nearly half of our pupils are entitled to free school meals, many in receipt of them for the entire time of their education. Almost half of our pupils live in households among the 10% most deprived in England. Social mobility here is low, and progression to higher education is below average.

When you work in a school like ours, you know the pupils who often fly under the radar - the quiet ones, the young carers, those in care, those who've lost their way and need a confidence boost. These are the children who need opportunities the most.

That's why the Jon Egging Trust's Blue Skies programme has been transformative. Fourteen of our Year 8 pupils joined the first cohort this year, attending sessions with JET and partners like Alstom, Shropshire Astronomical Society and RAF Museum Midlands. After the very first session, they returned to school wearing their hoodies with pride - astonished they'd even been

chosen. In that moment, they felt seen. They belonged. That sense of belonging is powerful; it builds trust and confidence.

Over time, the change has been remarkable. Pupils who once avoided eye contact now smile and seek me out to share their latest experience - like dismantling and reassembling the wheel of a real aircraft due to fly later that day. These moments matter. They make our young people feel special, like they are "somebody." You can't easily measure that, but you can feel it.

Not every pupil is ready to stand on a stage and speak to an audience yet, but each has taken steps forward on their journey of self-discovery. That progress is real, and it's life-changing. The lives of the young people have been enriched in ways that will stay with them forever.



'Over time, the change has been remarkable. Pupils who once avoided eye contact now smile and seek me out to share their latest experience...'

Joe Edgar, Principal, Haberdashers' Abraham Darby Academy



Working together

Our partners

Our work is powered by an extraordinary network of corporate partners who share our belief that potential is everywhere, opportunity is not. Their investment, expertise and hands-on involvement open doors for young people nationwide – from inspiring workplace visits to sector-leading STEM experiences.

This year, we have facilitated some 225 visits to workplaces. Experiences include meeting the Red Arrows team and seeing how the UK's air space is managed by the National Air Traffic Services. Visits help broaden the horizons of the young people, provide an insight into some of the opportunities they could seize and help spark curiosity.

To recognise the scale and depth of this commitment, our corporate partners are celebrated through four tiers of support. Each tier represents not just financial backing, but the powerful role these organisations play in shaping opportunities for the next generation.



Platinum Partners

Transformational funders – £60,000+ and direct support for frontline visits

Our Platinum Partners are at the forefront of change. Their leadership enables us to deliver high-impact, in-person experiences that give young people unparalleled access to STEM, aviation and engineering environments. They are central to our ability to deliver long-term, life-changing programmes.

- ◆ National Air Traffic Services
- ◆ BAE Systems
- ◆ Northrop Grumman



Gold Partners

Strategic supporters – £30,000+ including support for frontline volunteers

Gold Partners strengthen the backbone of our work, supporting the teams and volunteers who show up week after week for the young people we serve. Their commitment ensures consistency, expertise and stability across our programmes.

- ◆ Civil Aviation Authority (CAA)
- ◆ QinetiQ



Silver Partners

Dedicated contributors – £10,000+ including skilled volunteering

Silver Partners bring energy, talent and generosity to our mission. Their financial support is amplified by meaningful staff engagement, from mentoring to workshop delivery, helping students build skills and confidence through real-world role models.

- ◆ Lockheed Martin
- ◆ Rolls-Royce
- ◆ British Airways – HighFlight
- ◆ Sidley Austin
- ◆ Leidos
- ◆ Curtiss-Wright
- ◆ Mid-Counties Co-op



Bronze Partners

Valued supporters – £5,000+ through combined giving and volunteering

Our Bronze Partners form a vital community of organisations who invest early in young people's futures. Through flexible support and hands-on involvement, they help extend our reach to more schools and more students each year.

- ◆ L3Harris
- ◆ MBDA
- ◆ Superior



The way I see it

Emma Brett, Corporate Affairs Advisor, NATS



The young people who visit NATS through Blue Skies are often those who might be overlooked elsewhere, yet every time they arrive, what I see is potential – curiosity, capability and a willingness to explore something new. It takes me back to being a teenager myself, when a single workplace visit opened my eyes to careers I hadn't known existed. I love that we can offer that same spark of possibility to young people at JET.

On the first visit, students usually come in a little shy and unsure; but something shifts as the day goes on. Whether they're planning flight paths, exploring how our systems work, or chatting to our volunteers, their confidence grows. By the end of the visit, they're asking questions, sharing ideas and walking out of the building with a real sense of pride in what they've achieved.

Our staff feel that impact deeply. I now have more volunteers than I can schedule – a wonderful problem to have. Many colleagues support just one session and come away genuinely moved. They tell me how impressed they are by the students' manners, curiosity and engagement. The stereotypes about disinterested teenagers fall away within minutes. One colleague has even said that when she retires, she intends to volunteer with JET and nowhere else.

These days also serve our people. In a fast-paced operational environment, it's motivating to step back, share your expertise and see it land with such enthusiasm. It creates pride, strengthens teams and leaves colleagues energised long after the visit ends.

The most powerful part is seeing the same students return over three years. We remember them – the names, the interests, the personalities. That continuity matters. By Blue Skies 3, the change is remarkable. Young people who barely spoke in Year 1 are suddenly sharing written reflections or preparing graduation speeches with real maturity. And yes, sometimes a young person sits in a simulator and performs better than some trainee controllers – we tell them there could be an opportunity when they finish school.

Graduation days bring all of this together. Standing among families, teachers and the students themselves, you can feel the pride in the room. It's humbling to be part of their journey. For us at NATS, partnering with JET isn't just community engagement – it's a chance to help young people realise their potential while inspiring our own teams in the process.



‘Partnering with JET isn’t just community engagement – it’s a chance to help young people realise their potential while inspiring our own teams in the process.’

Emma Brett, Corporate Affairs Advisor, NATS

Reaching higher

• From the Shetland Islands to NASA – space experiences that transform futures

In 2025, Jon Egging Trust (JET) students from across the country experienced something extraordinary: the chance to step into the world of space science, not as observers, but as active participants.

Working across two continents – one at the SaxaVord Spaceport in the UK and one at NASA's world-famous Space Camp – our young people built rockets, trained like astronauts, collaborated with global peers, and discovered something very powerful: belief in their own potential.

These opportunities were made possible through JET's long-term partnerships with the National Space Academy, Space Park Leicester, SaxaVord Spaceport, the UK Space Agency, Northrop Grumman (JET Platinum Partner), the US Space and Rocket Centre and NASA's Space Camp teams

Shetland Space Camp – igniting confidence at the edge of the UK

In March 2025, our team travelled to Unst, the UK's northernmost island, to help deliver a week-long Space to Learn camp for 11 and 12-year-olds from two local schools. Working alongside the National Space Academy, our JET Youth Programmes team led confidence-building sessions in teamwork, communication, problem solving and strengths-awareness – all woven through a packed STEM timetable.

Over five days, students:

- Built telescopes and learned about exoplanets
- Designed mission patches and allocated roles within project teams
- Took part in rocket-science workshops, building and launching their own rockets
- Explored constellations inside a portable planetarium
- Created base designs for life on an exoplanet

Students threw themselves into every challenge and grew in confidence daily, with many citing JET's sessions as a turning point in their lives.

These moments matter. For young people living in vast rural isolation, access to high-quality STEM experiences is rare. Space Camp brought the universe a little closer – and helped students see themselves in it.

JET students blast off to NASA

In July 2025, four students on our Blue Skies programme, along with their teachers from Cornwall and Shropshire, travelled to Huntsville, Alabama, for NASA's world-renowned Space Camp.

Funded by JET Platinum Partner Northrop Grumman, the six-day experience immersed students in astronaut training, high-tech simulations and global collaboration. The students:

- Rode zero-gravity simulators and gravity chairs
- Completed Mars and Moon mission simulations requiring team communication, calm under pressure and leadership
- Managed real aerospace challenges, fired rockets and worked with international peers
- Built friendships across nations and cultures, collaborating as a 'global team of future scientists and engineers'

For many, it was life-changing. 'It was simply the best week of our lives... They grew two inches inside because of this experience,' said teacher Danielle Long, from Helston Community College. STEM coordinator Natalie Stewart from Hadley Learning Community said: 'Seeing our students shine in such an inspiring environment was amazing. They stepped up to every challenge.'

These opportunities are more than trips – they are transformational. Students returned with renewed self-belief, clarity about future pathways, and a deepened sense of what they can achieve.

Why space experiences matter

Space environments – whether a hall on Unst or NASA's Rocket Park – act as powerful accelerators of confidence, teamwork and aspiration. For students who face barriers to learning or limited access to opportunity, these experiences offer:

- A vision of possibility: showing careers and futures they may never have imagined
- Hands-on learning: STEM as excitement, problem-solving and curiosity
- Exposure to role models: scientists, engineers, aviators and mentors who reflect JET's values
- Confidence building: sessions designed explicitly to build resilience, teamwork and leadership – core to JET's mission

These camps also strengthen the long-term impact of our Blue Skies programme, reinforcing classroom learning with real-world experiences that help young people re-engage, grow and thrive.



The way I see it

Chloe Hobday, JET Youth Programme Officer



I've been a Youth Programme Officer with JET in East Anglia for 18 months, working with three schools to deliver Blue Skies. My background in behaviour support means I've always cared about how young people build confidence and navigate challenge – and JET gives me the space to help them do that in a meaningful way.

Many of the students I meet come from rural communities where opportunities feel limited. Through Blue Skies, I introduce them to new environments – outdoor activities, workplaces, places they've never experienced. Those moments often spark a shift in how they see themselves and what they might become.

My approach is grounded in empathy and consistency. I'm not their teacher or parent; I'm a trusted adult who sees beyond behaviour and offers a fresh slate. That alone can be transformative. One student joined Blue Skies 1 barely speaking; by Blue Skies 2, they were confidently leading activities. Watching that growth is one of the most rewarding parts of the job.

Over the three-year programme, I see huge improvements in teamwork, communication and resilience. I design activities that require students to rely on one another - creating space for strengths that don't always show in the classroom.

Graduation days are especially powerful. Seeing who these young people have become reminds me why this work matters. I also bring Youth Programme Officers together monthly so we can share learning and strengthen our practice across JET.

Looking ahead, I want to reach more schools and more young people. Every day, I see what's possible when someone believes in them.

Blue Skies isn't just a programme to me. It's a chance to show young people who they can be, even before they can see it themselves.

'It's a chance to show young people who they can be, even before they can see it themselves.'

Chloe Hobday, JET Youth Programme Officer



Scaling that works

Specialist partnerships shaping the foundations for stronger delivery and impact

Over the last year, we have worked with two expert partners to help improve our impact now and prepare for growth moving forward.

Impetus is a UK impact funder that finds, builds and funds high-potential charities so young people facing disadvantage get the right support to succeed in school, work and life. Since 2022 they have been a key strategic partner of JET, helping to fund and shape our work.

Bain & Company is one of the world's leading management consulting firms and have been supporting JET through a pro-bono partnership – thanks to our partnership with the Centerbridge Foundation.

Impetus – strengthening programme quality and evidence

Over the last year, our teams have worked with Impetus's specialists to embed improvements that directly support frontline delivery. We have focused on:

- **Leadership and governance** – targeted coaching and structured challenge to strengthen decision-making and keep programme quality and sustainability at the forefront.
- **Quality assurance** – including ensuring increased consistency across regions of programme delivery.
- **Monitoring and evaluation** – a more robust framework, that Impetus have helped us develop, now tracks social and emotional learning, engagement and attainment with greater validity, enabling quicker in-year adjustments.
- **Data capability** – improved capture and analysis give staff timely insight to target support where it has greatest effect and inform strategic choices.



Looking ahead

The gains made this year – stronger quality assurance, better evidence and a clear plan to grow Blue Skies and Inspirational Outreach – put JET in a strong position to support more young people without losing sight of what works best.

‘The JET team have a clear and credible plan to scale the Blue Skies programme to 2,000 participants and beyond, leveraging new and existing relationships to take their impact to the next level.’

Ed Tidball, Senior Manager,
Bain & Company]

Why this matters

These improvements underpin the outcomes reported elsewhere in this Annual Report including higher reported engagement and attainment – and ensure we can apply learning rapidly across sites.

Bain & Company with Centerbridge – a clear plan for sustainable growth

This year, through a Centerbridge–Bain partnership, we completed a ten-week pro bono consulting engagement to support the development of our next five-year strategy. Bain conducted market analysis, stakeholder interviews and organisational diagnostics to create an objective picture of where JET is today and how best to scale safely and consistently. The Centerbridge Foundation supported and paired the engagement with Bain’s delivery to maximise social impact.

What this enabled during the year

- A growth pathway to reach 2,000 Blue Skies students by 2031 and expand Inspirational Outreach to 8,000+ young people annually, while maintaining focus on those facing the greatest disadvantage.
- Identification of priority regions and operational improvements so scale does not compromise quality.
- A roadmap to diversify income and strengthen corporate partnerships, supporting long-term resilience.

Why this matters

The work gives Trustees and senior leaders a clear, evidence-led plan to meet rising demand, protect quality and direct resources where they will have the greatest impact.

Future Plans

We are looking forward to an exciting year ahead as we seek to grow our impact and develop infrastructure and plans to enable growth and influence change on a larger scale. This year we will also see a leadership transition in our Chair of Trustees, as Richard Peberdy steps down, having served on the Board for the maximum nine years. Here's what we plan for the coming year.

Grow impact

The evidence demonstrates that our interventions work. During the year we will continue to develop our programmes to maximise their impact. We will seek opportunities and funding to work with new schools and begin to consider additional approaches that can further improve outcomes for the young people we work with.

Enable growth

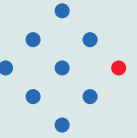
We will be developing a new five-year strategy with the aim of doubling the number of young people we work with through our Blue Skies programme. We will seek to strengthen our sustainability – in a difficult funding landscape affecting almost every UK charity – through asking schools to contribute

towards our work, developing our fundraising team and seeking new partners from different sectors.

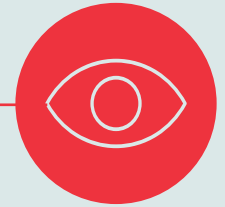
Influence

Having demonstrated that our intensive multi-year programme works, we will seek to build on what we've learned in order to bring about large-scale changes. The government is investing hundreds of millions of pounds in social mobility and youth opportunity. We want our work to be seen as a model of great practice, showing how ongoing, targeted support through a clear programme can transform lives.





The way I see it —



Tracie Coultas-Pitman, Chair elect

The work of the Jon Egging Trust (JET) is personal. I grew up in the military: my father was an engineer in the RAF, having left school with one O level. My friends fly helicopters, my son flies drones – all of them rely on the right guidance, support and education.

I was drawn to JET because of its focus on social mobility and equality of opportunity. The belief that potential is everywhere but opportunity is not, is a powerful call to action – one that aligns with my own passion for creating inclusive pathways for young people to thrive, regardless of their background. My whole career is underpinned by a core belief that all children can learn and thrive with the right support and expertise.

What has been developed at JET over the past decade or so is extraordinary. The Blue Skies programme, with its structured three-year approach to developing teamwork, leadership and employability skills, exemplifies the kind of sustained, meaningful approach that I believe is essential for long-term impact.

Among my priorities as the new Chair of the charity will be to ensure some of the great practice of JET – demonstrated so clearly in this impact report – is seen and understood by the government, multi-academy trusts and local authorities,

to help drive systemic change. With the right approaches over a period of time, every young person can flourish.

I take over from Richard Peberdy, who has served with passion and diligence on the Board for almost nine years. He leaves a legacy of leading frontline work, and an outstanding executive team and Board of Trustees.

I cannot wait to get going and see what we can achieve together over the next decade.

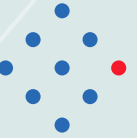
Tracie Coultas-Pitman is Chair of Trustees Elect of the Jon Egging Trust and will take over from Richard Peberdy in April. She brings 30 years of experience from the education and charity sector. She is the CEO of the charity Beyond Autism

‘My career is underpinned by a belief that all children can thrive with the right support’

Tracie Coultas-Pitman, Chair elect







Money matters

Focus on fundraising

The Jon Egging Trust (JET) employs a small, dedicated fundraising team that builds long-term, values-led partnerships to sustain our work. Our income is generated through trusts and foundations, businesses, events and individual supporters, and we do not outsource any of our fundraising activity.

As members of the Fundraising Regulator, we are committed to upholding the principles and practices of the Fundraising Standards Scheme.

Our fundraising approach is relational by design: we do not use cold calling, do not purchase data lists from third parties, and do not undertake on-street fundraising. This ensures that our activities protect vulnerable individuals and avoid any form of undue pressure on the public.

During the year, no complaints were received regarding our fundraising activity. We have maintained full GDPR compliance, safeguarding personal data and ensuring that individual privacy is respected throughout all fundraising processes. Our policies – including our fundraising code of conduct, donation acceptance and refusal policy, and fundraising concerns procedure – support this commitment.

Oversight of fundraising sits with Executive team, supported by the Fundraising and Communications Committee and Trustees, with activity monitored throughout the year to ensure compliance, transparency and adherence to sector standards.

Every £1 we raise, 18p is spent on fundraising. Highlights during the year have included:

JETRide – our annual cycling challenge remained our flagship sportive, bringing together cyclists, supporters and partners for a high-energy event that raised vital funds and awareness for JET.

JET Dinner – our annual dinner continued to be a defining moment in the JET calendar; a celebration of the JET family that united supporters, partners, volunteers, patrons, Trustees and young people.





Roll call

Our work is fuelled by the generosity of hundreds of individuals, community fundraisers, businesses, trusts and foundations. They make all our work possible and we are grateful.

Trusts and Foundations

BGF Foundation
Impetus
Roger Raymond Charitable Trust
The Eveson Trust
The Hargreaves Foundation
The Henry Smith Foundation
The Red Arrows Trust
The Utley Family Foundation
The Valentine Charitable Trust
The Wooldridge Charitable Trust

Military

The RAF
British Army
Royal Navy

Corporates

Airbus Defense and Space
BAE Systems
British Airways High Flight
Civil Aviation Authority (CAA)
Curtiss-Wright
Gordon Brothers EMEA
L3Harris
Leidos UK
Lockheed Martin
Mid-Counties Co-op
NATS
Northrop Grumman
QinetiQ
Rolls Royce
Sidley Austin
Superior



Public benefit

achievements, performance and impact

The Trustees confirm that they have complied with the duty in section 417 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission in determining the activities undertaken by the charity.

Public benefit is delivered by:

- Supporting young people who are facing adversity, many of whom are at risk of disengagement from education – impacting their long-term futures
- Improving educational engagement in disadvantaged communities
- Supporting schools to address barriers to learning

Our approach to impact

The Trustees recognise that demonstrating the difference our work makes is central to public accountability, good stewardship of charitable resources and our ability to shape the strategy and practice of the UK Government and others.

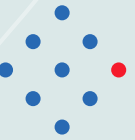
Impact reporting at the Jon Egging Trust focuses on understanding what changes for young people as a result of our programmes, how confidently we can evidence those changes, and how learning from this evidence informs future delivery and strategy.

Activities undertaken during the year

During the year, the Jon Egging Trust delivered its programmes primarily through in-school, multi-year interventions, alongside employer engagement and enrichment activities designed to broaden horizons and build confidence.

Key activities during the year included:

- Delivery of the Blue Skies programme – including group-based sessions and workplace visits
- Delivery of the Inspirational Outreach programme – opportunities tailored to school's needs, including year group transition days, workplace visits and inspirational assemblies.
- Delivery of Space Camp Shetland – in partnership with the UK Space Agency we worked with students to inspire and ignite interest in space and increase social and emotional learning skills.
- Provided additional opportunities to Jon Egging Trust (JET) schools through our corporate partnerships, including sending four Blue Skies students and two teachers to the Northrop Grumman US Space Camp and providing three JET schools with the RAF Museums Summertime Advanced Aerospace Lite programme.



‘This has helped me improve my confidence and I now believe I can achieve my dream career.’

Shetland Space Camp student

Who we support

The charity works with young people who face significant barriers to learning and progression. These include socio-economic disadvantage, special educational needs, poor mental health, bereavement, caring responsibilities or disengagement from school. More than seven in 10 of the young people we work with in our intensive Blue Skies programme receive free school meals.

During the year:

- 5,426 young people were engaged across all of our activities
- 725 young people participated in the Blue Skies programme
- Each Blue Skies participant met one or more of our selection criteria – 72% received free school meals, 42% had special educational needs and at least 25% are known to have had adverse childhood experiences
- 78% of the schools JET worked with have above the national average free school meal eligibility

Outcomes achieved

Intended outcomes

- Improved confidence, self-belief and resilience
- Improved engagement with learning and school life
- Improved behaviour and attitudes to learning
- Increased awareness of future education and employment opportunities

Reported outcomes during the year

- Teachers reported improvements in academic attainment of 77% of the students on our Blue Skies programme
- 75% of pupils who joined the programme with identified behaviour issues have improved
- More than half of pupils recognise their social and emotional skills have improved

How we measure impact

Impact is measured using a proportionate approach, combining quantitative and qualitative evidence. As our data quality and quantity improves, so does our ability to learn and adapt both in-flight and strategically.

Evidence sources include:

- Teacher feedback surveys
- School attendance data
- Academic attainment pre and post programmes
- Young people self-reporting at the start and end of each academic year through both internal and externally validated scales
- Programme monitoring data
- Qualitative feedback from schools, families and partners

Public benefit (continued)

‘Attending the JET graduations and witnessing the students’ new-found confidence to stand up in front of a group of people and speak, is a small point in time but a huge step in their lives towards having greater aspirations and, ultimately, achieving more.

It’s a privilege to witness and an honour to know that we’ve played a small part in making that happen.’

Bryan Sutton, Microsoft

Learning and improvement

At JET, we’re committed to continually raising the bar on our impact. We are committed to achieving continuous improvement to programmes’ impact for our young people. We embody that which we encourage in our students – a growth mindset. What this means in practice is that we aren’t afraid to ask the difficult questions of ourselves and of our data, and we take action when it tells us we can do better.

Our monitoring, evaluation and quality assurance methods are monitored and regularly reviewed by our Programme teams, by the Executive, our Education sub-committee and at all of our Trustee meetings. This continual learning influences programme delivery, development and wider organisational strategic decisions.

Volunteers

Volunteers remain central to JET’s delivery model, and their collective contribution continues to shape the success of our programmes. In 2024-25, 663 professional volunteers and event supporters from our 72 partners dedicated 2094 hours to helping deliver Blue Skies and outreach activities. Their involvement enables us to offer students extraordinary experiences in STEM, aerospace and military settings – opportunities that would not be possible without this generous network.

In 2024–25, volunteers from the Armed Forces community made a substantial contribution to our work. More than 250 volunteers came from across the community, including 189 from the Royal Air Force, together accounting for around 40% of our total volunteer base.

The impact of our volunteers extends far beyond the hours they give. Volunteers from across sectors consistently share how inspired they are by the young people they support. This reciprocal benefit is a hallmark of JET’s partnership approach, strengthening both student outcomes and volunteer engagement.

As demand for our programmes continues to grow, we remain deeply grateful for the dedication, enthusiasm and expertise of our volunteer community. Their support ensures that every young person on our programmes gains access to positive role models and aspirational environments that broaden horizons and raise ambition. JET’s impact simply would not be possible without them, and strengthening this volunteer network remains a priority for the year ahead.





Learning, assurance and organisational effectiveness

Learning from across the year has strengthened governance, improved impact for young people, and ensured the effective stewardship of resources. Key developments include:

Impact-driven programme improvement

Findings from the annual programmes review, including direct consultation with our Youth Ambassadors, informed targeted enhancements to the Blue Skies – Employability specification. This ensured the programme continues to respond to young people's needs while maximising outcomes aligned to our charitable objectives.

Strengthened quality assurance and risk management

Quality assurance processes were reviewed and updated in line with sector research and staff feedback. These improvements have increased consistency, accountability and oversight, supporting Trustees in meeting their governance and assurance responsibilities.

Effective investment in staff capability

Ongoing professional development for youth programmes staff was delivered through bite-sized virtual training sessions throughout the year. This approach supported continuous improvement in delivery while ensuring efficient use of organisational resources.

Robust monitoring, evaluation and learning

Enhancements to student self-evaluation processes have improved engagement within sessions, while continuing to generate robust data to evidence impact. This strengthened our ability to monitor outcomes, demonstrate value for money, and use learning to inform strategic decision-making.

‘I feel my son has had his eyes opened to more opportunities in life and his confidence has grown.’

Parent/Guardian

Looking forward

Trustees' priorities include:

- Deepening programme impact through continuous learning and data-driven refinement
- Strengthening impact measurement - including to gain clearer insight into the needs of the young people we serve and to evidence how participation in our programmes positively influences their mental wellbeing and personal development
- Partnering with government to share frontline insights and help shape solutions that can benefit more people
- Increasing income, to enable us to expand our work, and long-term sustainability through investing in our fundraising team

Legal and administrative information

Trustees

Richard Peberdy

Dr Emma Royce (Egging)

Elizabeth Gillott

John Vinney

Jim Lee

Jamie Fyleman

Sophie Spread

Samantha Porteous

Dawn Mann

Executive team

Chief Executive Officer
Alex Brown

Director of Operations and Finance
Angie James

Director of Impact and Engagement
Laura Carey

Director of Fundraising and Communications
Fi Collins
(resigned December 2025)

Registered office 1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London W1T 4RN.

Independent auditors Goodman Jones, 1st Floor, Arthur Stanley House, 40-50 Tottenham Street, London W1T 4RN

Banker Lloyds Bank PLC, 73 The Parade, Leamington Spa, Warwickshire, CV32 4BB

Company number 08908969.

Charity numbers 1156265 (England and Wales) SC048666 (Scotland)

A young person with short brown hair is wearing large, black and red headphones. They are wearing a green jacket with a red patch on the left chest that says "BIRMINGHAM ENGINEERING". They are looking down and holding a yellow object in their hands. The background is blurred, showing another person in a red shirt. The text "Financial review" is overlaid in red on the left side of the image.

Financial review

Financial review

Income

Income for the year ended 31 August 2025 was £1,387,237 (FY24: £1,361,951), representing 2% growth year on year. Income remained broadly stable overall, with notable shifts within individual income streams.

Trusts & Grants continue to represent the largest proportion, totalling £901,611 (65% of total income). This is broadly flat compared with FY24 (£902,326), with the decrease driven by Restricted funding, which fell by £129,115 due to the UK Space Agency and CAA government grants being fully drawn and not renewed, however this was offset by a £128,400 increase in Unrestricted Trusts & Grants.

Corporate donations increased by £33,450 (14%), reflecting stronger relationships within the partnership model.

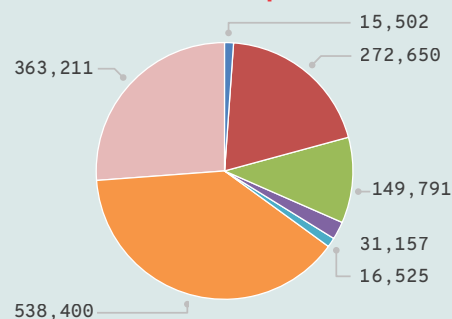
Events income reduced by £13,795 (8.4%), following a slightly smaller fundraising calendar compared with the previous year.

General donations & Gift Aid grew by £10,831, a substantial 90% uplift.

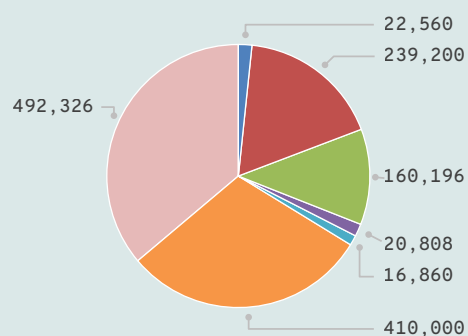
Overall, the income profile remains well diversified, with Trusts & Grants forming the backbone of sustainable revenue and positive momentum in corporate - and individual giving.



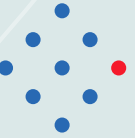
2024/25 Income split



2023/24 Income split

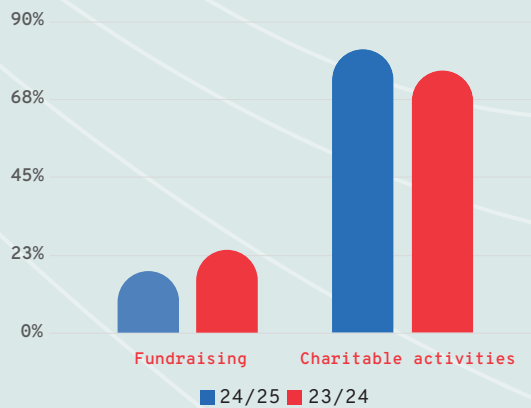


- Other
- Corporate donations
- Events
- General donations & gift aid
- HNW
- Trust and Grants - Unrestricted
- Trusts and Grants - Restricted



Expenditure

Spend allocation 2024/25



Total expenditure for the year ended 31 August 2025 was £1,414,392 (FY24: £1,153,039).

The 23% increase on the prior year reflects investment in our team following a salary benchmarking exercise as well as growth in frontline delivery staffing, supported by investment in systems to further meet our impact and evaluation needs. Costs have accelerated across the board due to inflation.

The proportion of spend allocated to Charitable Activities has increased to 82% (FY24: 76%). This increase reflects further expansion of delivery

teams to meet the needs of the growing number of young people supported through Blue Skies programmes.

Fundraising spend has fallen as a proportion of total costs to 18% due to higher increased spend within Charitable Activities within the year.

Spend on JET hosted events included the annual fundraising dinner and the JETRide challenge. Participation in external challenge events continued to increase.

Reserves policy

The Statement of Financial Activities shows total funds of £637,389 (FY24: £664,544).

£129,036 (FY24: £158,354) are restricted funds to be expended on specific purposes. The balance of £508,353 (FY24: £506,190) is unrestricted, to be used to support the Trust's charitable activities.

Total reserves have decreased over the period, and the unrestricted reserves remain within the policy of 3-6 months of operating costs (£353k - £707k on an average 12month basis). The Trustees have reviewed the reserves policy and agreed that maintaining this level remains appropriate to ensure financial resilience and continuity of charitable activities. The year end position was 4 months forward expenditure.



'My daughter has more confidence now and her attendance at school has massively improved. Thank you JET!'

Parent/Guardian





Governance, Structure and Management

The charity was formed in September 2011 and incorporated on 24th February 2014. The charity is a company limited by guarantee whose members are the trustees. The liability of each member is limited to £1 in the event of the charity winding up. The Board has authority to appoint by majority decision any new trustees.

All new appointments are subject to our safer recruitment policy and a comprehensive induction encompassing training and meeting key members of the JET team to understand the various work areas. Trustees are also encouraged to attend sessions or graduations to get first-hand experience of delivery and impact.

The names of the trustees who served during the year and up to the date of approval of the financial statements are:

Dr Richard Peberdy, Chair

Dawn Egging, Trustee

Jamie Fyleman, Trustee

Elizabeth Gillott, Trustee (appointed 29/01/2025)

Jim Lee, Trustee

Zoe Melarkey, Trustee (resigned 16/04/26)

Tracie Coultas-Pitman (appointed 11/02/2026)

Samantha Porteous, Trustee

Dr Emma Royce (Egging), Trustee
(appointed 07/05/2025)

Sophie Spread, Trustee

John Vinney, Trustee (appointed 29/01/2025)

John Wiles, Trustee (resigned 07/05/2025)

The trustees are ultimately responsible for the policies, activities and assets of the charity. They meet to review the development of the charity and make any important decisions. When necessary, the trustees seek advice and support from the charity's professional advisers including solicitors and accountants. The day-to-day management of the charity's activities, and the implementation of policies, is delegated to the senior leadership team.

Staff headcount increased to 35 by 31 August 2025 (2024: headcount was 29) as further investment was made in the frontline delivery team. Remuneration is set by the trustees and based on job role as well as market rates. Founder and CEO, Dr Emma Royce (formerly Egging) resigned in November 2024, replaced by Dr Alex Brown.

Risk management

Effective risk management is central to safeguarding the young people we serve, protecting our staff and volunteers, and ensuring the stability and reputation of the charity. We recognise that risks can arise across our programmes, operations, people, finances and digital infrastructure. Our approach distinguishes between areas where we have zero tolerance (such as safeguarding) and those where risk must be carefully managed and minimised through proportionate controls.

The Executive team maintains a comprehensive risk register, reviewed regularly by both the Finance & Risk Committee and the full Board. Risks are assessed according to likelihood and potential impact, with mitigating actions monitored throughout the year.

The primary risks identified by the Trustees are:

Safeguarding incident or allegation involving a member of staff or volunteer

Mitigating actions:

We operate robust safeguarding policies and procedures, reviewed annually and with specialist

external input. All youth facing staff receive advanced safeguarding training, refreshed regularly, and Trustees undertake safeguarding training every three years. Thorough vetting and referencing procedures apply to all staff and volunteers, and every programme session has a documented risk assessment. Clear reporting pathways, including confidential whistleblowing, ensure concerns can be raised and acted upon quickly.

Serious injury to a young person, staff member or volunteer during a JET programme

Mitigating actions:

Health and safety is a core operational priority. All activities are subject to risk assessment, with additional checks for higher risk environments such as workplace visits and enrichment activities. Programme staff receive first aid and risk assessment training, and incident reporting procedures ensure learning is captured and embedded.

Loss of staff and/or inability to recruit and retain high-quality team members

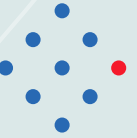
Mitigating actions:

JET's impact relies on skilled and motivated staff. We benchmark salaries, offer flexible working arrangements, invest in professional development, and regularly gather staff feedback to inform improvements. Workforce planning ensures appropriate succession cover and avoids single points of failure.

Financial instability or significant drop in income

Mitigating actions:

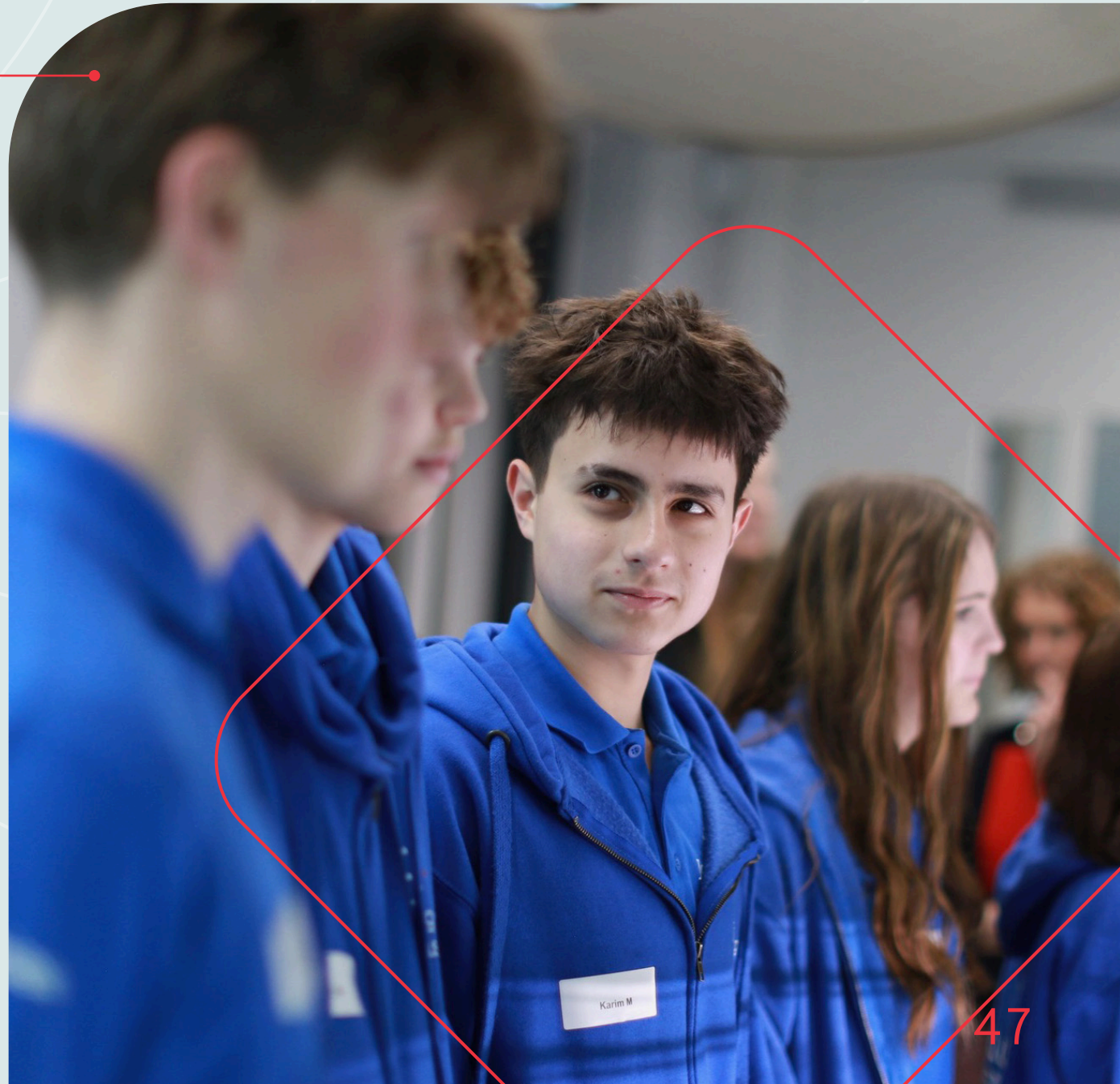
In a challenging economic climate, we manage this risk through strong financial oversight, careful cash management, scenario planning, diversified income streams, and ongoing investment in fundraising capacity. Our relational approach to income generation supports long-term giving and resilience during volatility.



Cyber security breach, data loss or malicious attack

Mitigating actions:

As reliance on digital systems deepens, and hackers become ever more sophisticated, cyber security is an elevated organisational risk. We employ secure cloud-based systems, multifactor authentication, data loss prevention tools, and regular backups. Staff receive mandatory data protection and cyber awareness training, and our IT retained partners ensure systems are patched, monitored and protected against emerging threats. We maintain GDPR compliant processes and have an incident response plan to minimise impact in the event of a breach.



Statement of Trustees' responsibilities

The Trustees (who are also the directors of the Charity 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 Trustees to prepare financial statements for each financial year. Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of its incoming resources and application of resources, including its 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 of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 inappropriate 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.

Disclosure of information to auditors

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charity's auditors are aware of that information.

Auditors

The auditors, Goodman Jones LLP, have indicated their willingness to continue in office. The designated Trustees will propose a motion reappointing the auditors at a meeting of the Trustees.

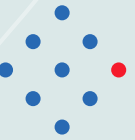
Approved by order of the members of the board of Trustees and signed on their behalf by:



Director

07-05-26

Date



Independent Auditor's Report To The Members Of The Jon Egging Trust

Opinion

We have audited the financial statements of The Jon Egging Trust (the 'charitable company') for the year ended 31 August 2025 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, 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, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 August 2025 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and have been prepared in accordance with the requirements of the Charities Act 2011 and 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



'Today has been really good because it made me realise that I could actually get a job as a pilot, which I didn't think I could do before.'

Student - Blue Skies 1

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

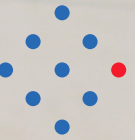
We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

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

Responsibilities of trustees

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

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.



Auditor's responsibilities for the audit of the financial statements

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

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

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. 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 industry sector regulations and unethical and prohibited business practices, and we considered the extent to which noncompliance 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, Charities Act 2011, Charity Commission and sector regulations, 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). Appropriate audit procedures in response to these risks were carried. These procedures included:

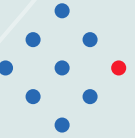
- ✧ Discussions with management, including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- ✧ Reading minutes of meetings of those charged with governance;
- ✧ Obtaining and reading correspondence from legal and regulatory bodies including HMRC;
- ✧ Identifying and testing journal entries;

- ✧ Challenging assumptions and judgements made by management in their significant accounting estimates.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members; and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

There are inherent limitations in the audit procedures described above and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.



Use of our report

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

Goodman Jones LLP

Chartered Accountants

Statutory Auditor

1st Floor, Arthur Stanley House
40-50 Tottenham Street London
W1T 4RN

Goodman Jones LLP

Date

07-05-26

Goodman Jones LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.



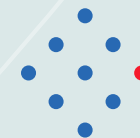
STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2025

| | Note | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------------------|------|---------------------------------|-------------------------------|-----------------------|-----------------------|
| Income from: | | | | | |
| Donations and legacies | 4 | 927,994 | 446,711 | 1,374,705 | 1,347,483 |
| Other trading activities | 5 | 1,796 | - | 1,796 | 4,967 |
| Investments | 6 | 10,736 | - | 10,736 | 9,501 |
| Total income | | 940,526 | 446,711 | 1,387,237 | 1,361,951 |
| Expenditure on: | | | | | |
| Raising funds | 7 | 258,025 | - | 258,025 | 276,640 |
| Charitable activities | 8 | 680,338 | 476,029 | 1,156,367 | 876,399 |
| Total expenditure | | 938,363 | 476,029 | 1,414,392 | 1,153,039 |
| Net movement in funds | | 2,163 | (29,318) | (27,155) | 208,912 |
| Reconciliation of funds: | | | | | |
| Total funds brought forward | | 506,190 | 158,354 | 664,544 | 455,632 |
| Net movement in funds | | 2,163 | (29,318) | (27,155) | 208,912 |
| Total funds carried forward | | 508,353 | 129,036 | 637,389 | 664,544 |

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

The notes on pages 57 to 67 form part of these financial statements.

BALANCE SHEET AS AT 31 AUGUST 2025



| | Note | 2025 £ | 2024 £ |
|--|------|----------------|----------------|
| Fixed assets | | | |
| Tangible assets | 13 | 72,576 | 98,661 |
| | | 72,576 | 98,661 |
| Current assets | | | |
| Stocks | 14 | 739 | 1,430 |
| Debtors | 15 | 144,216 | 42,473 |
| Cash at the bank and in hand | | 491,292 | 550,188 |
| | | 636,247 | 594,091 |
| Current liabilities | | | |
| Creditors: amounts falling due within year | 16 | (71,434) | (28,208) |
| Net current assets | | 564,813 | 565,883 |
| Total assets less current liabilities | | 637,389 | 664,544 |
| Net assets excluding pension asset | | 637,389 | 664,544 |
| Total net assets | | 637,389 | 664,544 |
| Charity funds | | | |
| Restricted funds | 17 | 129,036 | 158,354 |
| Unrestricted | 17 | 508,353 | 506,190 |
| Total funds | | 637,389 | 664,544 |

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

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 have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

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

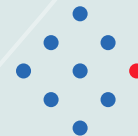
Date:

07-05-26

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 AUGUST 2025

| | 2025 £ | 2024 £ |
|---|-----------------|------------------|
| Cash flows from operating activities | | |
| Net cash used in operating activities | (51,868) | 287,123 |
| Cash flows from investing activities | | |
| Purchase of tangible fixed assets | (17,764) | (112,564) |
| Interest received | 10,736 | 9,501 |
| Net cash used in investing activities | (7,028) | (103,063) |
| Cash flows from financing activities | | |
| Net cash provided by financing activities | - | - |
| Change in cash and cash equivalents in the year | (58,896) | 184,060 |
| Cash and cash equivalents at the beginning of the year | 550,188 | 366,128 |
| Cash and cash equivalents at the end of the year | 491,292 | 550,188 |

The notes on pages 57 to 67 form part of these financial statements.



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

1. General information

The Jon Egging Trust (“JET” or “the Charity”) is a charitable company, limited by guarantee, registered in England and Wales, and whose registered office address is 1st Floor Arthur Stanley House, 40-50 Tottenham Street, London, W1T 4RN. The Charity’s objects are set out in the Trustees’ Report.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The Jon Egging Trust meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The financial statements have been prepared in Sterling, the functional currency of the Charity. Monetary amounts in these financial statements have been rounded to the nearest £.

2.2 Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. The Trustees consider that there is no material uncertainty about the Charity’s ability to continue as a going concern based on their review of budgets, cashflow forecasts, reserves, cash balances, and future plans of the Charity.

2.3 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 Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. 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.

2.4 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 Statement of Financial Activities on a receivable basis, subject to meeting any performance conditions attached to the grants. 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.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 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

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

Accounting policies (continued)

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 raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets 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.

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 bases:

| | |
|-----------------------|----------------------------|
| Fixtures and fittings | Over 3 years straight line |
| Office equipment | Over 3 years straight line |
| Computer equipment | Over 3 years straight line |

2.8 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.

2.9 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.

2.10 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.

2.11 Liabilities and provisions

Liabilities 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.

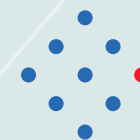
Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability.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

2.12 Financial Instruments

The Charity 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.

2.13 Pensions

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



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

Accounting policies (continued)

3. Critical accounting estimates and areas of judgement

Estimates and judgements are continually evaluated and are based on historical experience 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:

Income recognition - the Charity receives income from contracts and performance grants. These agreements include various quantitative and qualitative milestones and performance conditions to be met in order for the Charity to have entitlement to the funds. The Charity makes various assumptions in determining the stage of completion of these contracts and performance grants.

4. Income from donations and legacies

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------|------------------------------|----------------------------|-----------------------|-----------------------|
| Donations and gifts | 240,822 | 83,500 | 324,322 | 286,538 |
| Grants | 538,399 | 363,211 | 901,610 | 902,326 |
| Event income | 148,773 | - | 148,773 | 158,619 |
| Total 2025 | 927,994 | 446,711 | 1,374,705 | 1,347,483 |
| Total 2024 | 745,957 | 601,526 | 1,347,483 | |

5. Income from other trading activities

| Income from fundraising events | Unrestricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|--------------------------------|------------------------------|-----------------------|-----------------------|
| Other Fundraising | 1,735 | 1,735 | 1,577 |
| Sale of merchandise | 61 | 61 | 3,390 |
| | 1,796 | 1,796 | 4,967 |
| Total 2024 | 4,967 | 4,967 | |

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

6. Investment income

| | Unrestricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------|---------------------------------|--------------------------|--------------------------|
| Interest receivable | 10,736 | 10,736 | 9,501 |
| Total 2024 | 9,501 | 9,501 | |

7. Raising funds

| Fundraising and publicity | Unrestricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|--|---------------------------------|--------------------------|--------------------------|
| Other Fundraising Costs | 94,832 | 94,832 | 131,680 |
| Staff Costs | 143,344 | 143,344 | 127,858 |
| Costs of raising voluntary income - NI | 13,335 | 13,335 | 11,019 |
| Costs of raising voluntary income - pension costs | 4,870 | 4,870 | 4,739 |
| Costs of raising voluntary income - depreciation | 1,644 | 1,644 | 1,344 |
| | 258,025 | 258,025 | 276,640 |
| Total 2024 | 276,640 | 276,640 | |

8. Analysis of expenditure on charitable activities

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------|---------------------------------|-------------------------------|--------------------------|--------------------------|
| Youth Programmes | 680,338 | 476,029 | 1,156,367 | 876,399 |
| Total 2024 | 400,202 | 476,197 | 876,399 | |

9. Analysis of expenditure by activities

| | Activities undertaken directly 2025 £ | Support costs 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|---------------------|---|-------------------------------|--------------------------|--------------------------|
| Youth Programmes | 476,029 | 680,338 | 1,156,367 | 876,399 |
| Total 2024 | 517,038 | 359,361 | 876,399 | |

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

Analysis of expenditure by activities (Continued)

Analysis of support costs

| | Youth Programmes 2025 £ | Total funds 2025 £ | Total funds 2024 £ |
|-------------------------------|-------------------------------|--------------------------|--------------------------|
| Staff costs | 437,855 | 437,855 | 238,855 |
| Other staff costs | 71,602 | 71,602 | 28,437 |
| Depreciation | 9,919 | 9,919 | 704 |
| Bank fees | 369 | 369 | 242 |
| Travelling and subsistence | 31,969 | 31,969 | 9,569 |
| IT expenses | 38,698 | 38,698 | 22,111 |
| Consulting | 29,633 | 29,633 | 7,949 |
| Trustees expenses | 525 | 525 | 58 |
| Audit fees & Accountancy fees | 24,024 | 24,024 | 20,676 |
| Conference and Meeting | 966 | 966 | 2,547 |
| Website and Development | 4,666 | 4,666 | 14,242 |
| Legal and Insurance | 17,517 | 17,517 | 10,773 |
| Marketing | 205 | 205 | 1,376 |
| Other | 12,390 | 12,390 | 1,822 |
| | 680,338 | 680,338 | 359,361 |
| Total 2024 | 359,361 | 359,361 | |

10. Auditors' remuneration

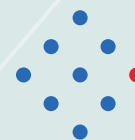
| | 2025 £ | 2024 £ |
|--|---------------|-----------|
| Fees payable to the Charity's auditor for the audit of the Charity's annual accounts | 15,750 | 17,055 |
| Fees payable to the Charity's auditor in respect of: | | |
| Preparation of the annual accounts | 2,388 | - |
| All non-audit services not included above | 2,040 | 6,500 |

11. Staff costs

| | 2025 £ | 2024 £ |
|--|----------------|-----------|
| Wages and salaries | 888,819 | 699,773 |
| Social security costs | 82,047 | 58,291 |
| Contribution to defined contribution pension schemes | 28,704 | 24,127 |
| | 999,570 | 782,191 |

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

| | 2025 No. | 2024 No. |
|-----------------------|-----------|----------|
| Charitable activities | 32 | 26 |



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

Staff Costs (Continued)

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

| | 2025 No. | 2024 No. |
|-------------------------------|----------|----------|
| In the band £60,001 - £70,000 | - | 1 |

During the year, the Charity incurred total costs, including employer's national insurance and pension contributions, in respect of key management personnel of £294,073 (2024: £247,159).

12. Trustees' remuneration and expenses

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

During the year ended 31 August 2025, expenses totalling £695 were reimbursed or paid directly to Trustees (2024 - £479 to Trustees)



13. Tangible fixed assets

| | Fixtures and fittings £ | Office equipment £ | Computer equipment £ | Total £ |
|--------------------------|----------------------------|-----------------------|-------------------------|----------------|
| Cost or valuation | | | | |
| At 1 September 2024 | 102 | 38,521 | 94,874 | 133,497 |
| Additions | - | 6,330 | 11,434 | 17,764 |
| Disposals | - | - | (5,142) | (5,142) |
| At 31 August 2025 | 102 | 44,851 | 101,166 | 146,119 |
| Depreciation | | | | |
| At 1 September 2024 | 102 | 5,885 | 28,849 | 34,836 |
| Charge for the year | - | 14,071 | 29,778 | 43,849 |
| On disposals | - | - | (5,142) | (5,142) |
| At 31 August 2025 | 102 | 19,956 | 53,485 | 73,543 |
| Net book value | | | | |
| At 31 September 2025 | - | 24,895 | 47,681 | 72,576 |
| At 31 September 2024 | - | 32,636 | 66,025 | 98,661 |

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

14. Stocks

| | 2025 £ | 2024 £ |
|-------------------------------|-----------|-----------|
| Raw materials and consumables | 739 | 1,430 |

15. Debtors

| | 2025 £ | 2024 £ |
|--------------------------------|----------------|---------------|
| Due within one year | | |
| Trade debtors | 13,212 | 18,595 |
| Prepayments and accrued income | 131,004 | 23,878 |
| | 144,216 | 42,473 |

16. Creditors: Amounts falling due within one year

| | 2025 £ | 2024 £ |
|------------------------------------|---------------|---------------|
| Trade creditors | 18,000 | 251 |
| Other taxation and social security | 23,355 | - |
| Other creditors | 4,113 | 3,671 |
| Accruals and deferred income | 25,966 | 24,286 |
| | 71,434 | 28,208 |



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

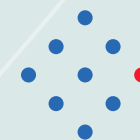
17. Statement of funds

Current year

| | Balance at 1 September 2024 £ | Income £ | Expenditure £ | Balance at 31 August 2025 £ |
|------------------------------|--|-------------|------------------|--------------------------------------|
| Unrestricted funds | | | | |
| General Funds - all funds | 506,190 | 940,526 | (938,363) | 508,353 |
| Restricted funds | | | | |
| BAE Systems | 36,000 | 58,000 | (55,334) | 38,666 |
| CAA Yr3 | 29,165 | - | (29,165) | - |
| Henry Smith Foundation | 5,497 | 58,600 | (58,363) | 5,734 |
| Midland Counties Co-Op | - | 4,000 | (4,000) | - |
| NightSky Foundation | 5,160 | - | (2,060) | 3,100 |
| Qinetiq | - | 18,500 | (18,500) | - |
| RAF Museum | - | 3,923 | (3,923) | - |
| Red Arrows Trust | 1,604 | 2,000 | (2,374) | 1,230 |
| Superior Seals | - | 3,000 | (3,000) | - |
| The Hargreaves Foundation | - | 30,000 | (19,135) | 10,865 |

| | Balance at 1 September 2024 £ | Income £ | Expenditure £ | Balance at 31 August 2025 £ |
|-----------------------------|--|------------------|--------------------|--------------------------------------|
| UKSA | 80,928 | 194,188 | (226,476) | 48,640 |
| Valentine Trust | - | 10,000 | (10,000) | - |
| Eveson Trust | - | 15,000 | (1,645) | 13,355 |
| Vincii Trust | - | 6,000 | (1,232) | 4,768 |
| Wooldridge Trust | - | 40,000 | (37,322) | 2,678 |
| Eloise & Katy Memorial Fund | - | 3,500 | (3,500) | - |
| | 158,354 | 446,711 | (476,029) | 129,036 |
| Total Funds | 664,544 | 1,387,237 | (1,414,392) | 637,389 |

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



17. Statement of funds (continued)

Prior year

| | Balance at 1 September 2023 £ | Income £ | Expenditure £ | Balance at 31 August 2024 £ | | Balance at 1 September 2023 £ | Income £ | Expenditure £ | Balance at 31 August 2024 £ |
|---------------------------|--|-------------|------------------|--------------------------------------|---------------------------|--|-------------|------------------|--------------------------------------|
| Unrestricted funds | | | | | | | | | |
| General Funds 1 | 381,766 | 760,425 | (636,001) | 506,190 | | | | | |
| Restricted funds | | | | | | | | | |
| BAE Systems | - | 58,000 | (22,000) | 36,000 | Red Arrows Trust | - | 2,000 | (396) | 1,604 |
| CAA Yr2 | 35,000 | - | (35,000) | - | Superior Seals | - | 3,000 | (3,000) | - |
| CAA Yr3 | - | 50,000 | (20,835) | 29,165 | The Hargreaves Foundation | - | 9,907 | (9,907) | - |
| Norfolk Community | 10,000 | - | (10,000) | - | UKSA | - | 328,514 | (247,586) | 80,928 |
| Henry Smith Foundation | - | 62,100 | (56,603) | 5,497 | Valentine Trust | - | 20,000 | (20,000) | - |
| Midland Counties Co-Op | - | 2,500 | (2,500) | - | Clothworkers foundation | - | 5,000 | (5,000) | - |
| Mr Kenneth | - | 5,000 | (5,000) | - | | 73,866 | 601,526 | (517,038) | 158,354 |
| NightSky Foundation | 8,866 | - | (3,706) | 5,160 | Total Funds | 455,632 | 1,361,951 | (1,153,039) | 664,544 |
| Northrop Grumman | - | 40,700 | (40,700) | - | | | | | |
| Qinetiq | 20,000 | - | (20,000) | - | | | | | |
| RAF Museum | - | 14,805 | (14,805) | - | | | | | |

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

18. Analysis of net assets between funds

Current year

| | Unrestricted funds 2025 £ | Restricted funds 2025 £ | Total funds 2025 £ |
|-------------------------------|---------------------------------|-------------------------------|--------------------------|
| Tangible fixed assets | 72,576 | - | 72,576 |
| Current assets | 507,211 | 129,036 | 636,247 |
| Creditors due within one year | (71,434) | - | (71,434) |
| Total 2025 | 508,353 | 129,036 | 637,389 |

Prior year

| | Unrestricted funds 2024 £ | Restricted funds 2024 £ | Total funds 2024 £ |
|-------------------------------|---------------------------------|-------------------------------|--------------------------|
| Tangible fixed assets | 98,661 | - | 98,661 |
| Current assets | 435,737 | 158,354 | 594,091 |
| Creditors due within one year | (28,208) | - | (28,208) |
| Total 2024 | 506,190 | 158,354 | 664,544 |

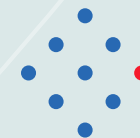
19. Reconciliation of net movement in funds to net cash flow from operating activities

| | 2025 £ | 2024 £ |
|--|------------------|-----------|
| Net income/expenditure for the year (as per Statement of Financial Activities) | (27,155) | 208,912 |
| Adjustments for: | | |
| Depreciation charges | 43,849 | 21,095 |
| Decrease in stocks | 691 | 640 |
| Decrease/(increase) in debtors | (101,743) | 71,744 |
| Increase/(decrease) in creditors | 43,226 | (5,767) |
| Interest received | (10,736) | (9,501) |
| Net cash provided by/(used in) operating activities | (51,868) | 287,123 |

20. Analysis of cash and cash equivalents

| | 2025 £ | 2024 £ |
|--|----------------|-----------|
| Cash in hand | 491,292 | 550,188 |
| Total cash and cash equivalents | 491,292 | 550,188 |

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



21. Analysis of changes in net debt

| | At 1 September 2024 £ | Cash flows £ | At 31 August 2025 £ |
|--------------------------|-----------------------------|-----------------|---------------------------|
| Cash at bank and in hand | 550,188 | (58,896) | 491,292 |
| | <u>550,188</u> | <u>(58,896)</u> | <u>491,292</u> |

22. Related party transactions

During the year, Trustees made donations to the charity totalling £3,331.

Other than this & as disclosed elsewhere in these financial statements, there were no transactions with related parties requiring disclosure in either the current or prior years.

The way I see it

Group Captain Leonie Boyd Station Commander,
RAF Marham



Supporting the Jon Egging Trust's Blue Skies programme gives RAF Marham a meaningful way to invest in local young people, whilst also developing our own people.

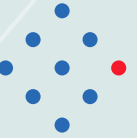
When Blue Skies students first arrive at Marham, many are unsure of themselves. Some are quiet, some hesitant, and most are stepping into an unfamiliar environment. But as they return over time, you can see the change – young people who arrive unsure and quiet grow in confidence, curiosity and belief in themselves. Through visits across the Station, including Air Traffic Control, the Fire Section, Operations Squadron, the Working Dog Section and the Physical Education Flight, they gain access to authentic STEM environments and meet people doing real jobs.

What really stands out is the connection that forms. Many of our people recognise parts of their own journey in those young people, and that really resonates. Not

everyone finds school straightforward, and for some of our personnel, confidence and direction developed later through opportunity, encouragement and belief. That shared experience is powerful.

It is also why our team want to keep coming back and supporting JET. They see the impact they are having, and supporting these young people gives them real pride, purpose and fulfilment too. JET is as much a development opportunity for RAF Marham personnel as it is an outreach activity – strengthening communication, mentoring and leadership skills in a real-world setting that reflects our values of respect, integrity and service.

For us at RAF Marham, partnering with the Jon Egging Trust is not simply about opening our gates. It is about shared values and long-term impact – for young people discovering what they can achieve, and for our own people being reminded of the difference they can make.



‘You see the change over time – young people who arrive unsure and quiet grow in confidence, curiosity and belief in themselves. Many of our people recognise parts of their own journey in those young people, and that really resonates. It’s why our team want to keep coming back. They see the impact they’re having, and supporting these young people gives them real pride, purpose and fulfilment too.’

Group Captain Leonie Boyd
Station Commander, RAF Marham





Changing lives for young people

Jon Egging Trust

Impact report and
financial statements
2025

joneggingtrust.org.uk