

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2016

Company Registration Number 3362644
Charity Number 1062391

ONE25 LIMITED

FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

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ONE25 LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

YEAR ENDED 30 APRIL 2016

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 3362644, and has charitable status, Reg. No. 1062391.

Principal address and registered office

The Grosvenor Centre, 138a Grosvenor Road, St. Pauls, Bristol, BS2 8YA.

Trustees

The trustees (who are directors for the purposes of company law) who served during the year and since the year end were as follows:

S Adamasu (co-opted 26/01/15, elected 26/10/15) (Treasurer)
L Chesham
D Day (Vice Chair)
R Drake
C Fairhead
W Goodwin
H Lister (retired 26/10/15)
A Locke
M McGinty (Chair)
N Plant
P Purnell (retired 26/10/15)
S Sykes
V Thompson
H Wilde (co-opted 26/01/15, elected 26/10/15)

Secretary

P Douglas

Independent Examiner

Ed Marsh ACA DChA
Burton Sweet, Pembroke House, 15 Pembroke Road, Clifton, Bristol BS8 3BA.

ONE25 LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

YEAR ENDED 30 APRIL 2016

Bankers

Unity Trust Bank plc, Nine Brindleyplace, 4 Oozells Square, Birmingham B1 2BR.
Triodos Bank, Deanery Road, Bristol BS1 5AS.

Staff Management Team

Chief Executive Officer: G Nowland
Senior Managers: J Forsyth, A Sutcliffe, T Tudor, S Whitaker

Aims and Objectives

Purposes

One25's purposes, as set out in the objects contained in the company's articles of association, are specifically restricted to the following:

'To promote social inclusion for the public benefit by preventing people, particularly women in the Bristol area who are, may become or have been engaged in the sex industry, from becoming socially excluded, relieving the needs of such people who are socially excluded and assisting them to integrate into society.'

The aims of One25

Vision: A community where all women are valued and able to live fulfilled lives without the risk of being trapped in sex work.

Mission: To reach out to women trapped in or vulnerable to street sex work, supporting them to break free and build new lives free from violence, poverty and addiction.

Overall aim: To help women to exit street sex work and maintain their exit, with improved quality of life, choice and control, personal dignity and respect.

Additional aims:

- **Family and Parenting:** To promote healthy family relationships, safeguard the wellbeing of women and children and where possible increase parenting capacity.
 - **Health and Wellbeing:** for women to experience better physical, sexual, mental, emotional and spiritual health and lifestyle
 - **Drug treatment:** To enable women to reduce their intake of illegal substances and /or stop problematic drug/alcohol use
 - **Criminal justice:** To enable women to reduce offending
 - **Life skills:** To enable women to get the most out of life and develop skills for living and independence
 - **Safety:** To enable women to be safe from any kind of violence and abuse
 - **Housing and finance:** To enable women to be safely housed and manage their finances
 - **Awareness:** for more individuals and organisations to become aware of the women's needs and respond sympathetically and with understanding
-

Ensuring One25's work delivers our aims

One25 refers to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and planning future activities. In particular, the trustees consider how planned activities will contribute to our aims and objectives. Trustees look ahead to the next four years and agree the strategic priorities. We seek feedback from all stakeholder groups, which in turn feeds into operational planning days where objectives are set to meet the strategic priorities. Senior members of staff review the business plan and operational plan monthly. Trustees receive update reports from senior members of staff at three monthly board meetings, as well as quarterly impact reports which detail outcomes and outputs. This enables them to review the success of our key activities and the benefits they have brought to service users.

Strategic priorities for 2016-20

Financial Perspective

- Review sustainable income strategy
- Build reserves
- Ensure robust financial controls
- Ensure financial decision making processes that allow innovation

Stakeholders' Perspective

- Ensure service user involvement at every level
- Always use limited resources to provide the best possible outcomes for service users
- Proactive partnership strategy, fundraising strategy and communications strategy

Learning, Growth, Aspirations

- A process to identify training needs and solutions
- Manage knowledge and learning
- Build a culture of continuous personal / professional development
- Continuously learn, developing new opportunities, be innovative with approaches and forging new partnerships

Internal Perspective

- Develop an integrated staff and volunteer team
 - Effective staff performance management
 - Embed key values with staff and volunteers
 - Effective monitoring and evaluation
-

How our activities deliver public benefit

The trustees have given due consideration to Charity Commission published guidance on public benefit.

All of our charitable activities focus on the prevention or relief of poverty, specifically through working with women at risk of, or currently, street sex-working and women in recovery from sex work and addiction. One25 first makes contact with women trapped in street sex work through the night outreach service, referrals from other agencies or women who self-refer. Equal access to our services is important to us and we do our best to monitor those accessing the services according to the nine protected characteristics. All of our services are provided free to service users and include support relating to families and parenting, physical, mental and spiritual health, criminal justice, substance misuse, personal safety, housing, finance and life skills.

The impact of our work goes far beyond those we help directly and includes reducing distress to families and friends of our service users, as well as residents living in areas where street sex-working occurs. We influence priorities of commissioners and policy makers and share learning through open mornings and affiliation with national networks including the UK Network of Sex Work Projects, Beyond the Streets, CLINKS and Women's Breakout. We promote best practice through specialist training and placements for trainee police, social workers and Centre for Social Justice members. We promote the women's voices at local and national level in academic research, statutory consultations and through the media and other communication networks.

In the year under review 235 women benefitted from One25's services.

Outreach

In the year under review there were 1,164 visits to One25's foot and van outreach services from 147 different women. The outreach service provides a safe space where women can access immediate support during the late night hours when they are working on the streets. Women are able to report violent attacks and get help. The outreach services provide nutritious food, condoms, signposting and advice to the women, supporting them in crisis, reducing their immediate personal harm and offering relational, person-centred support in making changes in their lives.

Drop-in

In the year under review there were 1,870 visits from 110 different women to One25's drop-in centre at 138a Grosvenor Road. The drop-in provides a safe space where women are able to access support for any area of need (see Public Benefit), obtain a hot and nutritious meal, visit the GP / sexual health clinics, access methadone scripting, engage in creative activities and get clothing, showers and laundry facilities. In this way the drop-in addresses basic needs, reduces

risks around health, safety and lifestyle and builds women's confidence, skills and ability to consider change. A team of drop-in volunteers supports the drop-in support worker to provide high quality and needs-led support to the service users. The drop-in caseworker provides both short term crisis intervention and longer term casework for women who use the drop-in. One25's services assistant ensures the drop-in is effectively organised and that the catering, practical resources and donated goods are well managed.

Casework

In the year under review 235 different women accessed One25's services. Of these, 155 women (71%) received a casework service from one or more specialist caseworkers. During the year One25's casework team included these specialist areas of expertise: drug treatment, the criminal justice system, housing and finance, mental health services, women in crisis, domestic and sexual violence and complex needs.

Of the 155 women intensively supported in 2015/16:

- 59 women exited street sex work for a period of 6 months or more
- In addition, 35 women who had exited street sex work in previous years were supported to maintain their exit
- 152 were treated for their addictions
- 70 women received support for criminal justice issues
- 72 were supported with family issues
- 185 women were supported with health needs
- 141 women received support for issues relating to their safety
- 150 women received advice and support around finance and housing
- 65 women took part in skill building and / or recreational activities at One25
- 9 volunteered either at One25 or in the wider community

These numbers represent each of the women One25 has been unconditionally supporting over the year throughout their cycle of change: from sharing their excitement as they step towards a better life, to keeping them safe through relapses and traumas. To know that one woman has escaped street sex work motivates us; 59 women exiting is another huge success and yet another increase on the previous year.

Financial review

One25 has had a good year financially and we are making steady progress towards our goal of reaching 6 months' free reserves.

In March we received a restricted gift of £56,700 (the donor wishes minimal publicity) to enable us to build a link between our two properties: 138A and 140 Grosvenor Road, St Pauls. Excluding this exceptional donation (and the one last year for the purchase of 140 Grosvenor Road); our income profile was very similar to last year as our main income was predominantly from grants and commissioned income (69% of total income; 68% in the previous year).

Fundraised income (i.e. donations excluding those mentioned above and events) has grown in line with other income and remains at 31% of total income; we are promoting regular giving and are pleased to see that this income stream has increased 7% on last year.

Our debtors and creditors remain relatively low and at similar levels to previous years and our cash position remains healthy owing to our free reserves and advance payments of grants.

The funding environment remains challenging; however, with careful management we have been able to grow our free reserves to the equivalent of five and a half months' expenditure (£289,777).

Investment policy

One25 seeks to maintain the capital value of its assets, maintain liquidity and produce the best financial return within an acceptable level of risk whilst acting in accordance with its ethical standards.

As One25's asset base is small capital volatility cannot be tolerated and therefore all investments shall be held in the form of cash. Cash deposits should be split so that no one institution holds all of the charity's total cash balance. All cash balances should be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority.

One25 needs cash to support its day to day operations but also holds cash as a result of building free reserves which may be used to develop new projects or services. Accordingly some cash must be held in instant access accounts but some can be invested in longer term investments. To meet day to day requirements and allow for uneven cash flow the equivalent cash value of two typical month's expenditure must be held in instant access accounts. New projects take time to develop so funds may be invested for a fixed term, but no funds must be held in investments that are inaccessible for periods in excess of 6 months.

The charity manages its own cash deposits. The Finance and Resources Manager monitors the cash position and prospective cash flow and reports this to the Finance Sub Group and through them to the Board.

Reserves policy

The trustees have given consideration to appropriate levels of reserves retained for safe financial management and are of the view that One25 should hold between at least 3 [and 9] months' worth of running costs as a reserve.

Reasons for reserves

As employers we have an obligation to maintain sufficient income to pay our staff.

One25's income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding.

Healthy reserves are necessary for One25 to respond to need flexibly, pilot new areas of work and maintain and repair One25 premises.

Reserves levels and actions required

If the reserves level is forecast as at – or below – 3 months, the SMT will meet to review service and staffing priorities with a view to cuts. At the same time, the Fundraising Manager will review whether further income can be secured e.g. through a special appeal.

One25 will not develop new services, recruit new staff or make any other organisational changes that will incur significant costs to the organisation unless One25 can maintain a minimum level of four months reserves.

The organisation has strategic objectives for increased services, which can only be started with confidence once our reserves are at a level to sustain growth. As a result we are aiming to grow our reserves from the current level of 5.5 months of expenditure to 6 months of current expenditure which, based on current activity levels, would equate to £314,638. However the organisation has grown in size over the last few years, and so we have started to review our infrastructure to ensure it will support the organisations long term sustainability. Consequently the Trustees have decided to set up a designated fund to support any infrastructure development needs that might be identified in this review.

Plans for future periods

One25 plans to continue the activities outlined above in forthcoming years, subject to satisfactory funding arrangements. During the year under review we have continued to develop systems for data collection and monitoring. With the client database established, we are increasingly able to compare data from year to year. This is enabling us to learn about what is working and what is changing, and our reporting is getting more sophisticated with time. With support from the Charities Evaluation Service (CES) we have created a framework for monitoring and evaluation, which incorporates all our monitoring tools and systems. We have developed a bespoke casework report tool to capture the softer outcomes. We continue to make further

developments, improving and embedding both client and supporter databases. This time consuming work will continue over the next year.

One25's organisational strategy and related documents are updated regularly and performance is monitored by managers and trustees. We were delighted to be awarded the level 1 PQASSO quality mark in July 2015.

We have been working in partnership with St Mungos Broadway to deliver the Assertive Contact and Engagement Service (ACE) as part of the Mental Health Commissioning. During the implementation of this new contract it became apparent that the two One25 workers would both be supporting one25 clients but also vulnerable women who had never sex worked and were unlikely to be vulnerable to sex work. Consequently we made a decision to relinquish one role and maintain one role to work almost exclusively with women who meet One25's criteria. The redundant worker was employed by One25 in July 2015 as a Resettlement Caseworker.

We have not progressed partnership with Shaw Trust as a tier 3 provider to deliver Round 3 of the European Social Fund (ESF) funded programme to replace our work with Tribal. One25 will explore this opportunity further over the coming year, in order to ascertain the benefits for our service users and for One25. Partnership with West of England Civil Society Partnership (WoESCP) remains a possibility and could develop further over the coming year.

We continue to strengthen links with police and other partner agencies in Bristol. Work has started to develop a strategy in Bristol to tackle the issues around street sex work. This work will continue in the year ahead. We have been working with the current provider of sexual health services in Bristol as a potential partner(s) in the re-commissioning of sexual health services April 2017.

One25 has been part of a committee working towards setting up a Pause Bristol, a programme with the primary objective to reduce children being removed into care by supporting vulnerable women who have already had more than one child removed from their custody. Providing sufficient funding is secured, an 18 month pilot project will run between 2017 and 2019.

During the reporting period we have explored ideas around social enterprise. As a result we have decided that this is not a priority for One25, but we remain willing to work with partners to provide training / employment opportunities for service users. In addition we have been exploring ways to be more proactive and further develop our work in the area of systems change, influencing and campaigning.

Structure, Management and Governance

Governing document

One25 is a charitable company limited by guarantee and has charitable status. The charity is governed by its Articles of Association dated 30th April 1997, which were amended 15th October 2001, 18th October 2004, 24th October 2005 and 30th October 2010.

Recruitment and appointment of Trustee Board

The trustee board on 30 April 2016 consists of twelve trustees. A skills audit of the board is conducted regularly and new trustees are recruited as required. A minority proportion of the trustees have current practical involvement in the work of the charity and others are recruited because of their relevant professional skills. New trustees are sometimes co-opted during the year but are more usually appointed through election at the AGM. Their period of tenure is for three years, after which they may stand for re-election for two further terms, before being required to stand down for at least one year.

Trustee induction and training

After completing a trustee application form potential trustees meet initially with the CEO and/or Chair, after which the board discusses and decides on their possible appointment. Trustee induction consists of a further meeting with the Chair, with a tour of the premises and introductions to any staff present, plus an information package including the Articles of Association, annual report and accounts and booklets describing the role and responsibilities of a trustee. Other induction arrangements, such as visits or shadowing, are made in line with particular interests of the new trustee. Periodic information about governance training opportunities is circulated to all trustees. A full board self-appraisal was carried out with an external facilitator in April 2016.

Staff structure and remuneration

The team (end of April 2016) consists of 21 members of staff. The CEO oversees all of One25's work and line manages the senior management team comprising the Finance and Resources Manager, the Services Manager, the Fundraising Manager and the Communications Manager. The Finance and Resources Manager line manages three administrators and the Volunteer Manager. The Fundraising Manager line manages two fundraisers and one intern. The Services Manager line manages eight frontline workers and the Services Assistant. In June 2015, the CEO received an MBE for services to vulnerable women in Bristol. This award is a reflection of the strong reputation One25 has in Bristol and the hard work of all the staff and volunteers.

All job roles are assessed against One25's competency matrix by the CEO and their salary set accordingly. The CEO's remuneration is assessed and reviewed by the Board of Trustees, who also approve any cost of living pay awards.

Volunteer support

One25 has an enthusiastic team of around 120 volunteers assisting in all aspects of the work, with the highest numbers supporting outreach and drop-in activities. We have continued to make progress and improve systems to strengthen volunteering at One25. The Volunteer Manager oversees this work.

We hold introductory evenings for volunteers four times a year, following which prospective volunteers are invited to complete an application form.

Following a selection process prospective volunteers are invited for interview and, if successful, they begin a probationary period of volunteering. New volunteers are required to attend a full day of induction before commencing volunteering in frontline services. We offer a rolling training programme and ensure all volunteers are fully supported and supervised.

The Volunteer Manager has introduced bimonthly volunteer newsletters and has improved systems for volunteers to sign up electronically for training and supervision events and meetings. There are plans to set up a volunteer area within our website.

One25 is committed to ensuring both paid staff and unpaid volunteers work together effectively in order to obtain the best possible outcomes for service users.

Risk management

The Trustee Board has conducted a review of the major risks to which the charity is exposed and established a risk register, which is updated at least annually. Where appropriate, we have established systems and procedures to mitigate the risks the charity faces and have put procedures in place to ensure compliance with the health and safety of staff, volunteers and service users.

Significant Risks

The trustees have identified that the most significant risks to the organisation are:

1. Due to rapid growth of the organisation our infrastructure is not adequate for the size and complexity of the organisation. In order to manage this risk we have secured
-

funding for one year from the Cabinet Office, Local Sustainability Fund (LSF). LSF is funding a management of change programme (June 2016 – May 2017). The programme will assess, design, implement and embed new systems for IT, staffing structure, buildings / workspace and data management.

2. One25 has built up an extremely positive public perception. The loss of positive public perception may result in loss of donor confidence or funding. One25 may experience a loss of influence and staff / volunteer morale could be affected as well as a loss of beneficiary confidence. In order to manage this risk, One25 ensures good methods of communication are in place with supporters and beneficiaries. Media communications are managed by trained and experienced members of staff. One25 provides PR training and a comprehensive speaker's pack for a team of nominated One25 speakers. One25 provides high quality reporting regarding services and finances in quarterly impact reports and a published annual report.

Organisational structure

One25's trustees meet on a quarterly basis, including one trustee away day and an additional away day with the staff and trustees together. These days allow time for fuller discussion of strategic development or other important issues, as the need arises. Most trustees attend at least one of four trustee subgroups relating to Finance, HR, Safeguarding and Impact. Subgroups meet either bimonthly or quarterly. The CEO and other senior staff members submit written reports and the CEO and Finance and Resources Manager attend all board meetings. Decisions are made through voting by trustees only with due regard to the constitutional requirement for a quorum. Once the board has agreed overall strategic priorities, the business plan and operational decisions are delegated to the CEO. The CEO is held to account through regular reports to the board on progress with the plan and through one-to-one meetings with the Chair, where the CEO's objectives are set and reviewed. The CEO role / salary is devised and reviewed regularly by the Chair of trustees along with the trustee with HR responsibility and one other trustee. This sub-group provides a recommendation to the board for agreement and sign off.

Partnership Working

One25 enjoys mutually beneficial relationships with a large number of statutory, commercial and voluntary organisations. Many of these organisations work in related fields (e.g. substance misuse, health, housing, crime and education) and some of these agencies have representatives who attend our drop-in session, to enable our service users to access their support. One25 continues to build excellent working relationships with the local council and with partner agencies including the police, drug treatment and health services, Safer Bristol Partnership, local neighbourhood partnerships and Social Services. One25 is affiliated to several relevant national organisations: Beyond the Streets, UK Network of Sex Work Projects, CLINKS and Women's

Breakout. One25 also works closely with The Centre for Social Justice and is a member of the National Council for Voluntary Organisations (NCVO).

Responsibilities of the trustees

The trustees (who are also directors of One25 Limited 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 which give a true and fair view of the state of the affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements, the trustee board should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy, at any time, the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of the trustee board

Members of the trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 1.

In accordance with company law, as the company's directors, we certify that so far as we are aware there is no relevant audit information of which the company's auditor is unaware and as

ONE25 LIMITED

REPORT OF THE TRUSTEES

YEAR ENDED 30 APRIL 2016

the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

Independent Examination

One25 has opted to have an independent examination rather than an audit as permitted under the Charities Act and in line with Charity Commission guidance.

Burton Sweet have been appointed to carry out this work.

This report has been prepared in accordance with the Statement of Recommended Accounting Practice: Accounting and Reporting by Charities (issued in 2015) and in accordance with the special provisions for small companies under the Companies Act 2006.

Approved by the One25 trustees on 1st August 2016 and signed on its behalf by:

.....
P Douglas
Company Secretary

.....
M McGinty
Trustee

Signed by order of the trustees

Registered Office:
The Grosvenor Centre
138a Grosvenor Rd
St Paul's
Bristol BS2 8YA

I report on the accounts of One25 Limited for the year ended 30 April 2016, which are set out on pages 17 to 28.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Association of Chartered Certified Accountants.

Having satisfied myself that the charity is not subject to audit under Part 16 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- which gives me reasonable cause to believe that, in any material respect, the requirements:
 - (a) to keep accounting records in accordance with section 386 of the Companies Act 2006, and
 - (b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (revised 2005)

have not been met, or

ONE25 LIMITED

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES

YEAR ENDED 30 APRIL 2016

- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Ed Marsh ACA DChA

Burton Sweet Chartered Accountants

Pembroke House

15 Pembroke Road

Clifton

Bristol BS8 3BA

Date:

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2016

| | Note | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2016 £ | Total Funds 2015 £ |
|---|------|----------------------------|--------------------------|-----------------------------|--------------------------|
| Income from: | | | | | |
| Donations | 3 | 165,660 | 57,080 | 222,740 | 421,034 |
| Charitable Activities | | | | | |
| Grants | 4 | 179,550 | 123,322 | 302,872 | 264,822 |
| Income received for commissioned services | 5 | 28,183 | 173,651 | 201,834 | 92,866 |
| Other trading activities | | | | | |
| Fundraising Events | | 59,852 | - | 59,852 | 45,812 |
| Investments | | | | | |
| Bank Interest | | 808 | - | 808 | 537 |
| Other income | | 2,737 | - | 2,737 | 4,813 |
| Total income | | <u>436,790</u> | <u>354,053</u> | <u>790,843</u> | <u>829,884</u> |
| Expenditure on: | | | | | |
| Cost of raising funds | | 104,989 | - | 104,989 | 96,991 |
| Charitable activities | 6 | 216,914 | 305,911 | 522,825 | 448,863 |
| Total expenditure | | <u>321,903</u> | <u>305,911</u> | <u>627,814</u> | <u>545,854</u> |
| Net income | | 114,887 | 48,142 | 163,029 | 284,030 |
| Transfers between funds | 14 | 42,096 | (42,096) | - | - |
| Net Movement In Funds | | <u>156,983</u> | <u>6,046</u> | <u>163,029</u> | <u>284,030</u> |
| Total funds at 1 May | | 300,148 | 310,259 | 610,407 | 326,377 |
| Total funds at 30 April | | <u>457,131</u> | <u>316,305</u> | <u>773,436</u> | <u>610,407</u> |

Fund comparatives are shown in Note 2

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing

The notes on pages 19 to 28 form part of these financial statements

ONE25 LIMITED

BALANCE SHEET

AS AT 30 APRIL 2016

| | Note | 2016 £ | 2015 £ |
|---|-------------|-------------------------|-----------------------|
| Fixed assets | | | |
| Tangible assets | 10 | 417,354 | 382,526 |
| Current assets | | | |
| Stock | | 365 | 729 |
| Debtors | 11 | 42,700 | 32,953 |
| Cash at bank | | 345,069 | 246,369 |
| | | <u>388,134</u> | <u>280,051</u> |
| Creditors: amounts falling due within one year | 12 | 32,052 | (52,170) |
| Net current assets | | 356,082 | 227,881 |
| Net assets | | <u><u>773,436</u></u> | <u><u>610,407</u></u> |
| Funds | | | |
| Unrestricted funds | | | |
| General funds | 14 | 457,131 | 300,148 |
| Restricted funds | | 316,305 | 310,259 |
| | | <u><u>773,436</u></u> | <u><u>610,407</u></u> |

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on and are signed on their behalf by:

S Adamasu
Trustee

The notes on pages 19 to 28 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

1 Accounting policies

- a) Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard for Smaller Entities published on 16/07/14, the Financial Reporting Standard for Smaller Entities (effective January 2015) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).
- b) Income from donations is included in income when it is receivable, except as follows:
- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.
- c) Grants, including grants for the purchase of fixed assets, are recognised in full in the Statement of Financial Activities in the year in which they are receivable. Grants received in the accounting period in respect of future accounting periods are deferred until those periods. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- d) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- e) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. Gifts donated for resale are included as income when they are sold. Donated facilities are included at the value to the charity where this can be quantified and a third party bearing the cost. No amounts are included in the financial statements for services donated by volunteers.
- f) Costs of raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, ie attracting grants and donations, fundraising activities and events.
- g) Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- h) Support costs are allocated to each activity on the basis of time spent by staff and volunteers on it, or for premises costs on the basis of space occupied.
- i) Grants payable are charged in the year when the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

1 Accounting policies (continued)

j) Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful life of that asset as follows:

| | |
|------------------------|--------------------------------|
| Equipment | 25% per annum reducing balance |
| Furniture and fittings | 25% per annum reducing balance |
| Motor vehicles | 25% per annum reducing balance |

No depreciation is provided on freehold property as the trustees are of the opinion that the property is maintained to a sufficiently high standard that no diminution in the value has taken place.

Fixed assets under £1,000 are written off in the year of acquisition.

- k) Stock consists of purchased goods for resale. Stocks are valued at the lower of cost and net realisable value. Items donated for resale or distribution are not included in the financial statements until they are sold or distributed.
- l) The charity has arranged a defined contribution scheme for its staff. Pension costs charged in the SOFA represent the contributions payable by the charity in the period.
- m) Assets held under hire purchase agreements are capitalised and disclosed under tangible fixed assets at their fair value. The capital element of the future payments is treated as a liability and the interest is charged to the profit and loss account on a straight line basis.
- n) Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.
- o) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- p) Restrictions arise when specified by the donor or when funds raised for particular restricted purposes. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs. Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.
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ONE25 LIMITED**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED 30 APRIL 2016**

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2015 are shown below.

| | Unrestricted Funds £ | Restricted Funds £ | Total Funds 2015 £ |
|---|-------------------------------------|-----------------------------------|---------------------------------------|
| Income from: | | | |
| Donations | 118,633 | 302,401 | 421,034 |
| Charitable Activities | | | |
| Grants | 101,600 | 163,222 | 264,822 |
| Income received for commissioned services | 36,250 | 56,616 | 92,866 |
| Other trading activities | | | |
| Fundraising Events | 45,812 | - | 45,812 |
| Investments | | | |
| Bank Interest | 537 | - | 537 |
| Other income | 3,774 | 1,039 | 4,813 |
| Total income | 306,606 | 523,278 | 829,884 |
| Expenditure on: | | | |
| Raising funds | 96,991 | | 96,991 |
| Charitable activities | 191,866 | 256,997 | 448,863 |
| Total expenditure | 288,857 | 256,997 | 545,854 |
| Net income | 17,749 | 266,281 | 284,030 |
| Total funds at 1 May | 282,399 | 43,978 | 326,377 |
| Total funds at 30 April | 300,148 | 310,259 | 610,407 |

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

| 3 Donations | Unrestricted | Restricted | Total | Total Funds 2015 |
|-------------------|----------------|---------------|----------------|---------------------|
| | Funds | Funds | Funds | |
| | £ | £ | 2016 £ | |
| Regular donations | 42,400 | 180 | 42,580 | 39,729 |
| Other donations | 116,760 | 56,900 | 173,660 | 376,115 |
| Donated Goods | 6,500 | - | 6,500 | 5,190 |
| | <u>165,660</u> | <u>57,080</u> | <u>222,740</u> | <u>421,034</u> |

Donated goods include food, clothing and gifts for our service users. These are given out in Drop-in or on Outreach.

In 2015 One25 received a restricted donation of £300,000 to fund the purchase of 140 Grosvenor Road.

4 Grants from trusts and foundations

| | Outreach | Drop In | Casework Support | Other Purposes | Total 2016 | Total 2015 |
|---|---------------|---------------|---------------------|-------------------|----------------|----------------|
| | £ | £ | £ | £ | £ | £ |
| Wallmead Charitable Trust | 21,000 | | | 5,000 | 26,000 | 5,000 |
| Comic Relief | | 40,000 | | | 40,000 | - |
| St Thomas Ecclesiastical Charity | | 5,000 | | | 5,000 | - |
| Big Lottery Fund | | | 15,938 | | 15,938 | 95,531 |
| Lloyds Bank Foundation for England and Wales | | | | 25,000 | 25,000 | 12,500 |
| The Evan Cornish Foundation | | | | 7,500 | 7,500 | 7,000 |
| Henry Smith Charity | | | | 30,000 | 30,000 | 30,000 |
| John James Bristol Foundation | | | | 5,000 | 5,000 | - |
| Oak Foundation | | | | 100,000 | 100,000 | - |
| Souter Charitable Trust | | | | 5,000 | 5,000 | 5,000 |
| Esmee Fairbairn Foundation | | | | 26,250 | 26,250 | 5,000 |
| Other | 6,700 | 2,700 | 3,984 | 3,800 | 17,184 | 104,791 |
| | <u>27,700</u> | <u>47,700</u> | <u>19,922</u> | <u>207,550</u> | <u>302,872</u> | <u>264,822</u> |

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

| 5 Commissioned Services | Unrestricted | Restricted | Total | Total Funds 2015 £ |
|--|--------------|------------|--------------------|--------------------------|
| | Funds £ | Funds £ | Funds 2016 £ | |
| Support for Women in the Criminal Justice System | 2,183 | - | 2,183 | 10,250 |
| Support for Women to access Mental Health Services | - | 59,500 | 59,500 | 7,000 |
| Support for Women in High Support Hostels | 26,000 | - | 26,000 | 26,000 |
| Support for Women to Recover from Addicton | - | 38,184 | 38,184 | 35,016 |
| Support for Women suffering from Domestic or Sexual Violence | - | 40,000 | 40,000 | - |
| Support for Women with Complex Support Needs | - | 35,967 | 35,967 | 14,600 |
| | 28,183 | 173,651 | 201,834 | 92,866 |

6 Charitable activities

| | Wages and Salaries £ | Direct Costs £ | Support Costs £ | Total 2016 £ | Total 2015 £ |
|------------------|----------------------------|----------------------|-----------------------|--------------------|--------------------|
| Casework Support | 187,042 | 29,615 | 59,478 | 276,135 | 274,642 |
| Drop-In Centre | 73,325 | 38,322 | 39,965 | 151,612 | 112,331 |
| Outreach Service | 35,945 | 20,359 | 35,582 | 91,886 | 96,792 |
| Night Drop-In | 2,931 | 261 | - | 3,192 | 16,021 |
| | 299,243 | 88,557 | 135,025 | 522,825 | 499,786 |

Support costs

| | Wages and Salaries £ | Other Support Costs £ | Total 2016 £ | Total 2015 £ |
|------------------|----------------------------|--------------------------------|--------------------|--------------------|
| Casework Support | 42,599 | 16,879 | 59,478 | 69,238 |
| Drop-In Centre | 28,601 | 11,364 | 39,965 | 39,370 |
| Outreach Service | 25,436 | 10,146 | 35,582 | 47,866 |
| Night drop in | - | - | - | 4,000 |
| | 96,636 | 38,389 | 135,025 | 160,474 |

Included with other support costs are governance costs of £3,062 (2015 £2,752)

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

7 Net income

| This is stated after charging: | 2016 | 2015 |
|---------------------------------------|-------------|-------|
| | £ | £ |
| Depreciation | 5,252 | 845 |
| Examiners' remuneration | 1,020 | - |
| Auditor's remuneration | - | 1,720 |

In 2016 1 Trustee claimed expenses of £10 (2015: 1 Trustee claimed expenses of £10)

8 Staff costs and numbers

The aggregate payroll costs were:

| | 2016 | 2015 |
|-----------------------|----------------|----------------|
| | £ | £ |
| Wages and salaries | 432,821 | 380,112 |
| Social security costs | 38,935 | 31,579 |
| Pension contributions | 7,035 | 7,428 |
| | <u>478,791</u> | <u>419,119</u> |

No employee received emoluments of more than £60,000.

The average weekly number of employees during the year, calculated on the basis of full time equivalents, was as follows:

| | 2016 | 2015 |
|-------------------------------------|-------------|-----------|
| | No. | No. |
| Management and administrative staff | 2 | 2 |
| Caseworkers | 7 | 6 |
| Fundraising and communications | 4 | 4 |
| Drop-in | 3 | 2 |
| Outreach | 1 | 1 |
| | <u>17</u> | <u>15</u> |

The staff team is augmented by 120 volunteers.

9 Taxation

The charity is exempt from corporation tax on its charitable activities.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

10 Tangible fixed assets

| | Freehold Property | Equipment rniture and Fittings | Motor Vehicles | Total |
|-----------------------|------------------------------|---|---------------------------|--------------|
| | £ | £ | £ | £ |
| Cost | | | | |
| At 1 May 2015 | 380,000 | 2,825 | 1,645 | 391,945 |
| Additions | 22,596 | - | - | 42,096 |
| Disposals | - | 2,825 | - | 10,300 |
| At 30 April 2016 | 402,596 | - | 1,645 | 423,741 |
| Depreciation | | | | |
| At 1 May 2015 | - | 1,806 | 1,468 | 9,419 |
| Charge for the year | - | - | 44 | 5,252 |
| Disposals | - | 1,806 | - | 8,284 |
| At 30 April 2016 | - | - | 1,512 | 6,387 |
| Net book value | | | | |
| At 30 April 2016 | 402,596 | - | 133 | 417,354 |
| At 30 April 2015 | 380,000 | 1,019 | 177 | 382,526 |

11 Debtors

| | 2016 | 2015 |
|-------------------|-------------|----------|
| | £ | £ |
| Prepayments | 3,948 | 4,722 |
| Grants Receivable | 38,502 | 22,115 |
| Other debtors | 250 | 6,116 |
| | 42,700 | 32,953 |

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

12 Creditors: amounts falling due within one year

| | 2016 | 2015 |
|-------------------------------|---------------|---------------|
| | £ | £ |
| Other creditors | 7,815 | 4,457 |
| Pension contributions payable | - | 834 |
| Accruals | 1,020 | 4,791 |
| Taxation and social security | 6,967 | 5,965 |
| Deferred income | 16,250 | 36,123 |
| | <u>32,052</u> | <u>52,170</u> |

13 Commitments under operating leases

At 30 April the organisation had annual commitments under non-cancellable operating leases as set out below

| | Land and Buildings | Equipment | Land and Buildings | Equipment |
|--------------------------------|-------------------------------|------------------|-----------------------|-----------|
| | 2016 | 2016 | 2015 | 2015 |
| | £ | £ | £ | £ |
| Operating leases which expire: | | | | |
| Between 2 to 5 years | - | - | - | 2,889 |

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

| 14 Movement in funds | At 1st May 2015 £ | Incoming resources £ | Outgoing resources £ | Transfers £ | At 30th April 2016 £ |
|-----------------------------|-------------------------|----------------------------|----------------------------|-----------------|----------------------------|
| Restricted Funds | | | | | |
| Casework activities | 3,333 | 177,635 | 180,968 | - | - |
| Big Lottery Fund Grant | - | 15,938 | 15,938 | - | - |
| Client development | 2,201 | - | - | - | 2,201 |
| Drop-in centre | - | 47,700 | 47,700 | - | - |
| Night Outreach service | - | 27,880 | 8,380 | (19,500) | - |
| Night Drop-In | 3,979 | - | 3,979 | - | - |
| Core Costs | - | 28,000 | 28,000 | - | - |
| 140 Building Fund | 300,746 | 200 | 20,946 | - | 280,000 |
| Link Bridge Fund | - | 56,700 | - | (22,596) | 34,104 |
| | <u>310,259</u> | <u>354,053</u> | <u>305,911</u> | <u>(42,096)</u> | <u>316,305</u> |
| Unrestricted funds | | | | | |
| Fixed Asset Fund | 102,526 | - | - | 34,828 | 137,354 |
| Infrastructure Support Fund | - | - | - | 30,000 | 30,000 |
| Free Reserves | 197,622 | 436,790 | 321,903 | (22,732) | 289,777 |
| Total Unrestricted Funds | <u>300,148</u> | <u>436,790</u> | <u>321,903</u> | <u>42,096</u> | <u>457,131</u> |
| Total funds | <u>610,407</u> | <u>790,843</u> | <u>627,814</u> | <u>-</u> | <u>773,436</u> |

Casework Activities - One25's specialist caseworkers provide individual support to help women make positive changes; they meet women at times and places that suit them and help them identify and make the changes that they want e.g. finding a safe place to live or getting drug treatment for their addiction.

The Big Lottery Grant part funds One25's casework team.

Client Development - funds donated by DH Gibbons to support service-users personal development .

The Drop-in Centre, open 4 afternoons a week, is a safe, homely place where service users can access practical and emotional support. The income of this fund includes £40,000 from Comic Relief.

The night outreach van is often where women meet us. The transfer of £19,500 relates to a transfer from restricted to unrestricted funding following the purchase of a new outreach vehicle from a restricted grant.

Night Drop-In - this fund was donated to pilot an innovative new Drop-In service open through the night.

Core Costs fund is restricted funding for identified central costs.

140 Building Fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The building cost £280,000; because of the restrictions attached to the donation it is held as a restricted asset.

Link Bridge Fund - these funds were donated to build a link between 138A and 140 Grosvenor Road.

Fixed Asset Fund - represents the value of One25s assets. The transfer of £34,828 between general funds and fixed asset fund represents the cost of assets purchased adjusted for assets disposed of and the depreciation charge for the year.

Infrastructure Support Fund - The charity is currently undertaking a review of its long term sustainability and consequently the trustees have decided to set up a desinated fund for property and infrastrucure development and maintenance.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2016

15 Analysis of net assets between funds

| | Tangible Fixed assets | Other Net assets | Total |
|-----------------------------|----------------------------------|-----------------------------|-----------------------|
| | £ | £ | £ |
| Restricted funds | 280,000 | 36,305 | 316,305 |
| | <u>280,000</u> | <u>36,305</u> | <u>316,305</u> |
| Unrestricted funds | | | |
| Fixed Asset Fund | 137,354 | - | 137,354 |
| Infrastructure Support Fund | - | 30,000 | 30,000 |
| Free Reserves | - | 289,777 | 289,777 |
| | <u>137,354</u> | <u>319,777</u> | <u>457,131</u> |
| | <u><u>417,354</u></u> | <u><u>356,082</u></u> | <u><u>773,436</u></u> |
| Total funds | | | |

16 Company limited by guarantee

The charity is a company is limited by guarantee and as such has no issued share capital. In the event of the company being wound up the liability of the members is limited to £1 each.

ONE25 LIMITED

ACKNOWLEDGEMENTS

YEAR ENDED 30 APRIL 2016

Thanks to the following funders who have made a huge difference to the lives of vulnerable women in the last year:

The Austin and Hope Pilkington Trust, ACTS 435, Big Lottery Fund, Bramble Charitable Trust, The Burges Salmon Charitable Trust, Change Course Consultants Ltd, Comic Relief, The Community of the Companions of Jesus the Good Shepherd, Dame Violet Wills Charitable Trust, The Dame Violet Wills Will Trust, Esmee Fairbairn Foundation, The Evan Cornish Foundation, Friends First Day School Fund, The G F Eyre Charitable Trust, The Gibbs Charitable Trust, Greyfriars Trust, The Helianthus Charitable Trust, Henry Smith Charity, J Leon Group Philanthropy Council, John James Bristol Foundation, Josten Brooks Trust, The Lalonde Trust, Lloyds Bank Foundation for England and Wales, Mayors Fund for Bristol, N Smith Charitable Settlement, Oak Foundation, Odin Charitable Trust, The Pilgrim Trust, Bristol City Council, The Second Sidbury Trust, Second Step Housing Association Limited, Souter Charitable Trust, Spielman Charitable Trust, St Mungo's, St Paul's Vestry Trust, St Thomas Ecclesiastical Charity, StreetSmart - Action For The Homeless, Tribal Group plc, Wallmead Charitable Trust.

With heartfelt thanks also to all the businesses, social groups, churches and individuals who have so generously supported One25's work this year.