

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2020

Company Registration Number 3362644
Charity Number 1062391

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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 world where all women are safe, feel loved and thrive.

Mission: To meet women who street sex work and all vulnerable women where they are, supporting them to move from crisis and trauma towards independence in the community.

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. Our business plan (2018-21) was agreed in January 2018 and is reviewed and updated every six months. Trustees make decisions within the agreed business plan, or if they represent new and unforeseen

opportunities, they are made on the basis of the direction the organisation is travelling in and are needs and values led. 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 quarterly. Trustees receive update reports from senior members of staff at board meetings, which take place at least quarterly. This enables them to review the success of our key activities and the benefits they have brought to service users.

Strategic priorities for 2018-21

One25 has seven strategic goals agreed with staff and the board and which form the backbone of our business plan. They are:

1. To improve the lives of women involved in street sex work, who are not yet ready or able to step away from this form of work
2. To increase the number of women permanently moving away from street sex work in Bristol
3. To ensure that the needs and voices of our service users inform service delivery and the direction of the organisation
4. To ensure that One25 is a sustainable and well-run organisation
5. To ensure that we value our high performing team of staff, volunteers and trustees, in order to provide consistent, appropriate and relevant services to women involved in street sex work
6. To ensure One25 has an excellent reputation that attracts funders and supporters, and that offers media, campaigning and networking opportunities to change women's lives
7. To work closely with partners and funders to provide coherent, linked-up support to vulnerable women; also to break through barriers and change their lives

These are displayed around our organisation in the form of posters and are within both the longer and shorter versions of our business plan.

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 by working with vulnerable women. The women One25 work with face multiple and severe challenges. For many this includes street sex work. About 68% experience homelessness, 81% have chronic ill health and 82% are addicted to drugs and/or alcohol. All have experienced domestic or sexual violence and many experienced childhood trauma (66%).

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.

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 Beyond the Streets and CLINKS. We promote best practice through specialist training delivered to various partners and placements for trainee social workers. We promote the women's voices at local and national level in academic research, statutory consultations and through the media and other communication networks.

Last year 241 women benefitted from One25's services. Of these:

- 38 were supported around family and parenting
- 185 women were supported with health and wellbeing needs
 - 28 took up referrals for mental health issues; 40 for physical health and 42 used sexual health services
- 101 women were supported around addiction and treatment
 - 49 engaged in drug or alcohol treatment; 3 went to rehab
- 37 women received support for criminal justice issues
 - 13 were visited in prison
- 89 women took part in activities to build skills and independence
 - 61 gained employability skills; 37 did courses in the wider community; 46 volunteered either at One25 or in the wider community and 6 got jobs
- 97 women have been supported around their safety
 - 34 used victim services
- 175 women received advice and support around housing and finance
 - 160 have been in safe accommodation

Outcome areas which have grown the most in 2019-20 are: life skills and independence, housing and finance, and significant reductions in women returning to street sex work.

Overview of impact in relation to street sex work for 2019-2020:

- 48 women were supported to prevent them entering street sex work
 - 37 women exited street sex work for a period of six months or more
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- 63 women maintained their exit from street sex work for a period of 12 months or more

We have seen fewer women returning to street sex-working after exiting for 6 months (24% in 2019-20 compared with 30% in 2018-19) and abstaining for 3 months (34% in 2019-20 compared with 45% in 2018-19) which is a huge success.

Outreach

146 women were seen street sex-working through the year. 96 of these women used the van outreach service 1,137 times (average four women per shift). The outreach service continues to provide a safe space where women can access immediate and practical support during the late night hours when they are working on the streets. To increase accessibility, we continue to provide a Freephone telephone number for outreach, so that women can call us and arrange to meet. Bristol Drugs Project continued to support the outreach service by providing 325 harm reduction packs of clean needles and foil, as well as a specialist drugs worker who does regular van shifts. The van has also provided 780 food bags, 550 bags of condoms and 52 personal alarms to women when they most needed them.

Drop-in

The drop-in continues to provide a safe space where women can get support for any area of need. One25's drop-in Manager and support workers assess each woman's need and refer her to appropriate support, including specialist caseworkers and a range of visiting professionals such as a GP and a sexual health nurse. Last year, there were 1,725 visits from 112 different women to One25's drop-in centre at 138a Grosvenor Road (average 10 women per session).

Casework

We have worked intensively with 154 women (64% of all beneficiaries). During the year One25's casework team included these specialist areas of expertise: drug treatment, housing and finance, mental health services, domestic and sexual violence, criminal justice system and complex needs. We're working towards a more manageable caseload for each caseworker, and building more intensive, trusting relationships with each woman as we've seen the deep value of this via the Pause Bristol model. Many women receive casework support for many years. We have been working to identify when it is appropriate to end casework support and are continuing to explore this with input from a psychotherapist.

Peony

Launched in September 2018, Peony helps recovering women to build resilience and job skills. It's providing peer support and assisted access to employment, training and education. As Bristol's only specialist service for women facing multiple disadvantage (i.e. at least three

of domestic and sexual violence, removal of children, addiction, homelessness, offending, mental health issues and street sex work), Peony responds to a clear unmet need. 73 women attended Peony this year and we have seen a dramatic increase in life skills outcomes thanks to this service. Across the organisation:

- 61 women gained employability skills (compared with 41 in 2018-19)
- 37 did courses in the wider community (19)
- 6 gained paid employment (1)

We are delighted to have had seven Peer volunteers who have shared experiences supporting Peony, using their expertise to inspire the women, staff and other volunteers.

Pause Bristol

In 2017 we opened Pause Bristol. Pause is part of a national programme offering support to women who have had two or more children permanently removed from their care. The Pause programme is closely aligned with One25's values and approach to working with vulnerable women. Working with women over 18 months, it gives women the chance to pause and take control of their lives, breaking a destructive cycle that causes both them and their children deep trauma, as well as costing the taxpayer hundreds of millions of pounds.

Pause practitioners work intensively with women, providing tailored support to help them tackle destructive patterns, develop new skills and avoid further trauma. This helps women develop strong foundations on which they can build a more positive future for themselves. During 2019-20 we have continued working with a second cohort of women. We are delighted to have secured funding for a third cycle of the programme until November 2021.

This year Pause National selected One25 to trial a Peer Mentoring pilot in Bristol. Two women from cohort one have been recruited as Peer Mentor volunteers who will support women from cohorts two and three, with a focus on group work activities. We aim to recruit more women as Peer Mentors in 2020-2021.

Response to Covid-19

One25 is an essential service. Most of the women One25 work with have chronic health needs, are homeless, face addiction and experience high levels of domestic and sexual violence. They are a very high risk group for Covid-19 and our priority is to keep them as well protected as we can, whilst keeping our staff and volunteers as safe as we can.

We have kept all services running, adapted to keep within Government guidance. Our van operated a window service, we've delivered food, hygiene supplies, craft packs and mobile phones to women, Peony have run workshops online, and frontline workers have begun socially distanced face-to-face visits where possible. We continue to adapt and change our activities as the situation unfolds.

Internally, we are also dealing with the impact of remote working. Communication across the organisation is harder, and we have been running more frequent meetings online. Adapting services and ensuring procedures are in place has taken a huge amount of time and some activity has been impossible to progress, so some planned projects have been delayed (e.g. volunteer inductions and further recruitment). Everyone is facing their own challenges around Covid-19 which impacts on practical issues (e.g. reduced hours owing to childcare, wellbeing and strain on mental health, patchy internet connectivity, staff off work when unwell or having to self-isolate etc.). However, we continue to aim for business as usual as much as possible and are deeply impressed with the commitment, resilience, and creativity of our staff and volunteers.

In the first 7 weeks of lockdown, across all our services, we:

- Helped 18 homeless women get into safe housing
- Supported 4 women onto a script, helping them safely reduce their drug use
- Delivered over 300 food bags to help women safely isolate
- Handed out 33 mobile phones
- Welcomed 32 of the most vulnerable women on Bristol's streets to our van, 96 times.

Fundraising Approach

One25's fundraising approach is to build a diverse range of income sources and ensure that we are not overly reliant on any one particular funder. We balance risk (blending low risk, low return activities with high risk, high return initiatives) in order to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy aiming to bring people closer to the women so that they are inspired to act and support our work.

One25 is registered with the Fundraising Regulator, and we have paid the voluntary levy for this. We have not employed any professional fundraisers or commercial participators to fundraise on our behalf.

We are committed to fundraising ethically and take all reasonable steps to treat each donor fairly. This includes taking into account the needs of any potential donor who may be in a vulnerable circumstance or require additional care and support to make an informed decision. We do not exploit the credulity, lack of knowledge, apparent need for care and support or vulnerable circumstance of any donor at any point in time. We have not received any complaints about One25's fundraising activity.

In the last year we have consolidated our donor work and seen growth in this area, not least through our most successful Christmas appeal to date. We will continue to invest in all other

income areas to ensure that we increase our sustainability and develop a more diverse funding portfolio.

Financial review

The Covid-19 pandemic is having a profound effect on our daily life and the global economy but as “the lockdown” started just a few weeks before our year end it has had little impact on our results for this financial year. There was a limited reduction in our expenditure in March and April 2020 as we were forced to cancel our 25th Birthday celebrations and modify our services. Up to this point One25 had continued to grow, and this growth is reflected in our financial performance; however, a significant contribution to the increase in our income this year (from £1.3m to £1.8m) is due to the receipt of £320,000 of unrestricted funding prior to year-end that related to applications made for 20/21 and 21/22 budgets. To reflect this, we have created a Future Funding designated reserve to hold these funds. Adjusting for this, we have still seen a growth of 15%, which is very encouraging. This has been mainly due to our continued success attracting grant funding, an increase in donations due to a very successful Christmas appeal and modest growth in all other income streams.

Our cash balances were significantly higher at year end compared to the prior year, reflecting the advance funding received and our consequent increase in reserves.

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. One25 needs cash to support its day-to-day operations but will also hold cash and investments as a result of building free reserves which may be used to develop new projects or services. The organisation’s investment policy needs to remain aligned with its policy on free reserves, such that funds must be available to manage liquidity pressures when required.

The organisation’s policy is as follows:

- At least 3 months of expenditure must be held as cash in instant access accounts;
- The balance up to the amount specified by the Board as the current target free reserves amount can be held in accounts or investments where a maximum of 95 days’ notice is required; and
- Any amounts above the agreed free reserves target amount can be held in accounts or investments where notice of up to 13 months is required.

All cash balances will be deposited in institutions regulated by the Financial Conduct Authority and the Prudential Regulation Authority, with the aim of maximising interest income. Cash deposits should be split so that no one institution holds all of One25’s total cash balance, and

consideration will be given to maintaining balances with different providers below the FCSC compensation level.

The Board will approve any non-cash investment activity (e.g. stocks and shares etc.) taking into account the proposed risk and potential rewards, proposed level of investment and the current financial position of the charity.

The Finance and Resources Manager will monitor the cash and investments position and actual and projected cash flow and report to the Finance subgroup and, through it, to the Board.

Reserves policy

The Board of trustees has given consideration to appropriate levels of reserves retained for safe financial management. Its view is that One25 should hold between at least 3 and 9 months of running costs as a free reserve, depending on the current position of the charity including the amount and certainty of actual and projected grant funding.

During each financial year, the Board will agree a more specific target within the overall range for free reserves at the forthcoming year end. This target will take account of the current performance and outlook of the organisation, including the current funding position, the position and attitude of current and potential funders and any specific requirements for funding existing and new services.

Reserves are required for the following reasons:

- As employers we have an obligation to maintain sufficient income to pay our staff;
- One25s 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 flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

With continued careful management we have grown our level of reserves from £586,061 to £746,619. This is equivalent to 6.0 months' budgeted expenditure, which is our target level of reserves. The uncertainties caused by the Covid-19 pandemic make long term forecasting and planning more challenging than ever before, but this level of reserves plus the knowledge that we have secured over 75% of our income budget for 20/21 means that though we are expecting 20/21 to be very difficult, we are confident that One25 will be able to continue to support Bristol's most vulnerable women over at least the next 12 months.

Plans for the future

One25 has three goals for the coming year to make the charity stronger and ensure full wraparound support for the women we exist to help.

1. **To build partnerships with local, regional and national organisations** to improve pathways into appropriate support for women. This will improve the range of services available to them, reduce their vulnerability and support them to maintain their exit from street sex work.
2. **To develop the work of Peony** to offer a permanent pathway out of sex work and other issues of recovery to vulnerable women. A multi-agency steering group is looking at potential to increase this provision and offer more employment and volunteering opportunities for women to support them to build skills and financial independence.
3. **To consolidate One25's work with all vulnerable women in Bristol.** An updated vision and mission reflect One25's wider remit and commitment to embedding Peony and Pause Bristol within the organisation. We will update all of our external messaging in line with this too. Relocation of Peony and Pause Bristol to a shared office space will support greater coherence to our team and increase opportunities for even more effective joint-working. Ultimately, this will improve the pathways of support for the women.

We will also write a new business plan this year for 2021-24.

Structure, Management and Governance

Governing document

One25 is a private company limited by guarantee and also a charity registered with the Charity Commission. The organisation is governed by its Articles of Association dated 30 April 1997, which were amended 15 October 2001, 18 October 2004, 24 October 2005, 30 October 2010 and 21 January 2019.

Recruitment and appointment of Trustee Board

On 30 April 2020 the trustee board consisted of nine trustees, since the year end two have been appointed. 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. After completing a trustee application form, potential trustees' application forms and CVs are circulated to the board who agree whether they should be interviewed. They are then interviewed by a panel, usually including the CEO and/or Chair and another board member/s, who will recommend their appointment or not for approval by the Board.

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.

Trustee induction and training

Trustee induction consists of a further meeting with the Chair, including 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 Charity Commission booklets describing the responsibilities of the trustee role, as well as internal information about the charity. New trustees are also offered a session with the Finance & Resources Manager, to ensure they understand the format of our accounts, and can visit or shadow internal meetings and some external meetings, where appropriate, in line with the particular interests of the new trustee. Information on governance training opportunities is circulated periodically to all trustees.

Staff structure and remuneration

The team (end of April 2020) consisted of 37 members of staff. The CEO assesses all new job roles against One25's salary bands and their salary is set accordingly. The CEO and Senior Management team's remuneration is assessed and reviewed by the Board. In view of the growth and increasing complexity of the organisation, One25 undertook a pay review during the year and revised the pay structure as a result.

Volunteer support

Over the course of the year, an amazing team of 215 volunteers has supported One25 by giving over 7,400 hours of support. They have assisted in all aspects of One25's work, with the highest number supporting outreach and drop-in activities. The Volunteer Coordinator has worked hard to continue to develop and strengthen volunteering at One25.

We usually hold introductory evenings for volunteers three times a year. We hold volunteer induction training days for all new volunteers three times per year. The induction scheduled in March was postponed due to Covid-19 as this needs to happen face-to-face.

A significant number of volunteers who do daytime shifts are currently unavailable due to a lack of childcare during the pandemic. However, we have a strong pool of van volunteers who continue to complete evening shifts and some others who are supporting daytime food deliveries to women. We are communicating regularly with volunteers to keep them updated and connected to One25.

In the last year we have recruited 73 new volunteers.

We offer a rolling training programme covering 30 different topics, which in the last year included Safeguarding, Boundaries and Housing. We ensure that all volunteers are fully

supported and supervised, including offering peer reflection sessions for front line volunteers.

We have increased the number of peer volunteers supporting the Peony service (7 this year compared to 5 in 2018-19). We are also pleased that one peer volunteer has been able to move on to paid work.

Risk management

The senior management team reviews the risks to which the charity is exposed before every board meeting and records these, along with systems and procedures put in place to mitigate them, on a risk register. This risk register is shared and agreed by the board. The sub groups have been allocated risks which they have responsibility for and will be reviewing these in meetings from June 2019. The senior management team highlights what they believe to be the current top ten risks ahead of each trustee meeting and these are brought to the board meeting. Once a year the board looks at the full risk register. This allows the board to focus their attention on the most relevant and strategic risks, whilst maintaining an overview of all identified risks facing the organisation.

Significant Risks

The trustees have identified that the most significant risks to the organisation at the time of writing this report are:

1. The risk of not managing the growth of One25 as we embed Pause Bristol and Peony within the organisation. A restructure of the line management structure and adjustment to three Services Managers (1 FT and 2 PT) has improved this. The recent appointment of a new Organisational Support Team member will further this. In the coming year, a project to develop One25's supporter database will bring greater efficiencies to the Fundraising and Communications team.
2. The risk of running reduced services (especially van outreach and drop-in) owing to a lack of volunteer support, staff sickness or absences. This can be owing to the challenging nature of working with women with such complex needs. Line managers promote self-care, One25 has policies on work life balance, one-to-one counselling for frontline staff and an Employee Assistance Programme. A robust volunteer recruitment and induction process is in place and we are looking at ways to minimise cancellations, e.g. trialling use of a WhatsApp group for last minute cancellations owing to sickness. We have also employed a second drop-in support worker to reduce the level of volunteer support required for this service.
3. Risks to staff, volunteer and service user health and welfare from Covid-19 and the associated working arrangements. Ongoing adherence to Government guidance and

senior managers review our risk assessment weekly and communicate any updates to staff and volunteers where appropriate to ensure the safety of all concerned.

Organisational structure

One25's trustees meet regularly (at least four times a year), 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. Trustees are expected to attend at least one of four trustee subgroups relating to Finance, HR, Safeguarding and Impact. Subgroups meet either bimonthly or quarterly between full board meetings. Subgroups deal with and decide on specialist issues relating to their subject and take responsibility for relevant risks. The chair of the subgroup will make recommendations for strategic decisions to the board. The CEO and other senior staff members submit written reports and 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 the 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 Chair conducts an annual appraisal with the CEO, and a summary of the appraisal is shared with the board.

Partnership Working

Working in partnership is essential to the success of our work and we collaborate with over 70 statutory, commercial and voluntary organisations to ensure that women can get the help that they need.

We seek active partnerships to deliver contracts across the sector. We have existing contracts with St Mungo's (Assertive Contact and Engagement Service), Second Step (Golden Key) and Bristol City Council (Street Sex Work Project and Ministry of Housing, Communities and Local Government funded Specialist Housing Navigator). We also have a strong relationship with City Hall and local Councillors.

We continue to input into over 20 local strategy groups (such as the Rough Sleeping Partnership Group, Bristol Supported Housing Forum) which have links with Bristol City Council to tackle homelessness issues and to raise awareness of women's needs. Our Operations Manager is part of the Reducing Reoffending strategy groups, which aim to improve the response to women involved in the criminal justice system. Our CEO is part of the Golden Key systems change group (with responsibility for hidden homeless women), and this group works to identify blocks and barriers and facilitate change for people with multiple disadvantages in Bristol.

One25 cultivates relationships nationwide so we can introduce new ways of working into Bristol, such as Pause, and welcomes shadowing from partners across the UK.

The Bristol Sexual Violence Forum continues to bring over 25 agencies together monthly to help catch our city's most vulnerable from falling through the cracks of service provision.

Statement of responsibilities of the trustees

The trustees (who are also 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, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing those financial statements the trustees are required to:

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

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
 - the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.
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ONE25 LIMITED

TRUSTEES REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2020

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

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Auditors

Godfrey Wilson Limited were re-appointed as auditors to the charitable company during the year and have expressed their willingness to continue in that capacity.

Approved by the One25 trustees on 7 September 2020 and signed on its behalf by:

P Douglas
Company Secretary

M Richardson
Trustee

Independent auditor's report to the members of One25 Limited

Opinion

We have audited the financial statements of One25 Limited (the "Charity") for the year ended 30 April 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Charity's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charity's members those matters we are required to state in them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 30 April 2020 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
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- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of a least twelve months from the date when the financial statements are authorised for issue.

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report the fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the strategic report and the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the strategic report and the directors' report) have been prepared in accordance with applicable law requirements.

Matters on which we are required to report by exception

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

- sufficient accounting records have not been kept;
 - the financial statements are not in agreement with the accounting records and returns;
 - certain disclosures of trustees' remuneration specified by law are not made; or
 - we have not obtained all the information and explanations necessary for the purposes of our audit.
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Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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/apb/scope/private.cfm. This description forms part of our auditor's report.

Alison Godfrey FCA (Senior Statutory Auditor)
For and on behalf of Godfrey Wilson Limited
5th Floor,
Mariner House
62 Prince Street
Bristol BS1 4QD

Date:

ONE25 LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

YEAR ENDED 30 APRIL 2020

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:

M Bentley (Treasurer)
K Black (elected 08.06.20)
C Edgar (elected 29.07.19)
C Fairhead (retired 17.10.19)
W Goodwin (Vice chair)
C Hill
T Makepeace (retired 13.10.19)
F Parfitt
M Richardson (elected 13.05.19) (Chair)
K Sloggett
C Stanaway (elected 08.06.20)
H Styles (elected 13.05.19)
S Talbot-Williams
V Thompson (retired 03.05.19)
H Wilde (retired 09.03.20)

Secretary

P Douglas

Auditors

Godfrey Wilson Limited 5th Floor, Mariner House 62 Prince Street Bristol BS1 4QD

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: A Smith
Senior Managers: J Riley, A Sutcliffe, S Whitaker

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2020

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £	Total Funds 2019 £
Income from:					
Donations	3	203,505	30,972	234,477	196,683
Charitable activities					
Grants	4	562,950	489,653	1,052,603	617,996
Income received for commissioned services	5	-	486,118	486,118	459,734
Other trading activities					
Fundraising events		53,648	-	53,648	33,993
Investments					
Bank interest		4,040	-	4,040	2,570
Other income		3,755	-	3,755	212
Total income		<u>827,898</u>	<u>1,006,743</u>	<u>1,834,641</u>	<u>1,311,188</u>
Expenditure on:					
Raising funds		142,459	-	142,459	128,509
Charitable activities	6	190,232	989,567	1,179,799	1,069,014
Total expenditure		<u>332,691</u>	<u>989,567</u>	<u>1,322,258</u>	<u>1,197,523</u>
Net income	7	495,207	17,176	512,383	113,665
Transfers between funds	13	-	-	-	-
Net movement in funds		<u>495,207</u>	<u>17,176</u>	<u>512,383</u>	<u>113,665</u>
Total funds at 1 May		775,561	374,592	1,150,153	1,036,488
Total funds at 30 April		<u>1,270,768</u>	<u>391,768</u>	<u>1,662,536</u>	<u>1,150,153</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 23 to 34 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****AS AT 30 APRIL 2020****COMPANY NO. 3362644**

	Note	2020 £	2019 £
Fixed assets			
Tangible assets	10	370,549	381,500
Current assets			
Debtors	11	55,341	194,964
Current Asset Investments		251,679	100,078
Cash at bank		1,057,090	563,908
		<u>1,364,110</u>	<u>858,950</u>
Creditors: amounts falling due within one year	12	(72,123)	(90,297)
Net current assets		1,291,987	768,653
Net assets	14	<u><u>1,662,536</u></u>	<u><u>1,150,153</u></u>
Funds			
General Funds	13	746,619	586,061
Designated Funds	13	524,149	189,500
Unrestricted funds	13	<u>1,270,768</u>	<u>775,561</u>
Restricted funds	13	391,768	374,592
		<u><u>1,662,536</u></u>	<u><u>1,150,153</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 the 7th September 2020 and are signed on their behalf by:

M Richardson
Trustee

The notes on pages 23 to 34 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2020**

STATEMENT OF CASHFLOWS	2020	2019
	£	£
Cash flows from operating activities:	640,743	(21,158)
Cash flows from investing activities:		
Dividends, interest and rents from investments	4,040	2,570
Purchase of property, plant and equipment	-	(1,188)
Net cash provided by (used in) investing activities	<u>4,040</u>	<u>1,381</u>
Change in cash and cash equivalents in the reporting period	644,783	(19,776)
Cash and cash equivalents at the beginning of the reporting period	663,986	683,762
Cash and cash equivalents at the end of the reporting period	1,308,769	663,986

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from	2020	2019
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	512,383	113,665
Adjustments for:		
Depreciation charges	10,951	11,550
Dividends, interest and rents from investments	(4,040)	(2,570)
(Increase)/decrease in stocks	-	-
(Increase)/decrease in debtors	139,623	(170,136)
Increase/(decrease) in creditors	(18,174)	26,333
Net cash provided by (used in) operating activities	<u>640,743</u>	<u>(21,158)</u>
 Analysis of cash and cash equivalents	 2020	 2019
	£	£
Current Asset Investments	251,679	100,078
Cash at bank	1,057,090	563,908
Cash and cash equivalents at the end of the reporting period	<u>1,308,769</u>	<u>663,986</u>

The charity has not provided an analysis of changes in net debt as it does not have any long term financing arrangements.

The notes on pages 23 to 34 form part of these financial statements

1 Accounting policies

- a) The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard 102 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). The accounts have been prepared on the assumption that the charity is able to continue as a going concern. However, the COVID-19 pandemic has had a profound impact on the global economy and the charity. The trustees have considered the impact of this issue on the charity's current and future financial position. As the charity holds unrestricted, general reserves of £1,270,768, a cash balance of £1,057,090 and has already secured significant funding in 20/21, the trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.
- b) The charity is a public benefit entity.
- c) 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 held in a designated reserve 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.
- d) For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.
- e) 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. All material grants are disclosed in accordance with the Statement of Recommended Practice.
- f) Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.
- g) Expenditure is recognised in the period in which it is incurred. It includes attributable VAT which cannot be recovered.
- h) Gifts in kind donated for distribution are included at valuation and recognised as income when they are distributed to the projects. 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.
- i) Costs of generating funds includes all expenditure incurred by the charity to raise funds for its charitable purposes, i.e. attracting grants and donations, fundraising activities and events.
- j) 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.
- k) Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. Support and governance costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff numbers or usage of floor area (for premises costs).
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NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

1 Accounting policies (continued)

- l) 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:

Freehold Property	2% per annum on a straight line basis
Equipment	25% per annum reducing balance
Furniture and fittings	25% per annum reducing balance
Motor vehicles	25% per annum reducing balance

Repairs and maintenance to One25 premises are only capitalised if they are additions or improvements; fixed assets under £1,000 are written off in the year of acquisition.

- m) Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.
- n) Current asset investments consist of cash held on deposit in interest bearing accounts. Such investments are measured at their fair value.
- o) Cash and cash equivalents comprise cash in hand, call deposits and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.
- p) Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.
- q) The charitable company 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 recognised at amortised cost using the effective interest method.
- r) 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.
- s) Unrestricted funds can be used in accordance with the charitable objects at the discretion of the Trustees.
- t) Restricted funds can only be used for particular restricted purposes within the objects of the charity. 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.
- u) Accounting estimates and key judgements
In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The key sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements are described below.

Depreciation

As described in note 1 l) to the financial statements, depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. Depreciation rates in operation during the current and prior period were as follows: 25% on a reducing balance basis on motor vehicles, fixtures & fittings and equipment, and 2% on a straight line basis on freehold property.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2019 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2019 £
Income from:			
Donations	189,578	7,105	196,683
Charitable activities			
Grants	186,250	431,746	617,996
Income received for commissioned services	-	459,734	459,734
Other trading activities			
Fundraising events	33,993	-	33,993
Investments			
Bank interest	2,570	-	2,570
Other income	212	-	212
Total income	<u>412,603</u>	<u>898,585</u>	<u>1,311,188</u>
Expenditure on:			
Raising funds	128,509	-	128,509
Charitable activities	227,421	841,593	1,069,014
Total expenditure	<u>355,930</u>	<u>841,593</u>	<u>1,197,523</u>
Net income	56,673	56,992	113,665
Transfers between funds	-	-	-
Net movement in funds	<u>56,673</u>	<u>56,992</u>	<u>113,665</u>
Total funds at 1 May	718,888	317,600	1,036,488
Total funds at 30 April	<u>775,561</u>	<u>374,592</u>	<u>1,150,153</u>

3 Donations

	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Regular donations	82,298	120	82,418
Other donations	109,293	30,852	140,145
Donated goods and services	11,914	-	11,914
	<u>203,505</u>	<u>30,972</u>	<u>234,477</u>

Donations include £826 donated by One25 Trustees and / or related parties (2019 £565).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

3 Donations (continued)

2019 comparative figures for donations are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2019
	£	£	£
Regular donations	81,059	247	81,306
Other donations	99,742	6,858	106,600
Donated goods	8,777	-	8,777
	<u>189,578</u>	<u>7,105</u>	<u>196,683</u>

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Casework support			
National Lottery Community Fund	-	154,803	154,803
Comic Relief	-	59,050	59,050
Other grants	-	1,850	1,850
Drop-in centre			
The Forrester Trusts	-	10,000	10,000
The Sunrise Foundation CIO	-	10,000	10,000
Van Neste Foundation	-	10,000	10,000
Grants less than £10,000	-	29,817	29,817
Outreach service			
Grants less than £10,000	-	18,000	18,000
Core support			
Bristol City Council	-	37,589	37,589
Lloyds Bank Foundation for England & Wales	-	25,000	25,000
The Henry Smith Charity	-	30,000	30,000
Pause			
Grants less than £10,000	-	6,140	6,140
Peony service			
Eversea Community First Charitable Fund	-	15,000	15,000
Mind Grants	-	15,404	15,404
The Nisbet Trust	-	30,000	30,000
Other grants	-	37,000	37,000
Unrestricted Grants			
The Esmee Fairbairn Foundation	40,000	-	40,000
Garfield Weston Foundation	180,000	-	180,000
The Leathersellers' Company Charitable Fund	10,000	-	10,000
Oak Foundation	300,000	-	300,000
Other grants	32,950	-	32,950
	<u>562,950</u>	<u>489,653</u>	<u>1,052,603</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

4 Grants from trusts and foundations (continued)

The charitable company receives government funding as grants and commissioned income to fund charitable activities; government funding being defined as funding from National Lottery Community Fund, Bristol City Council and the Cabinet Office. The total value of such income in the period ending 30 April 2020 was £566,544 (2019: £466,248). There are no unfulfilled conditions or contingencies attaching to this income in 2019/20.

2019 comparative figures for grants are shown below	Unrestricted Funds	Restricted Funds	Total Funds 2019
	£	£	£
Casework support			
National Lottery Community Fund	-	151,423	151,423
Comic Relief	-	20,550	20,550
Other grants	-	11,707	11,707
Drop-in centre			
Quartet Community Foundation as part of the Tampon	-	10,000	10,000
Other grants	-	23,000	23,000
Outreach service			
Charles Hayward Foundation	-	15,000	15,000
Other grants	-	13,500	13,500
Core support			
Bristol City Council	-	44,660	44,660
Lloyds Bank Foundation for England & Wales	-	25,000	25,000
Henry Smith Charity	-	30,000	30,000
Other grants	-	7,906	7,906
Peony service			
The Rayne Foundation	-	10,000	10,000
Mind Grants	-	11,250	11,250
Other grants	-	57,750	57,750
Unrestricted Grants			
Esmee Fairbairn Foundation	43,750	-	43,750
Garfield Weston Foundation	20,000	-	20,000
Oak Foundation	100,000	-	100,000
Other grants	22,500	-	22,500
	186,250	431,746	617,996

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Casework Support			
St Mungo's	-	82,155	82,155
Bristol City Council	-	41,930	41,930
Second Step	-	29,811	29,811
Pause Bristol			
Bristol City Council	-	332,222	332,222
	-	486,118	486,118

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

5 Commissioned Services (continued)

2019 comparative figures for commissioned income are shown below

	Unrestricted Funds	Restricted Funds	Total Funds 2019
	£	£	£
Casework Support			
St Mungo's	-	42,000	42,000
Bristol City Council	-	38,000	38,000
Second Step	-	25,902	25,902
Pause Bristol			
Bristol City Council	-	231,165	231,165
Change	-	122,667	122,667
	-	459,734	459,734

6 Charitable activities

	Salaries	Direct Costs	Support Costs	Total 2020
	£	£	£	£
Casework support	279,004	45,564	83,836	408,404
Drop-in centre	121,707	49,588	57,992	229,287
Outreach service	33,440	22,090	42,329	97,859
Pause Bristol	181,930	66,651	51,754	300,335
Peony	74,673	40,651	28,590	143,914
	690,754	224,544	264,501	1,179,799

Support costs	Salaries	Other Support Costs	Total 2020
	£	£	£
Casework support	68,926	14,910	83,836
Drop-in centre	47,678	10,314	57,992
Outreach service	34,801	7,528	42,329
Pause Bristol	42,550	9,204	51,754
Peony	23,506	5,084	28,590
	217,461	47,040	264,501

Included in other support costs are governance costs of £6,373 (2019 £6,178).

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

6 Charitable activities (continued)

2019 comparative figures charitable activities and support costs are shown below

Charitable activities	Salaries	Direct Costs	Support Costs	Total 2019
	£	£	£	£
Casework support	234,430	44,332	76,409	355,171
Drop-in centre	102,236	58,329	55,870	216,435
Outreach service	27,783	20,971	43,249	92,003
Pause Bristol	184,576	76,338	55,356	316,270
Peony	45,002	22,262	21,871	89,135
	<u>594,027</u>	<u>222,232</u>	<u>252,755</u>	<u>1,069,014</u>

Support costs	Salaries	Other Support Costs	Total 2019
	£	£	£
Casework support	53,011	23,398	76,409
Drop-in centre	38,762	17,108	55,870
Outreach service	30,006	13,243	43,249
Pause Bristol	38,405	16,951	55,356
Peony	15,174	6,697	21,871
	<u>175,358</u>	<u>77,397</u>	<u>252,755</u>

7 Net income**This is stated after charging:**

	2020	2019
	£	£
Depreciation	10,951	11,550
Auditors' remuneration	5,520	5,280

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

8 Staff costs and numbers	2020	2019
	£	£
The aggregate payroll costs were:		
Wages and salaries	923,507	787,000
Social security costs	79,623	66,485
Pension contributions	25,473	22,230
	<u>1,028,603</u>	<u>875,715</u>

Following a restructure the Senior Management Team is now made up of the following positions within the

Chief Executive Officer
 Operations Manager
 Fundraising & Communications Manager
 Finance & Resources Manager

The total remuneration, benefits and pensions paid to the SMT in the year was:	2020	2019
	£	£
	187,093	177,021

No members of staff received more than £60,000 remuneration this year or last year.

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

	2020	2019	2020	2019
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	5	6	4.7	4.2
Caseworkers	11	10	8.6	7.4
Fundraising	5	4	3.4	3.2
Communications	2	2	1.7	1.5
Drop-in	4	4	3.9	3.4
Outreach	1	1	0.8	0.7
Pause Bristol	8	7	5.3	5.4
Peony	3	2	2.4	1.6
	<u>39</u>	<u>36</u>	<u>30.8</u>	<u>27.4</u>

Over the year the staff team has been supported by 215 volunteers.

None of the trustees have received remuneration or other benefits.

In 2020 1 Trustee claimed travel expenses of £9 (2019: 1 Trustee claimed travel & accommodation expenses of £10).

9 Taxation

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

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

10 Tangible fixed assets

	Freehold Property £	Equipment £	Furniture and Fittings £	Motor Vehicles £	Total £
Cost					
At 1 May 2019	434,665	4,104	1,645	19,500	459,914
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
At 30 April 2020	434,665	4,104	1,645	19,500	459,914
Depreciation					
At 1 May 2019	61,731	1,764	1,589	13,330	78,414
Charge for the year	8,693	659	56	1,543	10,951
Disposals	-	-	-	-	-
At 30 April 2020	70,424	2,423	1,645	14,873	89,365
Net book value					
At 30 April 2020	364,241	1,681	-	4,627	370,549
At 30 April 2019	372,934	2,340	56	6,170	381,500

11 Debtors

	2020 £	2019 £
Prepayments	11,371	2,178
Accrued income	34,004	183,245
Other debtors	9,966	9,541
	55,341	194,964

12 Creditors: amounts falling due within one year

	2020 £	2019 £
Trade creditors	9,984	43,753
Other creditors	2,469	-
Pension contributions payable	4,730	3,892
Accruals	24,089	9,871
Taxation and social security	18,351	12,838
Deferred income	12,500	19,943
	72,123	90,297

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

12 Creditors: amounts falling due within one year (continued)

Deferred income movements		
	2020	2019
	£	£
At 1 May 2019	19,943	25,194
Deferred during the year	12,500	19,943
Released during the year	(19,943)	(25,194)
At 30 April 2020	12,500	19,943
	12,500	19,943

Deferred income relates to income received towards the cost of specific staff salaries in a future period.

13 Movement in funds	At 1st May 2019	Income	Expenditure	Transfers	At 30th April 2020
	£	£	£	£	£
Restricted Funds					
Casework support	9,026	214,796	194,392	-	29,430
National Lottery Community Fund	-	154,803	154,803	-	-
Drop-in centre	16,000	59,867	75,867	-	-
Outreach service	-	47,802	47,802	-	-
Core costs	30,000	92,589	92,589	-	30,000
140 building fund	252,000	-	5,600	-	246,400
Pause Bristol	46,950	339,362	300,374	-	85,938
Peony Service	20,616	97,524	118,140	-	-
Total Restricted Funds	374,592	1,006,743	989,567	-	391,768
Unrestricted funds					
Designated Funds					
Fixed Asset fund	129,500	-	-	(5,351)	124,149
Infrastructure support fund	60,000	-	-	20,000	80,000
Future Funding	-	320,000	-	-	320,000
Total Designated Funds	189,500	320,000	-	14,649	524,149
Free reserves	586,061	507,898	332,691	(14,649)	746,619
Total Unrestricted Funds	775,561	827,898	332,691	-	1,270,768
Total funds	1,150,153	1,834,641	1,322,258	-	1,662,536

Casework support - 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 National Lottery Community Fund part funds One25's casework team.

The drop-in centre, open 4 afternoons a week, is a safe, homely place where service users can access practical and emotional support.

One25's outreach service is a van that goes out 5 nights a week and is often where women first meet and engage with One25.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2020

13 Movement in funds (continued)

The core costs fund is restricted funding for organisation central costs.

140 building fund - these funds were donated to enable One25 to purchase and adapt 140 Grosvenor Road. The buildings net book value is £246,400; because of the restrictions attached to the donation it is held as a restricted asset.

Pause Bristol is a programme that uses an innovative and proven model of care, which supports women to break the devastating cycle of having their children removed.

Peony service - this service is designed to promote independence for women in early recovery from addiction and is open 3 days a week.

Fixed Asset fund - represents the value of One25s assets. The transfer of £5,351 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 - This is a designated fund to provide for property and infrastructure development and maintenance.

The Future Funding fund represents unrestricted grant funding received in the year but allocated against future years expenditure.

2019 comparative figures for the movement in funds are shown below

Movement in funds	At 1st May 2018	Income	Expenditure	Transfers	April 2019
	£	£	£	£	£
Restricted Funds					
Casework support	-	138,341	129,315	-	9,026
National Lottery Community Fund	-	151,423	151,423	-	-
Drop-in centre	-	39,000	23,000	-	16,000
Outreach service	-	29,024	29,024	-	-
Core costs	30,000	107,566	107,566	-	30,000
140 building fund	257,600	-	5,600	-	252,000
Pause Bristol	-	354,151	307,201	-	46,950
Peony Service	30,000	79,080	88,464	-	20,616
Total Restricted Funds	317,600	898,585	841,593	-	374,592
Unrestricted funds					
Designated funds					
Fixed Asset fund	134,262	-	-	(4,762)	129,500
Infrastructure support fund	60,000	-	-	-	60,000
Total Designated Funds	194,262	-	-	(4,762)	189,500
Free reserves	524,626	412,603	355,930	4,762	586,061
Total Unrestricted Funds	718,888	412,603	355,930	-	775,561
Total Funds	1,036,488	1,311,188	1,197,523	-	1,150,153

14 Analysis of net assets between funds

	At 30th April 2020		
	Tangible	Other	Total
	Fixed assets	Net assets	
£	£	£	
Restricted funds	246,400	145,368	391,768
	<u>246,400</u>	<u>145,368</u>	<u>391,768</u>
Unrestricted funds			
Fixed Asset fund	124,149	-	124,149
Infrastructure support fund	-	80,000	80,000
Future Funding	-	320,000	320,000
Free reserves	-	746,619	746,619
	<u>124,149</u>	<u>1,146,619</u>	<u>1,270,768</u>
Total funds	<u>370,549</u>	<u>1,291,987</u>	<u>1,662,536</u>

2019 comparative figures for the analysis of net assets between funds are shown below

	At 30th April 2019		
	Tangible	Other	Total
	Fixed assets	Net assets	
£	£	£	
Restricted funds	252,000	122,592	374,592
	<u>252,000</u>	<u>122,592</u>	<u>374,592</u>
Unrestricted funds			
Fixed Asset fund	129,500	-	129,500
Infrastructure support fund	-	60,000	60,000
Future Funding	-	-	-
Free reserves	-	586,061	586,061
	<u>129,500</u>	<u>646,061</u>	<u>775,561</u>
Total funds	<u>381,500</u>	<u>768,653</u>	<u>1,150,153</u>

15 Related Party Transactions

Helen Wilde, trustee of One25 during the year (resigned 9 March 2020), is also a trustee of Quartet Community Foundation. During the year ended 30 April 2020, One25 received no grant income Quartet (2019 £10,000). Any potential conflicts of interest were managed appropriately.

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 £10 each.

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

Aberdeen Standard Investments Charitable Foundation, Bernays Charitable Trust, Bristol City Council, Comic Relief, Eleanor Hamilton Educational Trust, Eversea Community First Charitable Fund, G F Eyre Charitable Trust, Garfield Weston Foundation, Harapan, Helianthus Charitable Trust, Joan Hawkins Grassroots Fund, John James Bristol Foundation, Lloyds Bank Foundation for England & Wales, Lord Barnby's Foundation, Marsh Christian Trust, Maurice and Hilda Laing Charitable Trust, Mind Grants, Mrs E K Harding Charitable Foundation, National Lottery Community Fund, Oak Foundation, Ryklow Charitable Trust 1992, Schroder Charity Trust, Second Step Limited, Souter Charitable Trust, St Mungo's, St Paul's Vestry Trust, St Thomas Ecclesiastical Charity, StreetSmart, The Basil Brown Charitable Trust, The Burges Salmon Charitable Trust, The Esmee Fairbairn Foundation, The Forrester Trusts, The Gibbs Charitable Trust, The Henry Smith Charity, The James Tudor Foundation, The Josephine Butler Educational Trust, The Leathersellers' Company Charitable Fund, The Nisbet Trust, The Parivar Trust, The Pat Newman Memorial Trust, The Porta Pia 2012 Foundation, The St Stephen and St James Trust, The Sunrise Foundation CIO, Van Neste Foundation and Zurich Community Trust (UK) Ltd.

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