

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2021

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:

- **Safety:** To enable women to be safe from any kind of violence and abuse
- **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
- **Housing and finance:** To enable women to be safely housed and manage their finances
- **Family and Parenting:** To promote healthy family relationships, safeguard the wellbeing of women and children and where possible increase parenting capacity
- **Life skills:** To enable women to get the most out of life and develop skills for living and independence
- **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 (2021-24) was agreed in March 2021. 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

One25 continue to work towards the seven strategic goals agreed with staff and the board in January 2018 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.

Plans for the future

Our new Business Plan for 2021-24 outlines further goals, both pan organisational and specific to each programme which have been agreed with staff and the board. They include:

- To work with partners with similar values and approaches, to co-produce and pilot new services, to learn from others and to support in reducing their vulnerabilities

- To embed deeper assessment and review systems to ensure we are doing all we can to remove the barriers to leaving street sex work
- To improve our service user consultation, developing services with as well as for women by engaging in broader methods of consultation and giving women voice in strategic meetings
- To become a Psychologically Informed Environment (PIE), setting out on a journey where all staff recognise the trauma intrinsic to our work and support each other to manage the impact of this
- To increase the diversity represented by all involved with One25, staff, volunteers and the board, employing external expertise, learning about good practice and setting up a permanent cross organisational group to generate ideas and action towards this
- To explore increasing van outreach from 5-7 nights per week
- To expand the offers of support in-house at drop-in to include therapy and legal advice
- To secure rolling funding for Pause Bristol to avoid cycle by cycle funding to secure the future of Pause support to women and build in some flexibility
- To expand Peony from 3-5 days per week and increase the partnership work to provide more opportunities for women to build skills and independence
- To pioneer peer mentoring programmes to support women with lived experience to gain skills and work
- To develop a new programme which furthers women's recovery and offers opportunities to volunteer, train and work in 2023.

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 (66%) this includes street sex work. About 74% experience homelessness, 95% have chronic mental ill health, 63% have chronic physical ill health and 78% are addicted to drugs and/or alcohol. Almost all (97%) have experienced domestic or sexual violence and many have disclosed childhood abuse (56%).

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 237 women benefitted from One25's services. Of these:

- 123 were able to use specialist services and get the help they needed
- 134 women were safer
 - 35 used victim services
- 194 women were supported with health and wellbeing needs
 - 55 took up referrals for mental health issues; 68 for physical health and 47 used sexual health services
- 119 women were supported around addiction and treatment
 - 47 engaged in drug or alcohol treatment; 3 went to rehab
- 49 women received support for criminal justice issues
 - 28 were supported to attend an appointment with an external criminal justice agency
- 176 women received advice and support around housing and finance
 - 47 were supported to prevent homelessness and 160 have been in safe accommodation
- 65 were supported around family and parenting
 - 18 were supported around maternity; 34 received parenting support and 46 were supported around wider family relationships
- 77 women have developed life skills and independence
 - 59 gained employability skills; 29 did courses in the wider community; 44 volunteered, either at One25 or in the wider community, and 9 got jobs

We have seen increases across all outcome areas (except life skills owing to challenges surrounding the pandemic). A key success in the last year has been to update our monitoring and evaluation processes so that all frontline work now feeds into these outcomes giving a more accurate picture of the impact of One25's work.

Overview of impact in relation to street sex work for 2020-21:

- 39 women were supported to prevent them entering street sex work
 - 50 abstained from street sex work for a period of three months
 - 43 women exited street sex work for a period of six months or more
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- 57 women maintained their exit from street sex work for a period of 12 months or more

We have seen more women both abstain or exit street sex work this year which is a huge success. However, we have also seen increased challenges for women to maintain this with slightly higher levels of return to street sex-working after abstaining (38% compared with 34% in 2019-20), exiting (29% compared with 24% in 2019-20), and maintaining (21% compared with 13%).

There are a number of key themes that emerge around women's returns to street sex work including: poor mental health, homelessness or housing issues, struggles on low income, prison release and relapse to substance misuse and we will continue to be mindful of how we can best support women in these areas. The majority of women who return are seen back out a few times and are then not seen working again. We think this is related to the team providing swift crisis intervention to prevent returning fully to street sex work. We will continue to monitor this and be mindful of how we can best support women to have the resources that they need at points of crisis to support their ongoing recovery.

Outreach

113 women were seen street sex-working through the year. 99 of these women used the window-only van outreach service 786 times (average four women per shift). This is slightly more than the previous year (96 women) demonstrating that the pandemic did not impact on women's need for this vital service. When other services were unable to open, One25 staff and volunteers continued to meet women during the late night hours providing vital connection, practical support and clear advice when they are working on the streets. To increase accessibility, we provide a Freephone telephone number for outreach, so that women can call us and arrange to meet.

Drop-in

Last year, there were 542 visits from 76 different women to One25's drop-in centre at 138a Grosvenor Road (average 5 women per session). When drop-in could not open, the team pivoted to provide a food delivery service to the most at-risk women and wellbeing packs to reduce loneliness and isolation.

Outside of lockdowns, we have opened our doors for a socially-distanced service giving in-person access to frontline staff and visiting professionals including a GP, prescribing nurse and a hairdresser. 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, Prescribing Nurse and a sexual health nurse.

Casework

Caseworkers have provided personalised one-to-one support for 142 women. 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. All One25 frontline workers have supported women both remotely and in person (as possible and when required).

Peony

Launched in September 2018, Peony offers a safe and welcoming space, where women who have experienced trauma can find positive community, understand and manage trauma, and get excited about their future. Peony is 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). 48 women were helped through Peony this year. 26 gained employability skills and 6 women got jobs!

Peony provides: a programme of therapeutic and meaningful activities; specialised group work and one-to-one support. During the first lockdown in person sessions could not take place for over 3 months. When not able to deliver in person sessions, the team ran online sessions and delivered food parcels along with simple wellbeing activities such as crossword books and puzzles. Once we were able to open again, social distancing measures drastically reduced session capacity. We were pleased that in subsequent lockdowns we could continue to offer some in person group work in line with the government exemption for support groups. 4 Peony peer volunteers have supported and led sessions this year.

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 2020-21 we worked with 38 women as we concluded working with a second cohort of women and also started with a third cohort.

Pause National selected One25 to trial a Peer Mentoring pilot in Bristol. Three women have been peer mentor volunteers this year supporting group work activities. Thanks to the

success of this pilot, it has been funded for another year and we aim to recruit four peer mentors in the coming year.

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 hosted vaccination clinics for the women at One25 and all frontline staff and volunteers have been offered vaccinations to keep the women safe.

We have kept all services running, adapted to keep within Government guidance as explained above. Over 550 food deliveries were made to women by our frontline teams and we continue to adapt and change our activities as the situation unfolds.

Internally, we are also dealing with the impact of remote working and constraints of the challenging environment. 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.

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.

We will continue to invest in all income areas to ensure that we increase our sustainability and develop a more diverse funding portfolio.

Financial review

2020/21 has been a strong year for One25 financially. Although our income appears to have dropped £257k compared to 2019/20, this is actually a reflection of the £320k advance funding received in 2019/20. As we operated throughout the pandemic, we were able to access emergency Covid-19 grants totalling £120k which more than compensated for the small drop in donations and fundraising events income. Although most fundraising events were massively curtailed or cancelled, Jingle Jam (a single supporter-led Christmas appeal) raised £152k and we ran a successful Christmas appeal that generated £40k for our Peony project. Our expenditure was slightly but not dramatically reduced against that budgeted due to the restrictions imposed in lockdowns as we adapted our services to continue to support women. As we continued to operate all year we did not furlough any staff. Overall, we ended the year with a small unrestricted surplus of £43,955 and after transfers into and out of designated funds (including the release of £260k of advance funding received last year) free reserves of £1,037,605.

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 FSCS 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 Manager will monitor the cash and investments position and actual and projected cash flow and report to the Finance, Audit, Risk and Governance sub committee 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 to £1,037,605, which is equivalent to 7.1 months' budgeted expenditure. This is at a slightly higher level than we would usually maintain, but considered as prudent at the present time, given that the uncertainties caused by the Covid-19 pandemic make long-term forecasting and planning more challenging than ever before. This level of reserves gives us confidence that One25 will be able to continue to support Bristol most marginalised women over the next 12 months.

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 2021 the trustee board consisted 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. 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. During the last year, visits have been replaced by trustees attending staff team meetings to get a deeper insight into One25's activities. This has worked well and we plan to continue this moving forwards. We also provide regular bulletins to the Board to keep them updated. New trustees are also offered a session with the Finance 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 2021) consisted of 43 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.

Volunteer support

Over the course of the year, an amazing team of 107 volunteers has supported One25 by giving over 2,800 hours of support. It has been a challenging year for volunteers as service restrictions have limited opportunity to get involved. Despite this, they have assisted in all

aspects of One25's work, with the highest number supporting night outreach sessions. The Volunteer Manager has worked hard to continue to develop volunteering at One25 continuing to communicate regularly with volunteers to keep them updated and connected to One25.

In the last year we have recruited 22 new volunteers and held 5 inductions. We have continued to deliver a rolling programme of training primarily online and some in person where possible and deemed necessary. Topics covered included professional boundaries, wellbeing for volunteers and safeguarding. We ensure that all volunteers are fully supported and supervised and plan to introduce reflective practice sessions for volunteers this year.

7 women have been peer volunteers this year: 4 supporting and leading Peony sessions and 3 at Pause. We look forward to developing this area of our work further in the coming year.

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 committees have allocated risks which they have responsibility for and review in their meetings. 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 to the financial sustainability of One25 in the coming year. Although One25 has ended 2020-21 in a strong financial position, our pipeline for 2021-22 and beyond is less secure. The ongoing impact of the pandemic is still uncertain and so we cannot be as confident as usual that we will be able to raise all of the funds needed for existing work in 2021-22. We continue to strive for a diverse funding mix although we recognise that grants and contracts are likely to continue to account for the majority of our income. Our flexible approach will balance risk (blending low risk, low return activities with high risk, high return initiatives) and generate an optimal mix of unrestricted and restricted income.
 2. The risk of running reduced services (especially van outreach and drop-in) owing to a lack of volunteer support or staff absences as a result of burn out. Whilst we have
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seen fewer shift cancellations through the last year as volunteers have been more available to cover shifts, this is increasingly challenging as the world opens up and lives become busier again. We are working to induct volunteers in prioritised posts and have an extensive programme of support for staff including external supervision, group reflective practice, an Employee Assistance Programme and Mental Health Champions. Our commitment to become a Psychologically Informed Environment is also integral to this.

3. The risk of mission critical areas of work not being completed as a result of gaps in staffing. One25 are committed to clear and prompt recruitment processes for all roles with integral review and regrade of roles where appropriate. Detailed handover and induction plans enable new staff to be up and running as quickly as possible.

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. Unfortunately, this year we were unable to hold an away day owing to Covid restrictions and we hope to be able to do this again in the coming year. Trustees are expected to attend one of two sub committees: either the Finance, Audit, Risk and Governance committee or the Services and Operations Committee. Committees deal with and decide on specialist issues relating to their subject and take responsibility for relevant risks. The chair of the committee 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 have also have a strong relationship with City Hall and local Councillors.

We continue to input into over 30 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 partnership group (with responsibility for hidden homeless women), and this group works to identify blocks and barriers and facilitate systemic 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.

We also convene the monthly Bristol Sexual Violence Forum which continues to bring over 25 agencies together 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.
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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.

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 6 September 2021 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 2021 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 30 April 2021 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

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the 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

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us;
 - 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The procedures we carried out and the extent to which they are capable of detecting irregularities, including fraud, are detailed below:

(1) We obtained an understanding of the legal and regulatory framework that the charity operates in, and assessed the risk of non-compliance with applicable laws and regulations. Throughout the audit, we remained alert to possible indications of non-compliance.

(2) We reviewed the charity's policies and procedures in relation to:

- Identifying, evaluating and complying with laws and regulations, and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risk of fraud, and whether they were aware of any actual, suspected or alleged fraud; and
 - Designing and implementing internal controls to mitigate the risk of non-compliance with laws and regulations, including fraud.
-

(3) We inspected the minutes of trustee meetings.

(4) We enquired about any non-routine communication with regulators and reviewed any reports made to them.

(5) We reviewed the financial statement disclosures and assessed their compliance with applicable laws and regulations.

(6) We performed analytical procedures to identify any unusual or unexpected transactions or balances that may indicate a risk of material fraud or error.

(7) We assessed the risk of fraud through management override of controls and carried out procedures to address this risk. Our procedures included:

- Testing the appropriateness of journal entries;
- Assessing judgements and accounting estimates for potential bias;
- Reviewing related party transactions; and
- Testing transactions that are unusual or outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. Irregularities that arise due to fraud can be even harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/apb/scope/private.cfm. This description forms part of our auditor's report.

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2021

Use of our report

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 to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.

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: 8 September 2021

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 (appointed 08.06.20)
R Dunn (appointed 27.01.21)
C Edgar
W Goodwin (retired 07.09.20)
C Hill
F Parfitt
M Richardson (Chair)
M Russell (appointed 27.01.21)
K Sloggett
C Stanaway (appointed 08.06.20)
H Styles
S Talbot-Williams (Vice Chair)

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 (resigned 11.06.21, replaced by L Brown)

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2021

		Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Restated Total Funds 2020 £
	Note				
Income from:					
Donations	3	196,492	198,769	395,261	254,691
Charitable activities					
Grants	4	230,592	474,351	704,943	1,052,603
Income received for commissioned services	5	-	450,026	450,026	486,118
Other trading activities					
Fundraising events		24,712	-	24,712	33,435
Investments					
Bank interest		2,123	-	2,123	4,040
Other income		801	-	801	3,755
Total income		<u>454,720</u>	<u>1,123,146</u>	<u>1,577,866</u>	<u>1,834,641</u>
Expenditure on:					
Raising funds		147,567	-	147,567	142,459
Charitable activities	6	263,198	1,036,290	1,299,488	1,179,799
Total expenditure		<u>410,765</u>	<u>1,036,290</u>	<u>1,447,055</u>	<u>1,322,258</u>
Net income	7	43,955	86,856	130,811	512,383
Transfers between funds	13	-	-	-	-
Net movement in funds		<u>43,955</u>	<u>86,856</u>	<u>130,811</u>	<u>512,383</u>
Total funds at 1 May		1,270,768	391,768	1,662,536	1,150,153
Total funds at 30 April		<u>1,314,723</u>	<u>478,624</u>	<u>1,793,347</u>	<u>1,662,536</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 2020 comparative income figures have been restated to re-classify income from other trading activities (fundraising events) as income from donations to ensure comparability with the current year.

The notes on pages 25 to 36 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET****AS AT 30 APRIL 2021****COMPANY NO. 3362644**

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	10	377,918	370,549
Current assets			
Debtors	11	58,364	55,341
Current Asset Investments		702,104	251,679
Cash at bank		753,150	1,057,090
		<u>1,513,618</u>	<u>1,364,110</u>
Creditors: amounts falling due within one year	12	(98,189)	(72,123)
Net current assets		1,415,429	1,291,987
Net assets		<u><u>1,793,347</u></u>	<u><u>1,662,536</u></u>
Funds			
General Funds	13	1,037,605	746,619
Designated Funds	13	<u>277,118</u>	<u>524,149</u>
Unrestricted funds	13	<u>1,314,723</u>	<u>1,270,768</u>
Restricted funds	13	478,624	391,768
		<u><u>1,793,347</u></u>	<u><u>1,662,536</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 6th September 2021 and are signed on their behalf by:

M Richardson
Trustee

The notes on pages 25 to 36 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2021**

	2021	2020
	£	£
STATEMENT OF CASHFLOWS		
Cash flows from operating activities:	174,189	640,743
Cash flows from investing activities:		
Dividends, interest and rents from investments	2,123	4,040
Purchase of property, plant and equipment	(29,827)	-
Net cash provided by (used in) investing activities	<u>(27,704)</u>	<u>4,040</u>
Change in cash and cash equivalents in the reporting period	146,485	644,783
Cash and cash equivalents at the beginning of the reporting period	1,308,769	663,986
Cash and cash equivalents at the end of the reporting period	1,455,254	1,308,769

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2021	2020
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	130,811	512,383
Adjustments for:		
Depreciation charges	22,458	10,951
Dividends, interest and rents from investments	(2,123)	(4,040)
(Increase)/decrease in debtors	(3,023)	139,623
Increase/(decrease) in creditors	26,066	(18,174)
Net cash provided by (used in) operating activities	<u>174,189</u>	<u>640,743</u>
Analysis of cash and cash equivalents	2021	2020
	£	£
Current Asset Investments	702,104	251,679
Cash at bank	753,150	1,057,090
Cash and cash equivalents at the end of the reporting period	<u>1,455,254</u>	<u>1,308,769</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 25 to 36 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

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.
- 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).
- 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 on a straight line basis |
| Furniture and fittings | 25% per annum on a straight line basis |
| Motor vehicles | 25% per annum on a straight line basis |
- 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.

1 Accounting policies (continued)

- 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 based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised 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.

In 2019/20 depreciation was calculated as follows: 25% on a reducing balance basis on motor vehicles, furniture & fittings and equipment, and 2% on a straight line basis on freehold property.

In 2020/21 the depreciation method for motor vehicles, furniture & fittings and equipment was changed to 25% straight line basis. As a result an additional £4,730 of depreciation was charged in 2020/21. The depreciation method for freehold property remained as 2% on a straight line basis.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

- 2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2020 are shown below. The 2020 comparative income figures have been restated to re-classify income from other trading activities (fundraising events) as income from donations to ensure comparability with the current year.

	Unrestricted Funds £	Restricted Funds £	Restated Total Funds 2020 £
Income from:			
Donations	223,719	30,972	254,691
Charitable activities			
Grants	562,950	489,653	1,052,603
Income received for commissioned services	-	486,118	486,118
Other trading activities			
Fundraising events	33,434	-	33,434
Investments			
Bank interest	4,040	-	4,040
Other income	3,755	-	3,755
Total income	827,898	1,006,743	1,834,641
Expenditure on:			
Raising funds	142,459	-	142,459
Charitable activities	190,232	989,567	1,179,799
Total expenditure	332,691	989,567	1,322,258
Net income	495,207	17,176	512,383
Transfers between funds	-	-	-
Net movement in funds	495,207	17,176	512,383
Total funds at 1 May	775,561	374,592	1,150,153
Total funds at 30 April	1,270,768	391,768	1,662,536

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

3 Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Regular donations	81,336	120	81,456
Other donations	89,518	45,994	135,512
Donated goods and services	7,886	-	7,886
Community Fundraising	17,752	152,655	170,407
	<u>196,492</u>	<u>198,769</u>	<u>395,261</u>

Donations include £1,115 donated by One25 Trustees and / or related parties (2020 £826).

2020 comparative figures for donations are shown below. 2020 figures have been restated as described in note 2.

	Unrestricted Funds	Restricted Funds	Restated Total Funds 2020
	£	£	£
Regular donations	82,298	120	82,418
Other donations	109,293	30,852	140,145
Donated goods	11,914	-	11,914
Community Fundraising	20,214	-	20,214
	<u>223,719</u>	<u>30,972</u>	<u>254,691</u>

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Casework support			
National Lottery Community Fund	-	158,261	158,261
Comic Relief	-	19,750	19,750
Grants less than £10,000	-	6,380	6,380
Drop-in centre			
John James Bristol Foundation	-	10,000	10,000
Other grants	-	15,500	15,500
Outreach service			
National Lottery Community Fund	-	40,000	40,000
Grants less than £10,000	-	22,000	22,000
Core support			
Bristol City Council	-	48,010	48,010
The Joseph Rank Trust	-	30,000	30,000
Lloyds Bank Foundation for England & Wales	-	20,519	20,519
Pause			
Pause Creating Space For Change	-	33,731	33,731
Grants less than £10,000	-	520	520
Peony service			
Bristol City Funds and Quartet Community Foundation	-	20,000	20,000
The Rayne Foundation	-	20,000	20,000
Eversea Community First Charitable Trust	-	15,000	15,000
Grants less than £10,000	-	14,680	14,680
Unrestricted Grants			
Allan & Gill Gray Philanthropy	72,442	-	72,442
Esmée Fairbairn Foundation	60,000	-	60,000
Comic Relief	40,000	-	40,000
The Leathersellers' Company Charitable Fund	15,000	-	15,000
Other grants	43,150	-	43,150
	<u>230,592</u>	<u>474,351</u>	<u>704,943</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

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 the National Lottery Community Fund and Bristol City Council. The total value of such income in the period ending 30 April 2021 was £637,619 (2020: £566,544). There are no unfulfilled conditions or contingencies attaching to this income in 2020/21.

2020 comparative figures for grants are shown below

	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 Grant Fund	-	10,000	10,000
Other grants	-	39,817	39,817
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
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			
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
	562,950	489,653	1,052,603

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2021
	£	£	£
Casework Support			
Bristol City Council	-	82,960	82,960
St Mungo's	-	52,039	52,039
Second Step	-	33,916	33,916
Pause Bristol			
Bristol City Council	-	281,111	281,111
	-	450,026	450,026

5 Commissioned Services (continued)

2020 comparative figures for commissioned income are shown below

	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

6 Charitable activities

	Salaries	Direct Costs	Support Costs	Total 2021
	£	£	£	£
Casework support	304,577	59,705	97,992	462,274
Drop-in centre	124,332	54,123	63,768	242,223
Outreach service	27,231	22,417	44,398	94,046
Pause Bristol	199,677	63,520	62,846	326,043
Peony	101,295	34,965	38,642	174,902
	757,112	234,730	307,646	1,299,488

Support costs

	Salaries	Other Support Costs	Total 2021
	£	£	£
Casework support	81,614	16,378	97,992
Drop-in centre	53,109	10,659	63,768
Outreach service	36,977	7,421	44,398
Pause Bristol	52,341	10,505	62,846
Peony	32,183	6,459	38,642
	256,224	51,422	307,646

Included in other support costs are governance costs of £5,724 (2020 £6,373).

6 Charitable activities (continued)

2020 comparative figures charitable activities and support costs are shown below

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
	<u>690,754</u>	<u>224,544</u>	<u>264,501</u>	<u>1,179,799</u>

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
	<u>217,461</u>	<u>47,040</u>	<u>264,501</u>

7 Net income

This is stated after charging:

	2021	2020
	£	£
Depreciation	22,458	10,951
Auditors' remuneration	5,700	5,520

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2021

8 Staff costs and numbers

	2021	2020
	£	£
The aggregate payroll costs were:		
Wages and salaries	1,017,950	923,507
Social security costs	86,953	79,623
Pension contributions	28,396	25,473
	<u>1,133,299</u>	<u>1,028,603</u>

The Senior Management Team is made up of the following positions within the organisation:

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:	2021	2020
	£	£
	202,507	187,093

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:

	2021	2020	2021	2020
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	5	5	5.7	4.7
Caseworkers	12	11	9.3	8.6
Fundraising	5	5	3.0	3.4
Communications	2	2	1.8	1.7
Drop-in	5	4	4.1	3.9
Outreach	1	1	0.7	0.8
Pause Bristol	7	8	6.0	5.3
Peony	4	3	3.2	2.4
	<u>41</u>	<u>39</u>	<u>33.8</u>	<u>30.8</u>

Over the year the staff team has been supported by 107 volunteers.

None of the trustees have received remuneration or other benefits.

In 2021 , 2 Trustees claimed training expenses totalling £237 (2020: 1 Trustee claimed travel expenses of £9).

9 Taxation

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

10 Tangible fixed assets

	Freehold Property £	Equipment £	Furniture and Fittings £	Motor Vehicles £	Total £
Cost					
At 1 May 2020	434,665	4,104	1,645	19,500	459,914
Additions	-	29,827	-	-	29,827
Disposals	-	-	-	-	-
At 30 April 2021	434,665	33,931	1,645	19,500	489,741
Depreciation					
At 1 May 2020	70,424	2,423	1,645	14,873	89,365
Charge for the year	8,693	9,138	-	4,627	22,458
Disposals	-	-	-	-	-
At 30 April 2021	79,117	11,561	1,645	19,500	111,823
Net book value					
At 30 April 2021	355,548	22,370	-	-	377,918
At 30 April 2020	364,241	1,681	-	4,627	370,549

11 Debtors

	2021 £	2020 £
Prepayments	17,585	11,371
Accrued income	21,482	34,004
Other debtors	19,297	9,966
	58,364	55,341

12 Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	23,167	9,984
Other creditors	3,824	2,469
Pension contributions payable	-	4,730
Accruals	25,145	24,089
Taxation and social security	20,500	18,351
Deferred income	25,553	12,500
	98,189	72,123

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

Deferred income movements

	2021	2020
	£	£
At 1 May 2020	12,500	19,943
Deferred during the year	25,553	12,500
Released during the year	(12,500)	(19,943)
At 30 April 2021	25,553	12,500

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

13 Movement in funds

	At 1st May 2020	Income	Expenditure	Transfers	At 30th April 2021
	£	£	£	£	£
Restricted Funds					
Casework support	29,430	195,141	214,659	-	9,912
National Lottery Community Fund	-	158,261	158,261	-	-
Drop-in centre	-	178,155	25,500	-	152,655
Outreach service	-	62,000	62,000	-	-
Core costs	30,000	98,529	128,529	-	-
140 building fund	246,400	-	5,600	-	240,800
Pause Bristol	85,938	315,362	326,043	-	75,257
Peony Service	-	115,698	115,698	-	-
Total Restricted Funds	391,768	1,123,146	1,036,290	-	478,624
Unrestricted funds					
Designated funds					
Fixed Asset fund	124,149	-	-	12,969	137,118
Infrastructure support fund	80,000	-	30,924	30,924	80,000
Future Funding	320,000	-	-	(260,000)	60,000
Total Designated Funds	524,149	-	30,924	(216,107)	277,118
Free reserves	746,619	454,720	379,841	216,107	1,037,605
Total Unrestricted Funds	1,270,768	454,720	410,765	-	1,314,723
Total funds	1,662,536	1,577,866	1,447,055	-	1,793,347

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. Our Christmas appeal ran in December 2020, the funds raised have been allocated to support with expenditure associated with the running of our drop-in centre during 2021/22.

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.

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 £240,800; because of the restrictions attached to the donation it is held as a restricted asset.

13 Movement in funds (continued)

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 £12,968 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.

2020 comparative figures for the movement in funds are shown below

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

14 Analysis of net assets between funds

	At 30th April 2021		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	240,800	237,824	478,624
	240,800	237,824	478,624
Unrestricted funds			
Fixed Asset fund	137,118	-	137,118
Infrastructure support fund	-	80,000	80,000
Future Funding	-	60,000	60,000
Free reserves	-	1,037,605	1,037,605
	137,118	1,177,605	1,314,723
Total funds	377,918	1,415,429	1,793,347

2020 comparative figures for the analysis of net assets between funds are shown below

	At 30th April 2020		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
Restricted funds	246,400	145,368	391,768
	246,400	145,368	391,768
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
	124,149	1,146,619	1,270,768
Total funds	370,549	1,291,987	1,662,536

15 Related party transactions

There were no related party transactions in the year ended 30 April 2021.

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 in the last year:

Allan & Gill Gray Philanthropy, AVA Against Violence and Abuse, Bristol City Council, Bristol City Funds and Quartet Community Foundation, Britland Charitable Trust, Cabot Circus Community Support Scheme, Clevedon Forbes Fund, Comic Relief, Dame Violet Wills Will Trust, Eleanor Hamilton Educational Trust, Esmée Fairbairn Foundation, Eversea Community First Charitable Trust, G F Eyre Charitable Trust, Gloucestershire Society, John James Bristol Foundation, John Lewis Partnership, Lloyds Bank Foundation for England & Wales, Marsh Christian Trust, Maurice and Hilda Laing Charitable Trust, National Lottery Community Fund, Pause Creating Space for Change, R L Glasspool Charity Trust, RS Brownless Charitable Trust, Ryklow Charitable Trust 1992, Schroder Charity Trust, Second Step, Skills For Care, Spielman Charitable Trust, St Mungos, St Pauls Mission House Trust, St Peter's Non-Ecclesiastical Charities, St Stephen & St James Trust, The DWF Foundation, The Gloucestershire Society, The James Tudor Foundation, The Joseph Rank Trust, The Josephine Butler Educational Trust, The League of the Helping Hand, The Leathersellers' Company Charitable Fund, The Morrisons Foundation, The Parivar Trust, The Pat Newman Memorial Trust, The Rayne Foundation, The Rhododendron Trust, The Souter Charitable Trust, The Sydney Black Charitable Trust, The Truemark Trust, University Of Bristol, Vinci UK Foundation, Yorkshire Building Society Charitable Foundation.

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