

ONE25 LIMITED
FINANCIAL STATEMENTS
30 APRIL 2023

Company Registration Number 03362644
Charity Number 1062391

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Chair and Chief Executive Officer's Introduction

It's been another full year at One25. This year we've worked with more women and, as a result, we've seen greater impact across almost all of our outcome areas. From May 2022 – April 2023 One25 has supported 271 women. Of these:

- 165 were safer
- 29 exited street sex work
- 135 were connected to the specialist services they need
- 81 have developed life skills and independence

This has been made possible by the hard work and commitment of our staff, volunteers and amazing supporters. We are so grateful for each and every one.

We've seen the needs of women increase in severity as the aftereffects of the pandemic have been exacerbated by the rising costs of living. This year more women accessed food (up 34%); condoms (up 47%) and used victim services (up 52%).

Our night outreach (now out every night) has seen 44% more women than last year, providing critical support for those out on the streets. We are thankful to be able to meet women in this dark and dangerous place. Sadly, we have not seen an increase in the number of women exiting street sex work and rather have seen more women returning to the streets. This confirms the vital need to prioritise One25's unique provision in Bristol for these highly marginalised women.

Following expansion of our services in response to women's needs, we have faced our biggest fundraising challenge to date. We have had to make difficult decisions about how to use our limited resources including the closure of our drop-in and Peony. These services have made a huge difference to so many women over the years and we are extremely grateful to everyone who has been involved. The restructure has been a significant challenge for our whole community. The work that we have been doing around becoming a more psychologically informed environment over recent years laid a strong foundation to tackle this challenge.

We are hopeful for the future as we implement our income growth strategy to build longer-term sustainability. We continue to value strong partnerships and are thankful to BrisDoc for providing a Care Coordinator who will enable us to offer a new Health Hub for women.

This year we were awarded the NCVO Trusted Charity Mark Level 1 quality mark. We were also delighted to receive the charity award from the High Sherriff of Bristol.

One25 only exists because of the passion, commitment and support from all in our community. Thank you for journeying with us and here's to another full year ahead.

Malcolm Richardson
Chair of Trustees

Jennifer Riley
CEO

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.'

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.

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. We have revised our goals for the coming year considering our restructure. We will continue to work to create pathways for women to access the support they need, identifying barriers and working in partnership to change systems for the better.

The Senior Management Team, together with the Finance Manager, review and develop operational and strategic plans in monthly meetings and planning days. Progress updates are shared quarterly with Trustee sub committees with specified areas of focus. New areas of work are considered in line with our strategic aims and our mission to support vulnerable women. 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-led and values-led.

Strategic priorities

Our guiding goals remain to:

1. Improve the lives of marginalised women facing multiple disadvantages, meeting them where they are without judgement or expectation
 2. Support more women to be safe, heal and thrive
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3. Ensure that the needs and voices of our service users inform service delivery and the direction of the organisation
4. Ensure that One25 is a sustainable and well-run organisation
5. 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. 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. Work closely with partners and funders to provide coherent, linked-up support to vulnerable women and to break through barriers and change their lives

These strategic priorities are broadly unchanged from the seven goals agreed with staff and the board in 2018. They are displayed around our organisation in the form of posters.

Plans for the future

Following the significant changes across the organisation, we have revised our 2023/24 goals in line with the restructure. Our focus will be on stabilising following the restructure. One area that we have been unable to progress this year is our strategic vision planning as the immediate needs of the financial situation and necessary restructure have taken priority. Our strategic vision planning will start this Summer and we have an opportunity to find innovation, make our services more efficient and refine all areas of our work. From this we will develop a new Business Plan for 2024-27.

In the last year we've taken positive steps towards increasing equality, diversity and inclusion and formed an anti-racism working group to support growth across the organisation in this area. One example is that we've put inclusive recruitment mapping in place, changing our application process and adopting an approach which is more focused on recruiting based on skills rather than experience. We've also developed a more strategic approach to digital, developing One25's first ever Digital strategy. We plan to build on all of these areas in the coming year.

We will launch the One25 Health Hub, in partnership with BrisDoc, to enable continued access to healthcare without appointments and in a place where women feel safe and free from stigmatisation. We will also continue to embed the 7-night a week outreach service as well as scoping out the need for daytime outreach for women who are street sex-working.

We've continued to prioritise listening to service users and sharing information with them to gain their views and suggestions. This has taken place through service user forums.

We plan to work smarter and build both efficiencies and new ways of working with partners to enable us to do more with less.

How our activities deliver public benefit

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

All our charitable activities focus on the prevention or relief of poverty by working with highly marginalised women. Covid exacerbated women's needs, the rising cost of living has only made things worse. Last year many came to us in mental health crisis, often with suicidal ideation. The number of women reporting violence has more than doubled (110%) since before the pandemic. 74% of women have experienced increased or exacerbation of poverty owing to the cost of living crisis.

The women One25 work with face multiple and severe disadvantages. For many (61%), this includes street sex work. About 53% are or have recently been homeless, 85% have chronic mental ill health, 66% have chronic physical ill health and 73% are addicted to drugs and/or alcohol. Almost all (93%) have experienced domestic or sexual violence, and many have disclosed childhood abuse (55%).

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. We have also now started looking at cross referencing experiences of multiple disadvantage with equalities information in partnership with Changing Futures. 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 271 women benefitted from One25's services. Of these:

- 135 were connected to specialist services to get the help they needed
- 165 women were safer
 - 64 used victim services
- 228 women were supported with health and wellbeing needs
 - 46 took up referrals for mental health issues; 74 for physical health and 64 used sexual health services
- 151 women were supported around addiction and treatment
 - 47 engaged in drug or alcohol treatment; 2 went to rehab
- 53 women received support for criminal justice issues
 - 27 were referred to an external criminal justice agency
- 193 women received advice and support around housing and finance
 - 44 were supported to prevent homelessness and 145 have been in safe accommodation
- 75 women were supported around family and parenting
 - 3 were supported around maternity; 24 received parenting support; and 61 were supported around wider family relationships
- 81 women have developed life skills and independence
 - 63 gained employability skills; 33 did courses in the wider community; 40 volunteered, either at One25 or in the wider community, and 16 got jobs

Overview of impact in relation to street sex work for 2022-23:

- 35 women were supported to prevent them entering street sex work
- 36 abstained from street sex work for a period of three months
- 29 women exited street sex work for a period of six months or more
- 47 women maintained their exit from street sex work for a period of 12 months or more

We have seen a similar number of women entering street sex work this year (5 compared with 11 in 2021-22). We have seen more women abstaining (36 compared with 30 in 2021-22) although this is still lower than the previous year (50 in 2020-21).

We have seen fewer women exiting street sex work (29 compared with 31 in 2021-22). When we look back to the previous year, we can recognise a trend of reduction (43 women in 2020-21). We are looking at the experiences of women who have not abstained or exited this year to see what we can learn from their journeys and whether there are any external and/or internal factors that have influenced this.

This year we have seen more women returning to street sex work after abstaining or maintaining their exit. This is most marked amongst those who have maintained their exit for 12 months or more. Of these, 14 women returned to street sex work in the year (compared with 5 in the previous year). Overall returns to street sex work have increased 35% from the

previous year (41 compared with 30). We will look closely at the journey of each of these women, to better understand what may be causing their return and/or entry into street sex work. So far we know that half of the women who returned to street sex work after maintaining for 12 months or more were experiencing issues with housing, either becoming homeless or being housed in insecure accommodation, which is highly likely to have exacerbated their reliance on street sex work.

Outreach

We have seen more women street sex-working over the last year. 135 of these women used the van outreach service a total of 1,636 times (average 5.7 women per shift). The number of visits is up 59% on the previous year. This is partly owing to the extension of the service which now operates 7 nights a week instead of 5 (weeknights only). This began as a pilot in December 2022. The average use of the service at weekends is slightly higher than during the week (6.75 compared with 5.27). Increased use of this service also indicates that the challenges that women face are increasingly severe, and that the compounding factors of emerging from a pandemic (including increased violence and poor mental health), as well as the rising cost of living, are making things increasingly difficult for these marginalised women.

Drop-in

Drop-in saw 103 women this year. This was slightly more than the previous year (95 women in 2021-22) but the number of visits reduced by 8% to 1,142 (average 5 women per session compared with 6 in 2021-22). The drop-in continued to provide a safe space where women could get support for any area of need. One25's drop-in manager and support workers assessed each woman's need and referred her to appropriate support. This includes specialist caseworkers and a range of visiting professionals such as a GP, OST (Opioid Substitution Treatment) prescribing nurse, wound care nurse and a sexual health nurse. Unfortunately, owing to financial pressures, we will not be continuing our drop-in service in the coming year although we will still be facilitating access to healthcare through this space.

Casework

Caseworkers have provided personalised one-to-one support for 141 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 multiple disadvantages.

Peony

Peony has been One25's holistic wellbeing service for women in recovery to overcome trauma, build resilience and learn life skills to thrive in the community. Peony was 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 provided a programme of therapeutic and meaningful activities, specialised group

work and one-to-one support. 2 Peony peer volunteers have supported and led sessions this year. 49 women were helped through Peony this year. 20 volunteered at One25 or in the community and 30 gained employability skills. Unfortunately, we are unable to continue our Peony service owing to financial challenges across the organisation.

Pause

In 2017 we opened Pause Bristol. Thanks to the success of this, in March 2022 we also started a pilot programme for Pause North Somerset & South Gloucestershire.

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 marginalised 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 significant cost to the taxpayer.

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 2022-23 we worked with 50 women across the two programmes.

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 considering 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.

This year we have launched a new income generation strategy. This seeks to build on our fundraising success to date by investing in both grants and donations. This will increase our sustainability and develop a more diverse funding portfolio.

Financial review

2022/23 has been a challenging year for One25 financially.

One25's expenditure has grown over the last two years as we expanded services in response to women's needs. This was possible thanks to our strong financial position including solid reserves grown over several years, a number of Covid emergency grants, and a substantial one-off supporter-led event (in 2020-21).

Whilst we have seen 19.80% growth in our income, this has not been substantial enough to sustain all of our work.

In the last year, we developed a new income generation strategy but faced several challenges to implement this, particularly in relation to recruiting into the new roles required. We have therefore had to make decisions to reduce expenditure, whilst also continuing to invest further in fundraising. This is essential to enable us to stabilise and grow our income over the next three years and beyond.

Overall, we ended the year with a deficit of £224k. At year end our free reserves totalled £687,580 after transfers into and out of designated funds.

Our cash balances were particularly high at the end of the last financial year, reflecting advance funding received, and cash reserves and investments remained healthy at the end of this financial year.

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 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 total budgeted expenditure as a free reserve (for 2023-24 the total budgeted expenditure is £1,180,700), 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;
- One25's income is prone to fluctuation and is dependent on the generosity of the public, the uncertainties of government funding and the availability of grant funding;
- Healthy reserves are necessary for One25 to flexibly respond to need and pilot new areas of work; and
- Maintenance and repair of the One25 premises.

Whilst realising a deficit in the year, prudent management of reserves levels means that we exit the year with free reserves of £687,580 which is equivalent to 4.5 months' budgeted

expenditure. This level sits well within our reserves policy, giving us confidence that One25 will be able to continue to support Bristol's most marginalised women over the next 12 months.

Structure, Management and Governance

We have implemented actions from our governance review including devising a Services and Operations Committee workplan to ensure that the group are covering all areas of accountability throughout the year. We have also implemented actions from the risk management review. We will be conducting fresh reviews this year.

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 2023 the trustee board consisted of ten trustees. We recruit trustees as required being mindful of the skills needed to support across the organisation. 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. A nominations committee continues to support the Chair in the effective recruitment of trustees. Members of this committee interview with the Chair for potential trustees and the CEO is also involved in the process. Appointment recommendations are then put to the Board for approval. 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 attend 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 2023) consisted of 48 members of staff. The CEO assesses all new job roles against One25's salary bands and salaries are 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 157 volunteers have supported One25 by giving almost 6,000 hours of support. Outreach, drop-in and Peony could not have run without them, and we also greatly value the support of those who come into the offices to help with admin tasks and housekeeping duties like clothes sorting and restocking the van.

In the last year we have recruited 36 new volunteers and held 6 inductions. We have continued to deliver a rolling programme of training. Topics covered included professional boundaries, complex trauma and safeguarding. We ensure that all volunteers are fully supported and supervised.

2 women have been peer volunteers this year supporting and leading Peony sessions.

Risk management

The senior management team reviews the risks to which the charity is exposed bimonthly and records these, along with systems and procedures put in place to mitigate them, on a risk register. This risk register is shared and discussed with the board. The sub committees have allocated risks which they have responsibility to 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, with strategic risks being considered by the board. 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 and beyond. Sustaining One25's current work requires some income growth. We have a robust income generation strategy in place and have recruited the staff needed to deliver this. We continue to strive for a diverse funding mix although we recognise that grants and contracts are likely to continue to account for most 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 negative impact to the women owing to reduction and change of services. Closure of drop-in and Peony means less provision for women. We have worked hard to plan for this transition, the development of a One25 Health Hub will meet some of the needs, and we will ensure that women's voices shape our work. We are committed to clear communication with women around the changes and will work to capture and evaluate the impact of the loss of these services and develop in response to presenting needs. We will also be reviewing the delivery of our casework service, to ensure that women who are seen street sex-working on the van are prioritised and targeted for support, whilst women who are exiting and maintaining exit are supported to engage with move on support.
3. The risk of impact on staff and volunteers who remain in the new structure. We have planned clear support structures for staff and volunteers through this time. As we move through this time of change, we will work with them to review service provision and ensure that they are involved in strategic vision planning to shape our delivery moving forwards.

Organisational structure

One25's trustees meet regularly (at least four times a year). In addition, there is at least 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 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 65 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 (Changing Futures) and Bristol City Council (ROADS Specialist Recovery Caseworker). We also have good links with Bristol City Council Commissioners. Another key long-term partnership is with Avon & Somerset Police, and this is widely recognised as a best practice example of connecting vulnerable people with the Police.

We continue to input into around 30 local strategy groups and this year our CEO has formed a new group to focus on women's homelessness in relation to rough sleeping. These strategy groups have links with Bristol City Council and link with other agencies to raise awareness of women's needs and advocate for better support for them.

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 are particularly involved in work around domestic abuse, sexual violence and women's safety. Our CEO sits on the Domestic Homicide Review panel (to decide collectively if there should be a review into a death related to domestic abuse) and Safeguarding Adults Review panel (to decide collectively if there should be a review into a death or a case of serious harm). We are also currently involved in developing the Keeping Bristol Safe Partnership's domestic abuse and sexual violence strategy. We also convene the monthly Bristol Sexual Violence Forum which continues to bring 14 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.

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 4 September 2023 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 (the 'charity') for the year ended 30 April 2023 which comprise the statement of financial activities, statement of financial position, statement of cash flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 30 April 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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 that fact.

We have nothing to report in this regard.

Opinion 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 for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the 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
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- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement set out in the trustees' report, 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.

Our 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/auditorsresponsibilities. This description forms part of our auditor's report.

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.

ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2023

Date: 4 September 2023

Alison Godfrey FCA
(Senior Statutory Auditor)

For and on behalf of:

GODFREY WILSON LIMITED

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

ONE25 LIMITED

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY

YEAR ENDED 30 APRIL 2023

Status

One25 Limited (also referred to as 'One25') is a company limited by guarantee Reg. No. 03362644, 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
R Dunn
C Edgar (Vice Chair)
F Parfitt
M Richardson (Chair)
M Russell
K Sloggett
C Stanaway
H Styles
S Talbot-Williams (retired 05/09/22)

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: J Riley
Senior Managers: R Collins-White (appointed 09/01/23), A Sutcliffe, J
Thurston, M Johnson (end of fixed term contract 21/04/23)

ONE25 LIMITED

STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)

YEAR ENDED 30 APRIL 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
Income from:					
Donations	3	199,360	93,123	292,483	338,254
Charitable activities					
Grants	4	484,300	154,623	638,923	506,336
Income received for commissioned services	5	-	728,074	728,074	541,651
Other trading activities					
Fundraising events		33,048	-	33,048	28,941
Investments					
Bank interest		5,616	-	5,616	1,917
Other income		208	-	208	608
Total income		722,532	975,820	1,698,352	1,417,707
Expenditure on:					
Raising funds	6	203,991	-	203,991	176,701
Charitable activities	7	752,065	966,585	1,718,650	1,575,363
Total expenditure		956,056	966,585	1,922,641	1,752,064
Net income / (expenditure)	8	(233,524)	9,235	(224,289)	(334,357)
Transfers between funds	14	-	-	-	-
Net movement in funds		(233,524)	9,235	(224,289)	(334,357)
Total funds at 1 May		1,121,268	337,722	1,458,990	1,793,347
Total funds at 30 April		887,744	346,957	1,234,701	1,458,990

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 25 to 37 form part of these financial statements

ONE25 LIMITED**BALANCE SHEET**

YEAR ENDED 30 APRIL 2023

COMPANY NO. 3362644

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	11	349,765	366,788
Current assets			
Debtors	12	121,226	50,930
Current Asset Investments		443,908	957,652
Cash at bank		588,211	215,190
		<u>1,153,345</u>	<u>1,223,773</u>
Creditors: amounts falling due within one year	13	(268,409)	(131,570)
Net current assets		<u>884,936</u>	<u>1,092,202</u>
Net assets		<u><u>1,234,701</u></u>	<u><u>1,458,990</u></u>
Funds			
General Funds	14	687,579	909,680
Designated Funds	14	200,165	211,588
Unrestricted funds		<u>887,744</u>	<u>1,121,268</u>
Restricted funds	14	<u>346,957</u>	<u>337,722</u>
		<u><u>1,234,701</u></u>	<u><u>1,458,990</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 4th September 2023 and are signed on their behalf by:

M Richardson
Trustee

The notes on pages 25 to 37 form part of these financial statements

ONE25 LIMITED**CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2023**

STATEMENT OF CASHFLOWS	2023	2022
	£	£
Cash flows from operating activities:	(145,273)	(277,636)
Cash flows from investing activities:		
Dividends, interest and rents from investments	5,616	1,917
Purchase of property, plant and equipment	(1,066)	(6,693)
Net cash provided by (used in) investing activities	<u>4,550</u>	<u>(4,776)</u>
Change in cash and cash equivalents in the reporting period	(140,723)	(282,412)
Cash and cash equivalents at the beginning of the reporting period	<u>1,172,842</u>	<u>1,455,254</u>
Cash and cash equivalents at the end of the reporting period	<u><u>1,032,119</u></u>	<u><u>1,172,842</u></u>

NOTES TO THE CASHFLOW STATEMENT

Reconciliation of net income/(expenditure) to net cash flow from operating	2023	2022
	£	£
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	(224,289)	(334,357)
Adjustments for:		
Depreciation charges	18,089	17,823
Dividends, interest and rents from investments	(5,616)	(1,917)
(Increase)/decrease in debtors	(70,296)	7,434
Increase/(decrease) in creditors	<u>136,839</u>	<u>33,381</u>
Net cash provided by (used in) operating activities	<u><u>(145,273)</u></u>	<u><u>(277,636)</u></u>
Analysis of cash and cash equivalents	2023	2022
	£	£
Current Asset Investments	443,908	957,652
Cash at bank	<u>588,211</u>	<u>215,190</u>
Cash and cash equivalents at the end of the reporting period	<u><u>1,032,119</u></u>	<u><u>1,172,842</u></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 37 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 reserves of £887,744 a cash balance of £1,032,119 and has already secured significant funding in 23/24, 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).
-

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 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.

- 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.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2022 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £
Income from:			
Donations	231,018	107,236	338,254
Charitable activities			
Grants	310,200	196,136	506,336
Income received for commissioned services	-	541,651	541,651
Other trading activities			
Fundraising events	28,941	-	28,941
Investments			
Bank interest	1,917	-	1,917
Other income	308	300	608
Total income	<u>572,384</u>	<u>845,323</u>	<u>1,417,707</u>
Expenditure on:			
Raising funds	176,701	-	176,701
Charitable activities	569,138	1,006,225	1,575,363
Total expenditure	<u>745,839</u>	<u>1,006,225</u>	<u>1,752,064</u>
Net (expenditure)	(173,455)	(160,902)	(334,357)
Transfers between funds	(20,000)	20,000	-
Net movement in funds	<u>(193,455)</u>	<u>(140,902)</u>	<u>(334,357)</u>
Total funds at 1 May	<u>1,314,723</u>	<u>478,624</u>	<u>1,793,347</u>
Total funds at 30 April	<u>1,121,268</u>	<u>337,722</u>	<u>1,458,990</u>

3 Donations

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Regular donations	91,696	240	91,936
Other donations	75,098	75,760	150,858
Donated goods and services	11,410	13,436	24,846
Community Fundraising	21,156	3,687	24,843
	199,360	93,123	292,483

Donations include £1,340 donated by One25 Trustees and / or related parties (2022: £3,695).

2022 comparative figures for donations are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Regular donations	82,586	240	82,826
Other donations	84,259	106,996	191,255
Donated goods and services	37,970	-	37,970
Community Fundraising	26,203	-	26,203
	231,018	107,236	338,254

4 Grants from trusts and foundations

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Casework support			
Grants less than £10,000	-	11,223	11,223
Drop-in centre			
Grants less than £10,000	-	7,900	7,900
Outreach service			
Grants less than £10,000	-	11,000	11,000
Core support			
Joseph Rank Trust	-	15,000	15,000
Peony service			
National Lottery Community Fund	-	50,000	50,000
Rayne Foundation	-	20,000	20,000
Nisbet Trust	-	20,000	20,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	6,500	6,500
Pause Service			
Grants less than £10,000	-	3,000	3,000
Unrestricted Grants			
Oak Foundation	200,000	-	200,000
Henry Smith Charity	60,000	-	60,000
Garfield Weston Foundation	50,000	-	50,000
Esmee Fairbairn Foundation	44,000	-	44,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
John James Bristol Foundation	15,000	-	15,000
AVA Against Violence and Abuse	11,000	-	11,000
Leathersellers	10,000	-	10,000
Puebla Charitable Trust	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Grants less than £10,000	44,300	-	44,300
	484,300	154,623	638,923

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

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 2023 was £693,067 (2022: £529,906). There are no unfulfilled conditions or contingencies attaching to this income in 2022/23.

2022 comparative figures for grants are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Casework support			
National Lottery Community Fund	-	-	-
Comic Relief	-	15,800	15,800
Grants less than £10,000	-	5,770	5,770
Core support			
Ministry of Justice	-	50,000	50,000
The Joseph Rank Trust	-	15,000	15,000
Lloyds Bank Foundation for England & Wales	-	12,054	12,054
Peony service			
Charles Hayward Foundation	-	25,000	25,000
The Rayne Foundation	-	20,000	20,000
Eversea Community First Charitable Trust	-	15,000	15,000
Nisbet Trust	-	10,000	10,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	17,512	17,512
Unrestricted Grants			
Puebla Charitable Trust	10,000	-	10,000
John James Bristol Foundation	10,000	-	10,000
Esmee Fairbairn Foundation	40,000	-	40,000
The Leathersellers' Company Charitable Fund	10,000	-	10,000
Oak Foundation	200,000	-	200,000
Porters Trust	10,000	-	10,000
Grants less than £10,000	30,200	-	30,200
	310,200	196,136	506,336

5 Commissioned Services

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Casework Support			
Bristol City Council	-	92,496	92,496
St Mungo's	-	42,000	42,000
Second Step	-	43,007	43,007
Peony			
Bristol City Council	-	50,000	50,000
Pause			
Bristol City Council	-	500,571	500,571
	-	728,074	728,074

5 Commissioned Services (continued)

2022 comparative figures for commissioned income are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2022
	£	£	£
Casework Support			
Bristol City Council	-	81,996	81,996
St Mungo's	-	42,000	42,000
Second Step	-	30,199	30,199
Pause Bristol			
Bristol City Council	-	387,456	387,456
	-	541,651	541,651

6 Raising funds	Salaries	Direct Costs	Support Costs	Total 2023
	£	£	£	£
Raising funds	141,383	30,483	32,125	203,991

Support costs	Salaries	Other Support Costs	Total 2023
	£	£	£
Raising funds	24,470	7,655	32,125

2022 comparative figures raising funds and support costs are shown below.

	Salaries	Direct Costs	Support Costs	Total 2022
	£	£	£	£
Raising funds	127,722	18,603	30,376	176,701

Support costs	Salaries	Other Support Costs	Total 2022
	£	£	£
Raising funds	21,447	8,929	30,376

7 Charitable activities	Salaries	Direct Costs	Support Costs	Total 2023
	£	£	£	£
Casework support	350,857	53,612	114,004	518,473
Drop-in centre	136,633	54,411	69,091	260,135
Outreach service	61,942	28,774	51,834	142,550
Pause	296,361	128,360	68,415	493,136
Peony	173,188	66,899	64,269	304,356
	1,018,981	332,056	367,613	1,718,650

7 Charitable activities (continued)

Support costs	Salaries	Other Support Costs	Total 2023
	£	£	£
Casework support	89,680	24,324	114,004
Drop-in centre	54,350	14,741	69,091
Outreach service	40,775	11,059	51,834
Pause Bristol	53,818	14,597	68,415
Peony	50,557	13,712	64,269
	<u>289,180</u>	<u>78,433</u>	<u>367,613</u>

Included in other support costs are governance costs of £10,878 (2022: £7,019).

2022 comparative figures charitable activities and support costs are shown below.

Charitable activities	Salaries	Direct Costs	Support Costs	Total 2022
	£	£	£	£
Casework support	322,719	69,115	112,014	503,848
Drop-in centre	136,240	68,787	67,885	272,912
Outreach service	41,417	24,241	50,930	116,588
Pause Bristol	218,547	80,547	67,221	366,315
Peony	165,975	86,577	63,148	315,700
	<u>884,898</u>	<u>329,267</u>	<u>361,198</u>	<u>1,575,363</u>

Support costs	Salaries	Other Support Costs	Total 2022
	£	£	£
Casework support	81,385	30,629	112,014
Drop-in centre	49,323	18,562	67,885
Outreach service	37,004	13,926	50,930
Pause Bristol	48,840	18,381	67,221
Peony	45,881	17,267	63,148
	<u>262,433</u>	<u>98,765</u>	<u>361,198</u>

8 Net income

This is stated after charging:	2023	2022
	£	£
Depreciation	18,089	17,823
Auditors' remuneration (excluding VAT)	5,800	4,975
Trustees' reimbursed expenses	53	152
	<u>24,942</u>	<u>22,950</u>

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

9 Staff costs and numbers

	2023	2022
	£	£
The aggregate payroll costs were:		
Wages and salaries	1,315,300	1,158,103
Social security costs	122,135	106,234
Pension contributions	36,579	32,164
	<u>1,474,014</u>	<u>1,296,501</u>

Included in salaries and wages are redundancy and termination costs totalling £26,977, comprising solely of statutory redundancy payments. Redundancy and termination costs have been funded from unrestricted general funds (note 14).

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

Chief Executive Officer
 Operations Manager
 Fundraising & Communications Manager
 Organisational Support Manager

	2023	2022
	£	£
The total remuneration, benefits and pensions paid to the SMT in the year was:		
	<u>195,547</u>	<u>207,360</u>

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:

	2023	2022	2023	2022
	No.	No.	No. FTE's	No. FTE's
Management and administrative staff	7	6	5.9	5.8
Caseworkers	12	12	10.0	9.9
Fundraising	4	4	4.0	4.0
Communications	2	2	2.1	1.9
Drop-in	5	5	4.0	4.3
Outreach	3	2	2.3	1.5
Pause BNSSG	9	8	8.4	7.0
Peony	6	6	5.3	5.5
	<u>48</u>	<u>45</u>	<u>42.0</u>	<u>39.9</u>

Over the year the staff team has been supported by 157 volunteers.

None of the trustees have received remuneration or other benefits.

In 2023 1 Trustee claimed travel expenses totalling £53 (2022: 3 Trustees claimed training expenses totalling £152).

10 Taxation

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

11 Tangible fixed assets

	Freehold Property	Equipment	Furniture and Fittings	Motor Vehicles	Total
	£	£	£	£	£
Cost					
At 1 May 2022	434,665	33,931	8,338	19,500	496,434
Additions	-	1,066	-	-	1,066
Disposals	-	-	-	-	-
At 30 April 2023	<u>434,665</u>	<u>34,997</u>	<u>8,338</u>	<u>19,500</u>	<u>497,500</u>
Depreciation					
At 1 May 2022	87,810	19,018	3,318	19,500	129,646
Charge for the year	8,693	7,723	1,673	-	18,089
Disposals	-	-	-	-	-
At 30 April 2023	<u>96,503</u>	<u>26,741</u>	<u>4,991</u>	<u>19,500</u>	<u>147,735</u>
Net book value					
At 30 April 2023	<u>338,162</u>	<u>8,256</u>	<u>3,347</u>	<u>-</u>	<u>349,765</u>
At 30 April 2022	<u>346,855</u>	<u>14,913</u>	<u>5,020</u>	<u>-</u>	<u>366,788</u>

12 Debtors

	2023	2022
	£	£
Prepayments	17,795	14,518
Accrued income	81,324	6,683
Other debtors	<u>22,107</u>	<u>29,729</u>
	<u>121,226</u>	<u>50,930</u>

13 Creditors: amounts falling due within one year

	2023	2022
	£	£
Trade creditors	5,989	18,128
Other creditors	7,044	5,179
Pension contributions payable	6,620	5,740
Accruals	52,179	29,910
Taxation and social security	29,720	30,899
Deferred income	<u>166,857</u>	<u>41,714</u>
	<u>268,409</u>	<u>131,570</u>

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

Deferred income movements		
	2023	2022
	£	£
At 1 May 2022	41,714	25,553
Deferred during the year	166,857	41,714
Released during the year	(41,714)	(25,553)
	<hr/>	<hr/>
At 30 April 2023	166,857	41,714
	<hr/>	<hr/>

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

14 Movement in funds	At 1st May 2022	Income	Expenditure	Transfers	At 30th April 2023
	£	£	£	£	£
Restricted Funds					
Casework support	-	188,726	184,326	-	4,400
Drop-in centre	-	71,023	71,023	-	-
Outreach service	-	26,019	26,019	-	-
Core costs	-	16,305	16,305	-	-
140 building fund	235,200	-	5,600	-	229,600
Pause Bristol	102,522	503,571	493,136	-	112,957
Peony Service	-	170,176	170,176	-	-
Total Restricted Funds	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	337,722	975,820	966,585	-	346,957
Unrestricted funds					
Designated funds					
Fixed Asset fund	131,588	-	-	(11,423)	120,165
Infrastructure support fund	80,000	-	-	-	80,000
Total Designated Funds	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	211,588	-	-	(11,423)	200,165
Free reserves	909,680	722,532	956,056	11,423	687,579
Total Unrestricted Funds	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,121,268	722,532	956,056	-	887,744
Total funds	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,458,990	1,698,352	1,922,641	-	1,234,701

Purpose of restricted funds:

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 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 7 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 £229,600; because of the restrictions attached to the donation it is held as a restricted asset.

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2023

14 Movement in funds (continued)

Purposes of restricted 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 5 days a week.

Purpose of designated funds:

Fixed Asset fund - represents the value of One25s assets. The transfer of £11,424 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 represented unrestricted grant funding received in the year but allocated against future years expenditure.

2022 comparative figures for the movement in funds are shown below

Movement in funds	At 1st May 2021	Income	Expenditure	Transfers	At 30th April 2022
	£	£	£	£	£
Restricted Funds					
Casework support	9,912	225,482	235,394	-	-
Drop-in centre	152,655	-	152,655	-	-
Outreach service	-	50,044	50,044	-	-
Core costs	-	77,054	77,054	-	-
140 building fund	240,800	-	5,600	-	235,200
Pause Bristol	75,257	393,456	366,191	-	102,522
Peony Service		99,287	119,287	20,000	-
Total Restricted Funds	478,624	845,323	1,006,225	20,000	337,722
Unrestricted funds					
Designated funds					
Fixed Asset fund	137,118	-	-	(5,530)	131,588
Infrastructure support fund	80,000	-	-	-	80,000
Future Funding	60,000	-	60,000	-	-
Total Designated Funds	277,118	-	60,000	(5,530)	211,588
Free reserves	1,037,605	572,384	685,839	(14,470)	909,680
Total Unrestricted Funds	1,314,723	572,384	745,839	(20,000)	1,121,268
Total funds	1,793,347	1,417,707	1,752,064	-	1,458,990

15 Analysis of net assets between funds

	At 30th April 2023		
	Tangible	Other	Total
	Fixed assets	Net assets	
£	£	£	
Restricted funds	229,600	117,357	346,957
	<u>229,600</u>	<u>117,357</u>	<u>346,957</u>
Unrestricted funds			
Fixed Asset fund	120,165	-	120,165
Infrastructure support fund	-	80,000	80,000
Free reserves	-	687,579	687,579
	<u>120,165</u>	<u>767,579</u>	<u>887,744</u>
Total funds	<u>349,765</u>	<u>884,936</u>	<u>1,234,701</u>

2022 comparative figures for the analysis of net assets between funds are shown below.

	At 30th April 2022		
	Tangible	Other	Total
	Fixed assets	Net assets	
£	£	£	
Restricted funds	235,200	102,522	337,722
	<u>235,200</u>	<u>102,522</u>	<u>337,722</u>
Unrestricted funds			
Fixed Asset fund	131,588	-	131,588
Infrastructure support fund	-	80,000	80,000
Free reserves	-	909,680	909,680
	<u>131,588</u>	<u>989,680</u>	<u>1,121,268</u>
Total funds	<u>366,788</u>	<u>1,092,202</u>	<u>1,458,990</u>

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:

Avon and Somerset Police Community Trust, Bernays Charitable Trust, Change Course Consultancy, Dame Violet Wills Charitable Trust, Dame Violet Wills Will Trust, David & Ruth Lewis Family Charitable Trust, David Family Foundation, Denman Charitable Trust, Eleanor Hamilton Educational Trust, Esmee Fairbairn Foundation, G F Eyre Charitable Trust, Garfield Weston Foundation, Greyfriars Trust, Helianthus Charitable Trust, John James Bristol Foundation, Marsh Charitable Trust, N Smith Charitable Settlement, Oak Foundation, Quartet Community Foundation, Schroder Charity Trust, Spielman Charitable Trust, Tap for Bristol, The 29th May 1961 Charity, The Burges Salmon Charitable Trust, The Florence Shute Millennium Trust, The Gibbs Charitable Trust, The Henry Smith Charity, The James Tudor Foundation, The Joseph Rank Trust, The Josephine Butler Educational Trust, The Leathersellers' Company Charitable Fund, The Medlock Charitable Trust, The Mrs. Hilda Beer Charitable Trust, The National Benevolent Charity, The National Lottery Community Fund, The Nisbet Trust, The Noel Buxton Trust, The Odin Charitable Trust, The Parivar Trust, The Patricia Routledge Foundation, The Pixiella Trust, The Puebla Charitable Trust, The Rayne Foundation, The Rhododendron Trust, The Society of Merchant Venturers, The Souter Charitable Trust, The St Stephen and St James Trust, The Sunrise Foundation CIO, and The Sydney Black Charitable Trust

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