

**ONE25 LIMITED**

**REPORT AND AUDITED  
FINANCIAL STATEMENTS**

**30 APRIL 2024**

**Company Registration Number 3362644**  
**Charity Number 1062391**

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### **Chair and Chief Executive Officer's introduction**

It's been a year of change at One25. Our services reduced with the closure of our drop-in and Peony, followed by the end of Pause Bristol and our involvement in Pause North Somerset & South Gloucestershire. In June, we launched our health hub. Through the year we have refocused our energy and resources to prioritise women involved in street sex work, and our outreach, health hub and casework all support this aim.

Between May 2023 and April 2024, One25 supported 260 women. Of these:

- 104 were connected to the specialist services they need;
- 127 were safer;
- 213 were healthier; and
- 36 exited street sex work.

*"One25 gave me a purpose again. At times (all the time) when I have felt I have nobody, someone is always here" - Kayleigh (Mar 2024)*

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.

The need for One25's unique provision for women street sex-working in Bristol continues to grow. Over the last two years, the number of women using our outreach van has increased by a staggering 76% (up from 94 women in 2021-22 to 165 in 2023-24). We are thankful to continue to be able to meet women in this dark and dangerous place.

We are encouraged to have seen more women exit street sex work this year (up 24%), although sadly we have also seen an increase in the number of women returning to the streets. It is vital that we continue to meet women where they are, listen to what they need and shape support in response.

This year we have developed a 3-year strategic plan outlining our ambitions to deliver the best quality services, build our financial sustainability, empower our teams and improve wider systems.

We have also redefined our values this year. They are:

- Compassion – we care;
- Justice – we fight for change; and
- Learning – we grow together.

One25 only exists because of the passion, commitment and support from all in our community. Thank you for continuing to stand with us.

Rachel Clark  
Chair of Trustees

Jennifer Riley  
CEO

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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:

'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 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. The funding pressures of the last year led to a reduction of One25's services and this has enabled a moment of re-setting. We are now more tightly focused on our remit to support women involved in street sex work in Bristol.

In consultation with staff, volunteers, the Board, and the women we have developed a strategic plan for 2024-27. This outlines four outcome areas: service delivery; financial sustainability; team experience; and impact and influence. In addition, we recognise two enabling threads which run throughout our strategy. These are: equality, diversity and inclusion; and communications.

The Senior Management Team, together with the Finance Manager, review and develop operational and strategic plans in monthly meetings and planning days and work to a business plan which has been approved by the Board. 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 street sex-working women in Bristol.

### **Strategic goals**

Our new strategic plan aims are to:

1. Provide quality services and develop partnerships to meet the women's needs;
2. Grow and diversify our income to secure our service delivery;
3. Empower our people to deliver their best work; and
4. Influence the wider system to better meet the needs of women who street sex work.

### **Plans for the future**

Our strategic plan outlines milestones for the next three years to achieve our ambitious aims.

In response to the increased numbers of women using our outreach van, we want to strengthen this resource. We will digitise record keeping to improve efficiency. We also plan to improve the recruitment and support of volunteers to ensure that we have confident van teams who are retained and upskilled through training offers and peer support.

The One25 health hub has provided continued access to healthcare without the need to make an appointment, with care offered in a place where women feel safe and free from stigmatisation. We have seen an increase in women seeing the GP. In the coming year we want to listen to women's views and further develop the service to meet their needs. We know that the women face health inequalities and part of this is around barriers to them accessing routine screenings that can prevent serious illness (e.g. cervical screening). We are working creatively with BrisDoc to offer flexible, choice-based access to health screening. For example, we will be introducing a 'health menu' which will raise awareness of the support that women can receive and encourage access to preventative care interventions. It's not just about accessing the healthcare, it's also about understanding why women may not want to, and responding to this.

We will also continue to increase the flow of women from outreach to health hub and casework to ensure that women who are street sex-working get rapid, high quality holistic support.

In the last year, we've taken positive steps towards increasing equality, diversity and inclusion at One25. We have redeveloped our Equality and Diversity policy to establish a clearer framework for organisational development. We have explored the needs of our stakeholder groups and we are now setting up a neurodiversity working group in response to staff feedback. We also want to diversify our supporter base and are exploring ways to progress

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this. We've embedded a more strategic approach to digital, following development of One25's first ever digital strategy. We plan to build on all of these areas in the coming year.

We've continued to prioritise listening to service users and sharing information with them to seek their views and suggestions. This engagement has been achieved through day-to-day interactions as well as through an annual consultation and service user forums. In the coming year, hosting of the established Bridging Gaps group will be brought in-house to One25. This is an exciting opportunity to hear more from women with lived experience and ensure that they can input into all aspects of One25. Women are 'paid' for their participation as experts, and we'll also be offering support to understand what each woman wants to learn and develop from being a member of the group.

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, and the rising cost of living has only made things worse. The women One25 work with face multiple and severe disadvantages. The challenges for women who use our street sex work services include poverty (100%), domestic or sexual violence (98%) and addiction to drugs and/or alcohol (98%). In addition, 94% have chronic mental ill health, 89% have chronic physical ill health, 72% are or have been recently homeless and many have disclosed childhood abuse (54%).

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 are now introducing new monitoring around neurodiversity and care leavers. This will help us to build a clearer picture of the needs of the women we're working with and how we may need to tailor support. In the coming year, we will launch a new electric van (funded by Bristol City Council's Resilience Fund) which will greatly improve both reliability of the service and accessibility for women, e.g. there is lower lighting to cater for neurodiverse needs and we are currently exploring options for handrails and a ramp to improve physical access. All our services are provided free to service users.

The impact of our work goes far beyond those we help directly. It 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 policymakers and share

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learning through open mornings and affiliation with national networks including Beyond the Streets and Agenda Alliance. 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, 260 women benefitted from One25's services. Of these:

- 104 were connected to specialist services to get the help they needed;
- 127 women were safer;
  - 33 used victim services;
- 213 women were supported with health and wellbeing needs;
  - 56 engaged with the GP at health hub;
- 125 women were supported around addiction and treatment;
  - 99 engaged in preparation for drug treatment;
  - 40 engaged in drug or alcohol treatment;
- 38 women received support for criminal justice issues;
  - 18 were referred to an external criminal justice agency;
- 168 women received advice and support around housing and finance;
  - 40 were supported to prevent homelessness and 91 have been in safe accommodation;
- 37 women were supported around family and parenting;
  - 5 were supported around maternity; 5 received parenting support; and 34 were supported around wider family relationships;
- 23 women have developed life skills and independence; and
  - 20 took part in creative, skills and recreation activities at One25.

Overview of impact in relation to street sex work for 2023-24:

- 25 women were supported to prevent them entering street sex work;
- 44 abstained from street sex work for a period of three months;
- 36 women exited street sex work for a period of six months or more; and
- 25 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 (7 compared with 5 in 2022-23). We have seen more women abstaining (44 compared with 36 in 2022-23).

We have seen more women exiting street sex work (36 compared with 29 in 2022-23), although we have seen a small rise in women returning to the streets after exit (13 compared with 9 in 2022-23).

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Noticeably, we have worked with fewer women who have maintained their exit for 12 months or more (25 compared with 47 in 2022-23). This is primarily owing to a shift in our focus as, with reduced resource, we have worked to prioritise women who are street sex-working and are signposting women who have maintained exit on to other support. This does not seem to be having a detrimental impact as the proportion of women who have maintained exit and then returned to street sex work has stayed level from last year to this year (at 32%). Of those who do return, we often see that this is only for a short period before then exiting street sex work again. We will continue to monitor this in the coming year to ensure that we are providing the best support for women.

### **Outreach**

We have seen more women street sex-working over the last year. 165 women used the van outreach service a total of 1,829 times (average 6.7 women per shift). The number of visits is up 12% on the previous year. Increased use of this service indicates that the challenges that women face are increasingly severe, and that the compounding factors of emerging from a pandemic (including poor mental health), as well as the rising cost of living are making things increasingly difficult for these marginalised women.

### **Health hub**

Health hub was launched in partnership with BrisDoc in June 2023. Before this, we ran a drop-in service which sadly had to close owing to financial pressures. The data here therefore includes one month of outcomes from drop-in and eleven months from health hub. We are extremely grateful to have launched the health hub and have seen it have a positive impact in increasing take up of health services at our centre. The increased focus on health and closer partnership with BrisDoc has enabled us to be much more intentional about delivering health interventions and we continue to learn more about the health inequalities that they experience as a result.

82 women used health hub this year. This was 20% less than used drop-in the previous year (103 in 2022-23) and the number of visits reduced by 27% to 839. However, health hub is only open three afternoons a week instead of drop-in's four and so the average per session stayed stable (average 5.1 women per session compared with 5.4 in 2022-23). The number of women seeing the GP is up 12% and the number of contacts with the GP is up 83%. We hope to build on this in the coming year.

### **Casework**

Caseworkers have provided personalised one-to-one support for 134 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.

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We have adapted our approach to focus resources on working with women in most need, seeking to close cases where appropriate. This has led to a better understanding of endings and how to role model this in our work with women. We've also improved our incident reporting processes and safeguarding monitoring to better understand and respond to risk. In the coming year, we will be launching a new case management system to improve efficiency and usability for the team.

### **Peony**

Peony was 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 disadvantages (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. 20 women were helped through Peony this year before the service closed in May 2023.

### **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 2023-24 we worked with 39 women across the two programmes.

Unfortunately, we were unable to continue hosting Pause owing to financial constraints. Pause Bristol ended in August 2023 owing to a lack of statutory funding. Pause North Somerset & South Gloucestershire was taken on by Pause National from August 2023 as it was no longer viable for One25 to deliver.

### **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 funder. We balance risk (blending low risk, low return

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activities with higher risk, higher return initiatives) to generate an optimal mix of unrestricted and restricted income. Our fundraising approach is integrally linked to our wider communications strategy which aims to bring people closer to the women so that they are inspired to act and support our work.

One25 fundraises in line with the Code of Fundraising Practice. We continue to be registered with the Fundraising Regulator, the independent body that regulates charitable fundraising in the UK.

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 worked to embed our income generation strategy. This seeks to build on our fundraising success to date by expanding and developing our fundraising team and investing in both grants and donations. This will increase our financial sustainability and help to develop a more diverse funding portfolio. New activities this year included increasing grant applications, hosting a comedy night and implementing a small-scale trial of face-to-face fundraising to recruit new regular donors. We were successful in securing grant income of £68k to purchase and fit out our new electric van. The remainder of our fundraised income has grown by 21% compared to prior year. This includes a £100k grant awarded in 2023/24 but which is designated for 2024/25). We are confident that we can build on this strong foundation over the coming year.

### **Financial review**

During 2023/24, we needed to make some difficult decisions and take decisive action to stabilise One25's financial position and ensure that its finances would be placed on a more sustainable footing moving forwards. The reduction of services reduced our expenditure, whilst the investment in our fundraising capability has created a solid platform to grow our fundraised income over the coming years.

We ended the year with a financial surplus of £211,721, which reflected a significant improvement from our prior year performance. Note that £100k of this surplus relates to a one-off grant which was awarded during 2023/24 but is designated for 2024/25. At year end, our free reserves totalled £881,046 after transfers into and out of designated funds, which was in line with our 2023/24 budget.

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Our improved financial position gives us confidence that our action has effectively stabilised One25, ensuring that we can continue to support women who street sex work in Bristol into the future. However, due to further reductions in commissioned income this year, our reliance on fundraised income is growing. In 2024/25, we anticipate needing to secure 83% of our income from fundraising. Whilst our investment in fundraising has created a strong foundation for us to grow our fundraised income, we continue to be mindful of the importance of each donation in enabling us to deliver our key services to women in Bristol.

### **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

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months of total budgeted expenditure as a free reserve (for 2024-25 the total budgeted expenditure is £1,320,800), 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.

We exited the year with free reserves of £881,046 which is equivalent to 8 months' budgeted expenditure. This level sits well within our reserves policy, giving us confidence that One25 will be able to continue to support women who street sex work in Bristol over the next 12 months.

### **Structure, management and governance**

We have implemented actions from the risk management review. We will be conducting fresh reviews and a safeguarding audit this year. We undertook a new approach to recruiting trustees, using advertising with specific areas of expertise being sought. This resulted in 6 new trustees and a new Chair to our board. We have improved our risk register to assess which organisational risks are within or outside of our risk appetite.

### **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, 21 January 2019 and 4 March 2024.

### **Recruitment and appointment of trustee board**

On 30 April 2024 the trustee board consisted of thirteen 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

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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. Female trustees also shadow frontline shifts on night outreach and in the health hub. 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 interests of the new trustee. Information on governance training opportunities is circulated periodically to all trustees.

### **Staff structure and remuneration**

The team (at end of April 2024) consisted of 32 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 165 volunteers have supported One25 by giving around 2,800 hours of support. Outreach, drop-in, health hub 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.

Volunteer numbers are lower than previous years owing to the changes in services. We also had a change in Volunteer Manager and so it took time for them to be inducted into role before we could move forwards with more recruitment. We have now developed a specialist team leader pathway so that we can recruit and train specifically for this role rather than relying on recruitment from our current volunteers. We expect to see the impact of this as the new year unfolds.

In the last year we recruited 18 new volunteers and held 3 inductions. We have continued to deliver a rolling programme of training. Topics covered included professional boundaries, self-harm and suicide awareness, and safeguarding. Our specialist caseworkers have also provided training sessions on their areas of expertise and how this benefits the women, as well as providing further information on the partners that each caseworker works with. We ensure that all volunteers are fully supported and supervised.

### **Risk management**

The senior management team reviews the risks to which the charity is exposed bimonthly and records these in a risk register, along with systems and procedures put in place to mitigate the risks. This risk register is shared and discussed with the board and the sub committees.

### **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 are likely to continue to account for most of our income. Our flexible approach will balance risk and generate an optimal mix of unrestricted and restricted income. We are also mindful of the need to sustain existing commissioned income and secure new business. We are working hard to build stronger partnerships and develop our evidence base to meet strategic aims of statutory partners.
2. The risk of ineffective performance of our client database. We are mitigating this by moving to a new system which will better meet our needs both operationally and in terms of impact reporting.
3. The risk of insufficient resource for frontline and central services to be able to deliver effective support. Following the restructure last year, our resource has reduced and is feeling stretched. We are working hard to develop efficiencies and prioritise support to ensure staff wellbeing. Our strategic plan prioritises increasing resource in this area with additional volunteer administration support in place and we are expediting plans to increase volunteer team leaders and drivers for the van to support these services.

### **Organisational structure**

One25's trustees meet regularly as a board (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.

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These away days allow time for fuller discussion of strategic development or other important issues, as the need arises. Trustees are expected to be part of at least one of the two sub committees (the Finance, Audit, Risk and Governance Committee or the Services and Operations Committee). Committees focus on specialist issues relating to their subject and take responsibility for relevant risks. The chair of each 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, delivery of the business plan and operational decisions are delegated to the CEO. The CEO is held to account for progress towards the plan through regular reports to the board 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 60 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), ARA (Specialist Housing Service) and Bristol City Council (ROADS Specialist Recovery Caseworker). We also have good links with Bristol City Council Commissioners. We work closely with BrisDoc to deliver our health hub. 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 to raise awareness of women's needs and advocate for better support for them. This year, our CEO has co-chaired a group to focus on women's homelessness and rough sleeping, which reports into the Bristol Reducing Rough Sleeping Partnership Group. One of the main aims of the group is a women's homelessness census. This will be similar to a nightly street count but will involve in-depth surveys to understand how many women face homelessness in its different forms (from rough sleeping to temporary accommodation, to living with a friend or a coercive partner). As women facing homelessness have such unique experiences, this work is hugely important to ensure each woman is receiving the best support. Our CEO is also currently involved in reviewing and updating Bristol City Council's Homelessness and Rough Sleeping Strategy 2025-2030.

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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 Multi-Agency Domestic Abuse and Sexual Violence Delivery Group, 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 have also been 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 Statement of Recommended Practice;
- 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.

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ONE25 LIMITED

TRUSTEES' REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2024

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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 12 September 2024 and signed on its behalf by:

Patricia Douglas  
Company Secretary

Rachel Clark  
Chair of Trustees

**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 2024 which comprise the statement of financial activities, balance sheet, 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 2024 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 other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within 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; or

- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of the trustees**

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

In preparing the financial statements, the trustees are responsible for assessing the 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.

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(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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

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ONE25 LIMITED

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF ONE25 LIMITED

YEAR ENDED 30 APRIL 2024

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**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.

Date: 12 September 2024

**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 2024

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### **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)	L Martin (appointed 04/12/23)
K Black	F Parfitt
A Blaize (appointed 04/12/23)	E Remes (appointed 10/06/24)
R Clark (Chair; appointed 04/03/24)	M Richardson (Chair; retired 04/03/24)
Z Davies (appointed 04/12/23)	S Rixon (appointed 04/12/23)
R Dunn	M Russell
C Edgar (Vice Chair; retired 21/03/24)	K Sloggett (retired 14/06/24)
J Goozee (appointed 04/12/23)	C Stanaway (retired 10/11/23)
S MacPherson (appointed 04/12/23)	H Styles (retired 05/02/24)

### **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, A Sutcliffe, J Thurston

**ONE25 LIMITED**

**STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)**

**YEAR ENDED 30 APRIL 2024**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Restricted Funds £</b>	<b>Total Funds 2024 £</b>	<b>Total Funds 2023 £</b>
<b>Income from:</b>					
Donations	<b>3</b>	333,246	43,032	376,278	292,483
Charitable activities					
Grants	<b>4</b>	510,200	310,208	820,408	638,923
Income received for commissioned services	<b>5</b>	-	357,743	357,743	728,074
Other trading activities					
Fundraising events		31,512	-	31,512	33,048
Investments					
Bank interest		9,564	-	9,564	5,616
Other income		2,419	-	2,419	208
<b>Total income</b>		<b>886,941</b>	<b>710,983</b>	<b>1,597,924</b>	<b>1,698,352</b>
<b>Expenditure on:</b>					
Raising funds	<b>6</b>	313,426	-	313,426	203,991
Charitable activities	<b>7</b>	392,537	680,240	1,072,777	1,718,650
<b>Total expenditure</b>		<b>705,963</b>	<b>680,240</b>	<b>1,386,203</b>	<b>1,922,641</b>
<b>Net income</b>	<b>8</b>	180,978	30,743	211,721	(224,289)
<b>Transfers between funds</b>	<b>14</b>	53,700	(53,700)	-	-
<b>Net movement in funds</b>		234,678	(22,957)	211,721	(224,289)
<b>Total funds at 1 May</b>		887,744	346,957	1,234,701	1,458,990
<b>Total funds at 30 April</b>		<b>1,122,422</b>	<b>324,000</b>	<b>1,446,422</b>	<b>1,234,701</b>

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 26 to 37 form part of these financial statements**



**ONE25 LIMITED****BALANCE SHEET****YEAR ENDED 30 APRIL 2024****COMPANY NO. 3362644**

	<b>Note</b>	<b>2024</b>	2023
		<b>£</b>	<b>£</b>
<b>Fixed assets</b>			
Tangible assets	<b>11</b>	385,376	349,765
<b>Current assets</b>			
Debtors	<b>12</b>	187,490	121,226
Current Asset Investments		446,094	443,908
Cash at bank		518,410	588,211
		<u>1,151,994</u>	<u>1,153,345</u>
<b>Creditors: amounts falling due within one year</b>	<b>13</b>	(90,948)	(268,409)
<b>Net current assets</b>		<u>1,061,046</u>	<u>884,936</u>
<b>Net assets</b>	<b>15</b>	<u><u>1,446,422</u></u>	<u><u>1,234,701</u></u>
<b>Funds</b>			
General Funds	<b>14</b>	881,046	687,579
Designated Funds	<b>14</b>	241,376	200,165
<b>Unrestricted funds</b>	<b>14</b>	<u>1,122,422</u>	<u>887,744</u>
<b>Restricted funds</b>	<b>14</b>	<u>324,000</u>	<u>346,957</u>
		<u><u>1,446,422</u></u>	<u><u>1,234,701</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 12 September 2024 and are signed on their behalf by:

Rachel Clark  
Chair of Trustees

The notes on pages 26 to 37 form part of these financial statements

**ONE25 LIMITED****CASHFLOW STATEMENT****YEAR ENDED 30 APRIL 2024**

<b>STATEMENT OF CASHFLOWS</b>	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Cash flows from operating activities:	(23,479)	(145,273)
Cash flows from investing activities:		
Dividends, interest and rents from investments	9,564	5,616
Purchase of property, plant and equipment	(53,700)	(1,066)
Net cash provided by (used in) investing activities	(44,136)	4,550
Change in cash and cash equivalents in the reporting period	(67,615)	(140,723)
Cash and cash equivalents at the beginning of the reporting period	1,032,119	1,172,842
Cash and cash equivalents at the end of the reporting period	964,504	1,032,119

**NOTES TO THE CASHFLOW STATEMENT**

<b>Reconciliation of net income/(expenditure) to net cash flow from operating</b>	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	211,721	(224,289)
Adjustments for:		
Depreciation charges	18,089	18,089
Dividends, interest and rents from investments	(9,564)	(5,616)
(Increase)/decrease in debtors	(66,264)	(70,296)
(Decrease)/increase in creditors	(177,461)	136,839
Net cash provided by (used in) operating activities	(23,479)	(145,273)
<b>Analysis of cash and cash equivalents</b>	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Current Asset Investments	446,094	443,908
Cash at bank	518,410	588,211
Cash and cash equivalents at the end of the reporting period	964,504	1,032,119

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 26 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. The trustees have considered the impact of this issue on the charity's current and future financial position. As the charity holds unrestricted general reserves of £881,046 a cash balance of £964,504 and has already secured significant funding in 24/25, 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.

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## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

2 The comparative figures for the Statement of Financial Activities for the year ended 30th April 2023 are shown below.

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
<b>Income from:</b>			
Donations	199,360	93,123	292,483
Charitable activities			
Grants	484,300	154,623	638,923
Income received for commissioned services	-	728,074	728,074
Other trading activities			
Fundraising events	33,048	-	33,048
Investments			
Bank interest	5,616	-	5,616
Other income	208	-	208
<b>Total income</b>	<u>722,532</u>	<u>975,820</u>	<u>1,698,352</u>
<b>Expenditure on:</b>			
Raising funds	203,991	-	203,991
Charitable activities	752,065	966,585	1,718,650
<b>Total expenditure</b>	<u>956,056</u>	<u>966,585</u>	<u>1,922,641</u>
<b>Net income</b>	(233,524)	9,235	(224,289)
<b>Transfers between funds</b>	-	-	-
<b>Net movement in funds</b>	(233,524)	9,235	(224,289)
<b>Total funds at 1 May</b>	<u>1,121,268</u>	<u>337,722</u>	<u>1,458,990</u>
<b>Total funds at 30 April</b>	<u>887,744</u>	<u>346,957</u>	<u>1,234,701</u>

## 3 Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Regular donations	78,995	2,165	81,160
Other donations and legacies	219,153	19,115	238,268
Donated goods and services	2,838	21,752	24,590
Community Fundraising	32,260	-	32,260
	<u>333,246</u>	<u>43,032</u>	<u>376,278</u>

Donations include £770 donated by One25 Trustees and / or related parties (2023: £1,340).

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

**3 Donations and legacies (continued)**

2023 comparative figures for donations are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Regular donations	91,696	240	91,936
Other donations and legacies	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

**4 Grants from trusts and foundations**

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
<b>Casework support</b>			
National Lottery Community Fund	-	50,000	50,000
Grants less than £10,000	-	4,346	4,346
<b>Drop-in centre</b>			
Grants less than £10,000	-	1,900	1,900
<b>Outreach service</b>			
Bristol City Council	-	68,462	68,462
Charles Hayward Foundation	-	25,000	25,000
The Sunrise Foundation CIO	-	10,000	10,000
Grants less than £10,000	-	23,000	23,000
<b>Core support</b>			
Nisbet Trust	-	20,000	20,000
Grants less than £10,000	-	7,500	7,500
<b>Fundraising</b>			
Community of St John the Baptist		100,000	100,000
<b>Unrestricted Grants</b>			
Batchworth Trust	20,000	-	20,000
Aquila Family Foundation	40,000	-	40,000
David & Ruth Lewis Family Charitable Trust	30,000	-	30,000
Forrester Family Trust	20,000	-	20,000
Henry Smith Charity	60,000	-	60,000
John James Bristol Foundation	16,000	-	16,000
Michael Bishop Foundation	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Oak Foundation	200,000	-	200,000
Odin Charitable Trust	10,000	-	10,000
Roy Proctor Foundation	20,000	-	20,000
Southampton Hospitals Charity	10,000	-	10,000
Grants less than £10,000	64,200	-	64,200
	510,200	310,208	820,408

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 2024 was £383,357 (2023: £693,067). There are no unfulfilled conditions or contingencies attaching to this income in 2023/24.

**4 Grants from trusts and foundations (continued)**

2023 comparative figures for grants are shown below.

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
<b>Casework support</b>			
Grants less than £10,000	-	11,223	11,223
<b>Drop-in centre</b>			
Grants less than £10,000	-	7,900	7,900
<b>Outreach service</b>			
Grants less than £10,000	-	11,000	11,000
<b>Core support</b>			
The Joseph Rank Trust	-	15,000	15,000
<b>Peony service</b>			
National Lottery Community Fund	-	50,000	50,000
The 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
<b>Pause</b>			
Grants less than £10,000	-	3,000	3,000
<b>Unrestricted Grants</b>			
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
Anonymous	10,000	-	10,000
National Benevolent Charity	10,000	-	10,000
Other grants less than £10,000	44,300	-	44,300
	<u>484,300</u>	<u>154,623</u>	<u>638,923</u>

**5 Commissioned Services**

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
<b>Casework Support</b>			
ARA	-	26,700	26,700
Bristol City Council	-	169,282	169,282
St Mungo's	-	36,654	36,654
Second Step	-	26,466	26,466
<b>Peony</b>			
University Of Bristol	-	20	20
<b>Pause</b>			
Bristol City Council	-	95,612	95,612
<b>Core</b>			
University Of Bristol	-	3,009	3,009
	<u>-</u>	<u>357,743</u>	<u>357,743</u>

**5 Commissioned Services (continued)**

2023 comparative figures for commissioned income are shown below.

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

**6 Raising funds**

	Salaries £	Direct Costs £	Support Costs £	Total 2024 £
Raising funds	213,359	38,505	61,562	313,426

	Salaries £	Other Support Costs £	Total 2024 £
<b>Support costs</b>			
Raising funds	42,587	18,975	61,562

2023 comparative figures raising funds and support costs are shown below.

	Salaries £	Direct Costs £	Support Costs £	Total 2023 £
<b>Raising funds</b>				
Raising funds	141,383	30,483	32,125	203,991

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



## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

7 Charitable activities	Salaries	Direct Costs	Support Costs	Total 2024
	£	£	£	£
Casework support	302,451	73,916	122,604	498,971
Drop-in centre	10,982	14,332	6,905	32,219
Health Hub	23,113	33,949	45,228	102,290
Outreach service	67,706	45,559	82,330	195,595
Pause Bristol	110,513	52,298	47,829	210,640
Peony	13,412	8,132	11,518	33,062
	<u>528,177</u>	<u>228,186</u>	<u>316,414</u>	<u>1,072,777</u>

Support costs	Salaries	Other Support Costs	Total 2024
	£	£	£
Casework support	87,989	34,615	122,604
Drop-in centre	4,956	1,949	6,905
Health Hub	32,459	12,769	45,228
Outreach service	59,086	23,244	82,330
Pause Bristol	34,326	13,503	47,829
Peony	8,266	3,252	11,518
	<u>227,082</u>	<u>89,332</u>	<u>316,414</u>

Included in other support costs are governance costs of £11,310 (2023: £10,878).

2023 comparative figures charitable activities and support costs are shown below.

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 Bristol	296,361	128,360	68,415	493,136
Peony	173,188	66,899	64,269	304,356
	<u>1,018,981</u>	<u>332,056</u>	<u>367,613</u>	<u>1,718,650</u>

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>

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

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

	<b>2024</b>	2023
	<b>£</b>	£
Depreciation	18,089	18,089
Auditors' remuneration (excluding VAT)	6,100	5,800
Trustees' reimbursed expenses	196	53
	<u>196</u>	<u>53</u>

**9 Staff costs and numbers**

	<b>2024</b>	2023
	<b>£</b>	£
The aggregate payroll costs were:		
Wages and salaries	906,210	1,315,300
Social security costs	81,864	122,135
Pension contributions	23,131	36,579
	<u>1,011,205</u>	<u>1,474,014</u>

Included in salaries and wages are redundancy and termination costs totalling £9,620 (2023: £26,977), comprising solely statutory redundancy payments. Redundancy and termination costs have been funded from unrestricted general funds (note 14).

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

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

The total remuneration, benefits and pensions paid to the SMT in the year was £194,525 (2023: £195,547).

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:

	<b>2024</b>	2023	<b>2024</b>	2023
	<b>No.</b>	No.	<b>No. FTE's</b>	No. FTE's
Management and administrative staff	7	7	6.2	5.9
Caseworkers	10	12	9.1	10.0
Fundraising	7	4	6.1	4.0
Communications	2	2	2.4	2.1
Drop-in	-	5	0.3	4.0
Outreach	3	3	1.7	2.3
Pause BNSSG	3	9	2.7	8.4
Peony	-	6	0.4	5.3
	<u>32</u>	<u>48</u>	<u>28.9</u>	<u>42.0</u>

Over the year the staff team has been supported by 165 volunteers. 124 Outreach, 20 between Drop In and Health Hub, 7 administrative, 14 trustees (excludes 3 trustees who were also van volunteers). Total hours support was 2,853.5 (2,696 + 147.5 of trustees support).

None of the trustees have received remuneration or other benefits.

In 2024, 3 Trustees claimed travel expenses totalling £196 (2023: 1 Trustee claimed travel expenses totalling £53).

**ONE25 LIMITED**

**NOTES TO THE FINANCIAL STATEMENTS**

**YEAR ENDED 30 APRIL 2024**

**10 Taxation**

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

**11 Tangible fixed assets**

	<b>Freehold Property</b>	<b>Equipment</b>	<b>Furniture and Fittings</b>	<b>Motor Vehicles</b>	<b>Total 2024</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>					
At 1 May 2023	434,665	34,997	8,338	19,500	497,500
Additions	-	-	-	53,700	53,700
Disposals	-	-	-	-	-
At 30 April 2024	<u>434,665</u>	<u>34,997</u>	<u>8,338</u>	<u>73,200</u>	<u>551,200</u>
<b>Depreciation</b>					
At 1 May 2023	96,503	26,741	4,991	19,500	147,735
Charge for the year	8,693	7,723	1,673	-	18,089
Disposals	-	-	-	-	-
At 30 April 2024	<u>105,196</u>	<u>34,464</u>	<u>6,664</u>	<u>19,500</u>	<u>165,824</u>
<b>Net book value</b>					
At 30 April 2024	<u>329,469</u>	<u>533</u>	<u>1,674</u>	<u>53,700</u>	<u>385,376</u>
At 30 April 2023	<u>338,162</u>	<u>8,256</u>	<u>3,347</u>	<u>-</u>	<u>349,765</u>

**12 Debtors**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Trade Debtors	51,531	-
Prepayments	1,832	17,795
Accrued income	100,000	81,324
Other debtors	34,127	22,107
	<u>187,490</u>	<u>121,226</u>

**13 Creditors: amounts falling due within one year**

	<b>2024</b>	2023
	<b>£</b>	<b>£</b>
Trade creditors	747	5,989
Other creditors	8,364	7,044
Pension contributions payable	4,115	6,620
Accruals	19,562	52,179
Taxation and social security	58,160	29,720
Deferred income	-	166,857
	<u>90,948</u>	<u>268,409</u>

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

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

Deferred income movements	2024	2023
	£	£
At 1 May 2023	166,857	41,714
Deferred during the year	-	166,857
Released during the year	(166,857)	(41,714)
	<u>-</u>	<u>(41,714)</u>
At 30 April 2024	<u>-</u>	<u>166,857</u>

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

14 Movement in funds	At 1st May 2023	Income	Expenditure	Transfers	At 30th April 2024
	£	£	£	£	£
<b>Restricted Funds</b>					
Casework support	4,400	342,674	347,074	-	-
Drop-in centre	-	1,960	1,960	-	-
Outreach service	-	138,631	84,931	(53,700)	-
Core costs	-	31,136	31,136	-	-
140 building fund	229,600	-	5,600	-	224,000
Pause Bristol	112,957	96,082	209,039	-	-
Peony Service	-	500	500	-	-
Fundraising	-	100,000	-	-	100,000
<b>Total Restricted Funds</b>	<u>346,957</u>	<u>710,983</u>	<u>680,240</u>	<u>(53,700)</u>	<u>324,000</u>
<b>Unrestricted funds</b>					
Designated funds					
Fixed Asset fund	120,165	-	-	41,211	161,376
Infrastructure support fund	80,000	-	-	-	80,000
Total Designated Funds	<u>200,165</u>	<u>-</u>	<u>-</u>	<u>41,211</u>	<u>241,376</u>
Free reserves	687,579	886,941	705,963	12,489	881,046
<b>Total Unrestricted Funds</b>	<u>887,744</u>	<u>886,941</u>	<u>705,963</u>	<u>53,700</u>	<u>1,122,422</u>
<b>Total funds</b>	<u>1,234,701</u>	<u>1,597,924</u>	<u>1,386,203</u>	<u>-</u>	<u>1,446,422</u>

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 £224,000; because of the restrictions attached to the donation it is held as a restricted asset.

## NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 30 APRIL 2024

**14 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 5 days a week.

Purpose of designated funds:

Fixed Asset fund - represents the value of One25s assets. The transfer of £12,489 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.

2023 comparative figures for the movement in funds are shown below.

<b>Movement in funds</b>	<b>At 1st May 2022</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>At 30th April 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds</b>					
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	-	-
<b>Total Restricted Funds</b>	<b>337,722</b>	<b>975,820</b>	<b>966,585</b>	<b>-</b>	<b>346,957</b>
<b>Unrestricted funds</b>					
Designated funds					
Fixed Asset fund	131,588	-	-	(11,423)	120,165
Infrastructure support fund	80,000	-	-	-	80,000
Total Designated Funds	211,588	-	-	(11,423)	200,165
Free reserves	909,680	722,532	956,056	11,423	687,579
<b>Total Unrestricted Funds</b>	<b>1,121,268</b>	<b>722,532</b>	<b>956,056</b>	<b>-</b>	<b>887,744</b>
<b>Total Funds</b>	<b>1,458,990</b>	<b>1,698,352</b>	<b>1,922,641</b>	<b>-</b>	<b>1,234,701</b>

**15 Analysis of net assets between funds**

	At 30th April 2024		
	Tangible	Other	Total
	Fixed assets	Net assets	
	£	£	£
<b>Restricted funds</b>	224,000	100,000	324,000
	224,000	100,000	324,000
<b>Unrestricted funds</b>			
Fixed Asset fund	161,376	-	161,376
Infrastructure support fund	-	80,000	80,000
Free reserves	-	881,046	881,046
	161,376	961,046	1,122,422
<b>Total funds</b>	385,376	1,061,046	1,446,422

2023 comparative figures for the analysis of net assets between funds are shown below.

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

**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.

**17 Related party transactions**

Total unrestricted donations from trustees and other related parties in the year were £770 (2023: £1,340).

The charity gave one trustee a £100 gift on retirement (2023: none).

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

Another Way Women's Foundation, Aquila Family Charitable Trust, Avon and Somerset Police Community Trust, Bristol City Council (Community Resilience Fund), Change Course Consultancy, Dame Violet Wills Charitable Trust, Dame Violet Wills Will Trust, David & Ruth Lewis Family Charitable Trust, Eleanor Hamilton Educational Trust, G F Eyre Charitable Trust, Greyfriars Trust, Harapan Trust, Helianthus Charitable Trust, J and M Britton Charitable Trust, John James Bristol Foundation, Kinsey Charitable Foundation, Marsh Charitable Trust, Marsland McAdoo Charitable Settlement, Maurice and Hilda Laing Charitable Trust, National Lottery Community Fund, Noel Buxton Trust, Oak Foundation, Osborne Clarke Charitable Fund, Quartet Community Foundation, Renishaw Charities Committee, Sir Robert McAlpine, Souter Charitable Trust, Southampton Hospitals Charity, Spielman Charitable Trust, The 29th May 1961 Charity, The Basil Brown Charitable Trust, The Batchworth Trust, The Britland Charitable Trust, The Burges Salmon Charitable Trust, The Charles Hayward Foundation, The Forrester Family Trust, The Hedley Foundation, The Henry Smith Charity, The James Tudor Foundation, The Josephine Butler Educational Trust, The Lalonde Trust, The Medlock Charitable Trust, The Michael Bishop Foundation, The National Benevolent Charity, The Nisbet Trust, The Odin Charitable Trust, The Pat Newman Memorial Trust, The Rhododendron Trust, The Roy Proctor Foundation, The Sunrise Foundation CIO, Vera Outhwaite Charitable Trust, and Yellow Wood Foundation.

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