



Equipping the Community for Success

St Clement & St James
Community Development Project
(A company limited by guarantee and a registered charity)

**REPORT AND FINANCIAL
STATEMENTS**

For the year ended
31 AUGUST 2025

Company number: 2677427
Charity number: 1009253

95 Sirdar Road • London • W11 4EQ • 020 7221 8810

Letter from the Chair

As another year draws to a close, I am once again filled with gratitude and admiration for everyone who makes up the ClementJames Centre community. Together, we are helping young people realise their potential and inspiring adults to overcome barriers through advice, guidance, employment support, and wellbeing programmes.

This year, we launched a new five-year strategy under the banner 'Equipping the Community for Success'. It focuses on the services where we can have the greatest impact, renews our values, and strengthens our commitments to diversity, equality, and inclusion. The strategy also includes plans to improve our site's fabric and accessibility with a capital project, ensuring our work can remain impactful for decades to come.

Highlights this year included significant growth in our Early Intervention work, with expanded workshops for parents and practitioners. This strand helps families address issues in children's education at an early stage, supporting stronger outcomes both now and in the future. Our partnership with IntoUniversity once again produced excellent results. We exceeded targets, supporting 1,351 young people in achieving their academic potential and broadening horizons.

We also deepened collaborations with local schools and charities, including Shelter and Nucleus. These partnerships are vital to maintaining high standards in our Advice and Guidance services, supporting clients through complex housing, financial, and immigration challenges. This year, we made the difficult decision to close our adult learning provision — a valued part of ClementJames for many years. Ongoing challenges in funding and delivery led us to refocus our capacity on areas of greatest impact. I am proud of the professionalism and integrity with which our team and those affected managed this transition.

We continue to engage the community in shaping proposals for our step-change capital project and have in the meantime made real progress in improving facilities. Accessibility enhancements will continue into 2026, including new ramps and other measures to ensure our premises remain welcoming and inclusive.

The wider landscape for charities remains challenging, placing pressure on both our organisation and the communities we serve. Our staff have shown remarkable resilience and dedication, consistently prioritising our clients' needs and the mission of ClementJames. I would like to thank our whole staff team, our stakeholders, funders and volunteers for their superb contributions throughout the year. I would also like to pass on particular thanks to Dami Solebo (CEO), Esther Pickering (Chief Programmes Officer), and Leo Reid (Chief Operating Officer) for their outstanding leadership.

As we look ahead, I invite you to stay connected with us. Your ideas, energy, and support are essential to our mission. Together, we will continue to equip our clients for success and move closer to realising our vision of a thriving community where everyone has the opportunity to achieve their full potential.

Simon Glucina

Chair of Trustees
The ClementJames Centre

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Introduction

The trustees present their report and audited financial statements for the year ended 31 August 2025.

Reference and Administrative Information

- Charity/Company Name: St Clement & St James Community Development Project
- Working Name: The ClementJames Centre (hereinafter referred to as ‘the Charity’ and ‘The Centre’)
- Governing Document: The company was established under Memorandum and Articles which established the objects and powers of the charitable company on 30.05.1985, as amended by Special Resolution on 27.09.2005.
- Charity Number: 1009253
- Company Number: 2677427
- Registered Office and Operational Address: 95 Sirdar Road, London W11 4EQ

Board and Committees

<u>Trustees</u>	
Vanessa Casey	
Saqlain Choudhary	
Simon Glucina (Chair)	
Setor Lassey	
Richard Ryan	Resigned 01/11/2024
Katherine Soanes	
Rev’d Gareth Wardell	
Helen Anthony	
Neil Wilson	
Johanna Weston	
<u>Audit and Risk Committee</u>	
Setor Lassey (Chair)	
Simon Glucina	
Helen Anthony	
<u>Capital Development Committee</u>	
Neil Wilson (Chair)	
Simon Glucina	
Katherine Soanes	
Rev’d Gareth Wardell	
<u>Fundraising & Development Committee</u>	
Katherine Soanes (Chair)	
Saqlain Choudhary	
Johanna Weston	

<u>Nominations & Remuneration Committee</u>	
Vanessa Casey (Chair)	
Katherine Soanes	
<u>Investment Committee</u>	
Setor Lassey (Chair)	
<u>People and Culture Committee</u>	
Helen Anthony (Chair)	
Saqlain Choudhary	
Simon Glucina	
<u>Senior Management Team</u>	
Dami Solebo (Chief Executive Officer)	
Leo Reid (Chief Operations Officer)	
Esther Pickering (Chief Programmes Officer)	
<u>Senior Leadership Team</u>	
Joss Cullen (Hub Manager)	Resigned 04/10/2024
Jill Watson (Head of Wellbeing & Support)	
Shabana Ghori (Head of Employment Support)	Appointed 20/01/2025
Munera Sheikh-Mao (Head of Young People's Programmes)	Promoted 20/01/2025
Charlotte Devitt (Ops Manager)	
Gigi Jones (Adult Learning)	Resigned 06/01/2025

Bankers

- CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ.
- CCLA Investment Management Limited, The CBF Church of England Funds, 80 Cheapside, London EC2V 6DZ.
- Lloyds, 25 Gresham Street, London, EC2V 7HN.

Auditors

- HaysMac LLP, 10 Queen Street Place, London EC4R 1AG.

Structure, Governance and Management

Governing Document

The charity is a company limited by guarantee, incorporated on 14 January 1992 and registered as a charity on 13 March 1992. The company is established under a Memorandum of Association which sets out the objects and powers of the charitable company and is governed under its Articles of Association. The charity operates under the working name of The ClementJames Centre.

Recruitment and Appointment of Trustees

The directors of the company are also charity trustees for the purposes of charity law. The trustees who served up to the date of this report are set out on page 5. The Report of the Trustees is the Directors' Report in accordance with s.415 of the Companies Act 2006. The trustees are the only members of the company, and are each liable for a maximum of £1 in the event of the winding up of the charity.

The board of trustees consists of the incumbent of the Parish of St Clement Notting Dale and St James Norland; not more than four persons appointed by the Parochial Church Council; and such other person/s as the trustees may appoint by ordinary resolution. The board aims to be representative of the community as a whole and to ensure that it has available a broad range of skills and expertise amongst its trustees.

The board carries out an annual review of the trustees to ensure a broad range of skills and that members of the local community and users of the charity are represented, and to identify the need for new trustees (due to vacancies or having decided that one or more new trustees with specific skills are needed to help run the charity more effectively). Once they have agreed the skills and experience needed, the trustees consider the best method of attracting desirable candidates and agree a process for recruitment that complies with the governing document. The Nominations Committee receives CVs, shortlists candidates and conducts interviews. Successful candidates are invited to join the trustees, subject to references, background / DBS checks and approval by the full trustee board.

Trustee Induction and Training

An information pack about the organisation is sent to new trustees, including their duties and the organisation's expectations of them, and a full induction process is arranged. New trustees meet existing trustees, key members of staff and volunteers and are introduced to the charity's work and programmes. All trustees are offered training to develop their abilities and competence. Staff and trustees (where possible) attend an annual Strategy Day to evaluate existing services, set targets for future provision and develop strategic objectives.

Risk Management

During the year the trustees have reviewed the significant risks to which the charity is exposed and the means by which these risks are either removed, managed or controlled.

Trustees have identified risks ranging from internal operational risks (e.g. staff and governance, safeguarding, financial risks) to external risk (e.g. macroeconomic, political, reputational.). The trustees are satisfied that all major risks have been identified, that awareness of these risks is the single most effective way to manage them, and that appropriate internal controls are in place to manage the charity's exposure.

The charity faces risks across data protection, financial stability, staff wellbeing, and cybersecurity. To mitigate these, it ensures compliance with data regulations through designated leadership, regular training, and secure systems. Financial risks from major expenditures or funding loss are managed by diversifying income, maintaining reserves, and obtaining Trustee approval for critical spending. For capital projects, adequate funding is secured prior to work, with ongoing oversight to prevent disruptions. Staff wellbeing is

supported through counselling, monitoring, and dedicated roles, while cybersecurity is strengthened via robust policies, training, and multi-factor authentication. Regular reviews and prudent planning underpin the charity's approach to managing these risks effectively.

Organisational Structure

During the year the board met five times; these meetings also included members of the charity's staff as appropriate. The role of the board is to provide oversight of the charity's activities, including planning, approval of annual budgets, review of results and provision of general support to the chief executive and staff. The day-to-day running of the charity is carried out by the permanent staff, with support from volunteers and under the leadership of the Chief Executive, Dami Solebo, who reports directly to the Chair and the board.

Relationship with the IntoUniversity charity

The IntoUniversity charity ('IntoUni') started its first year of independent operation in 2007. The new charity grew out of the IntoUniversity work of The ClementJames Centre and was established by two of its trustees. IntoUni Head Office is based in offices rented from the Parish at 95 Sirdar Road, London, W11. IntoUni contributed £190,000 towards the IntoUniversity programme at The ClementJames Centre from 1 September 2024 to 31 August 2025. The IntoUniversity work of The ClementJames Centre is therefore affiliated to, and receives grants from IntoUni, but remains under the governance of The ClementJames Centre and the management of The ClementJames Centre's chief executive. IntoUni refers to the IntoUni programme at The ClementJames Centre as "IntoUniversity North Kensington" ("IUNK").

Relationship to the Church

The ClementJames Centre was established by the Parochial Church Council of the Parish of St Clement and St James to provide support in the wider community. The Centre benefits from extensive premises that are leased from the diocese and the Parochial Church Council of the Parish of St Clement and St James. The Incumbent of the Parish of St Clement and St James is a member of the Board of Trustees.

Remuneration

Salaries for key management personnel are set by the Remunerations Committee, a subcommittee of the trustee board. The Committee reviews other local and national organisations to ensure that salaries are appropriate (taking benchmarking with other charities of a similar size into consideration). Salaries are reviewed annually. The Remunerations Committee presents to the Board who have final approval.

Staff

The trustees would like to thank The ClementJames Centre's amazing staff, without whom none of the charity's achievements would be possible. Their dedication, commitment and determination has ensured that the charity has remained a positive and crucial resource for the people of North Kensington and the wider community.

Volunteers

In addition, the trustees would like to thank the dedicated volunteers, of whom there are over 100. These volunteers provide a vital service in a range of activities from regularly assisting students during Academic Support sessions to mentoring our adult clients and helping at our gardening club.

Public Benefit

The trustees have referred to the guidance contained in the Charity Commission's General Guidance on Public Benefit when reviewing the charity's aims and objectives and in planning future activities.

Objectives and Activities

The objectives of The ClementJames Centre, as stated in the Memorandum and Articles are:

- a) To advance the education of the inhabitants and in particular of children and young people within the parish of St Clements Notting Dale St James Norland or any united parish comprising St Clements Notting Dale St James Norland and any other ecclesiastical parish associated with or added to them (hereinafter called "the parish").
- b) To relieve poverty among the inhabitants and in particular among the children and young people within the parish.
- c) To relieve the needs of the elderly within the parish.
- d) To provide or assist in the provision of facilities for the recreation and other leisure time occupation of the inhabitants of the parish and in particular of those who have need of such facilities by reason of their youth, age, infirmity or disablement, poverty, or social and economic circumstances in the interests of social welfare and with the object of improving their conditions in life.

The Main Activities of The ClementJames Centre

The ClementJames Centre is an award winning charity based in Notting Dale, North Kensington, one of the most underserved wards in London. The charity provides essential support and resources to help our clients overcome challenges such as unemployment, poverty, and educational barriers. Our Vision is of a community where everyone gets the opportunity to realise their potential. We work towards this through our purpose, which is to support young people, adults and families to achieve their ambitions by providing high-quality services that meet individual needs. We support young people and adults through our different strands which include Children and Young People's Education, Wellbeing Support, Employment Support, Early Intervention and Information, Advice and Guidance. Our expertise in a wide range of areas allows us to provide all encompassing support to individuals in need. Partnership and collaboration is important to us, and we work closely with the local authority, local schools and other charity partners to achieve our aims. In particular this year, we have focused on sharing knowledge and expertise across different areas, to promote independence. For example, in our Early Intervention and advocacy strand, we delivered workshops for practitioners (i.e. people working with children and families) to upskill their knowledge so that they could cascade this information to young people and families that they work with. Overall in 2024/2025 we saw over 2200 adults and young people.

Children & Young People's Education

We help children and young people to learn, flourish and achieve their full potential. This allows them to feel fulfilled and have the opportunities to build the future that they choose. Our youth-focused programmes support primary and secondary school students by enhancing academic achievements and building crucial soft skills like communication and confidence.

The challenges our Children & Young People's Education programme addresses:

- Children from underserved backgrounds in the borough continue to face significant barriers, including limited access to educational resources and enrichment opportunities, preventing them from achieving the same outcomes as their peers.
- Limited capacity for individualised support creates gaps in provision, increasing the risk of young people falling behind and disengaging from education.
- Growing numbers of children in RBKC are affected by mental health needs, developmental challenges, and other health issues that impact their ability to engage with education.

What our Children & Young People's Education programme offers:

We provide sustained academic support, motivation and encouragement to give young people a fair chance of realising their full potential. We provide children aged 7 to 18 with a combination of:

- Academic Support: School children receive help with homework, coursework, revision and specific literacy and numeracy support from trained tutors. Academic support raises levels of achievement, increases confidence and motivation, and helps young people re-engage with learning outside school hours.
- Primary and Secondary provision: Children are given the opportunity to experience the pleasure of learning through an educational activity lasting between a day and a week and these take place both at The ClementJames Centre and the school. The charity takes children on visits to universities, thereby introducing them to the idea that university is something to which they might aspire. The Careers in FOCUS, and Business in FOCUS programmes give the students the chance to experience a diverse range of careers and skills through workshops led by professionals.
- Mentoring: The charity works with a range of other universities to provide mentors to The ClementJames Centre. Mentors help the young people with their educational choices as well as their social skills. The mentors act as positive role models, and encourage their mentees to think about their futures and raise their aspirations. Some Year 13 students are paired with a mentor from one of our corporate partners, where the mentors support them through the transition to their next stages post finishing school. On the mini-mentoring programme, known as the Buddy Scheme, trained undergraduates work with Year 8 students, providing hands-on workshops and an insider's view of their campus.
- One-to-one literacy and numeracy support: Children and young people can benefit from intensive one-to-one literacy and numeracy support by trained staff or volunteers to help them catch up with their academic skills, and build their confidence.
- Non-Term Time programmes: Throughout the half term holidays, the staff team runs a range of workshops for young people based around different topics. In the summer holidays, the staff and volunteers run a Carnival Arts Programme where children and

young people design their own costumes and learn a dance to perform at our Carnival family day.

In 2024/2025 we supported over 1400 young people through our education programme.

- Across all of our workshops, 82% of young people enjoyed their session
- 93% of students who attended the Literacy and Numeracy programme said that they felt proud of themselves and their achievements.
- 93% of students said they felt more confident in maths after their one-to-one sessions.

We ensure that we offer various opportunities for enrichment throughout the year for the young people that we work with, including trips and visits, for example to Tower Bridge, The Science Museum, London Zoo, and creative writing workshops with The National Theatre. We ensure that our staff are trained to deal with supporting young people with their wellbeing, and are inclusive of different needs.

Working in partnership with others is one of The ClementJames Centre's values, and is key to the work that we do. We continue to build good relationships with local primary and secondary schools, ensuring we are listening and responding to needs. We also maintain positive relationships with the local authority, including services like Early Help. These relationships are incredibly important to us, as safeguarding young people is a core part of the work that we do.

Early Intervention

We offer a comprehensive range of services and programmes designed to support young people experiencing behavioural, emotional, and learning challenges—factors that can significantly disrupt their education. Our provision includes a combination of one-to-one and group workshops, aimed at assisting both young people and their families as they navigate what can often be a particularly challenging time.

The challenges our Early Intervention programme addresses:

- RBKC has one of the highest rates of temporary exclusions in London, causing significant disruption through increased managed moves and learner transfers to alternative provisions.
- Many excluded or at-risk children have undiagnosed special educational needs or mental health conditions, creating gaps in appropriate support and intervention.
- Families who are already vulnerable or marginalised often feel they have little control over their educational circumstances, with particular barriers around understanding exclusion processes and terminology. This is especially challenging in North Kensington and Notting Dale where many families have English as a second language.

What our Early Intervention programme offers:

- One-to-One Advocacy Support: A dedicated information and support service for young people and their families facing school exclusions.
- Female Mentoring: Our programmes take place in partnership with local secondary schools, and aim to build confidence, self-awareness and improve peer relationships.

- Group Information Workshops: We run regular information sharing workshops for both parents and practitioners to help increase their knowledge of the school exclusion processes and explore other factors that might be contributing to this.
- One-to-One Counselling: We run weekly sessions for young people to help them manage trauma, low self-esteem and emotional regulation. We also explore how to help them form healthy and supportive relationships.

Overall this year we supported 224 people in this area, including young people, adults and practitioners.

- 85% of the young people accessing our female mentoring programme found the sessions beneficial.
- Over 95% of young people taking part in our advocacy programme remained in suitable education.

A key area of growth for the organisation this year has been our dedicated work in upskilling and supporting community organisations and practitioners. We have collaborated closely with local partner organisations to empower both parents and practitioners, enabling them to understand key points of information and address challenges independently, e.g., understanding what an Educational, Health and Care Plan is. This has been achieved through targeted sessions providing information on the school exclusions process. In addition, these sessions create opportunities for participants to share experiences and insights with one another, fostering a valuable sense of community and collective practice.

Employment Support

We help people to either gain meaningful and sustainable employment, or make meaningful progress towards their employment goals. This enables our clients to improve their quality of life, security and independence. We do this through tailored advice and support, and group based activities.

The challenges our Employment Support programme addresses:

- According to The Royal Borough of Kensington and Chelsea (RBKC), unemployment and receiving a low income continue to be significant issues contributing to deprivation in North Kensington. The unemployment rate in the borough, as of May 2024, was 5.9%, almost 1% higher than the London average. These figures are considerably worse in the north of the borough, where, in our ward, 12% of people of working age have never been employed or are long-term unemployed. Additionally, 42.9% of residents of working age are economically inactive, meaning they are not in work and are neither seeking nor able to work. Unemployment has cascading effects on adults and families in our community.
- Research consistently shows a strong link between unemployment and mental and physical health issues, as well as social isolation.
- In addition to high levels of deprivation and unemployment, North Kensington residents have compounding factors that affect their ability to access employment, most significantly English language proficiency and mental and physical health issues. According to RBKC nearly 30% of all households in the borough do not speak English as

a first language, and over 12% of residents have a long-term condition or disability that limits their life in some way.

What the Employment Support programme offers:

- One-to-One support: At the beginning of these tailored sessions with an advisor, a needs assessment is undertaken to highlight previous experience/skills, and also to identify and try to address any barriers to work. The client would then work together with their advisor to do effective job/training searches to identify opportunities. There are also opportunities to develop their CVs, interview techniques and job applications. Soft-skill building is also an important part of this programme, including a focus on effective timekeeping, communication, presentation skills and improving confidence and self-esteem.
- Group Workshops: Alongside targeted one-to-one support, we see the benefit in learning from others. We run corporate volunteering days where volunteers will work with clients to increase their confidence, presentation skills and interview techniques.

We saw 122 adults last year across our employment programme. Cross-programme collaboration within The ClementJames Centre is very important. Many clients who were struggling to find work, also struggled with other aspects of their life, for example with their mental health, or in more practical areas of their life, like needing help with benefit or grant applications. Our holistic approach to supporting people across different aspects of their life is crucial to what we do, and in our triage sessions we identify any barriers or challenges people have, and refer them to the most appropriate support. However, we also have strong professional boundaries as an organisation, and if we cannot help in a particular area, then we prioritise building trusted specialist partnerships and links so we can refer elsewhere.

Wellbeing Support

Our wellbeing service aims to empower individuals with the essential tools and resources needed to improve their mental, emotional, and physical health. We empower people to overcome barriers and challenges, and to engage with their own wellbeing.

The challenge our Wellbeing and Support programme addresses:

- One of the most significant concerns facing RBKC is mental and physical well-being. According to the UK Prosperity Index, RBKC is among the top 20% of local authorities with the highest levels of poor mental wellbeing. Furthermore, in Notting Dale ward, where ClementJames is situated, 68% of households experience at least one form of deprivation (income, education, health or housing) as well as high levels of homelessness and unemployment. These local determinants are widely recognised as significant factors negatively impacting the mental health and cohesion of a community. In addition, our community continues to be deeply affected by the Grenfell Tragedy, which occurred only a few roads away from our centre and remains a significant factor affecting the wellbeing of many of our clients.

What the Wellbeing Support programme offers:

- Regular group workshops: Activities are based around improving health and wellbeing, and providing tools to do this on your own. We run a weekly wellbeing group that provides spotlights on different wellbeing topics. We also run regular Natural Wellbeing and Gardening groups, and Creative Arts groups for all the family.
- Unique Community Events: Getting people together in groups can reduce social isolation, and so we run a yearly self care day and a winter celebration, where people come together to partake in fun activities and enjoy a meal together.
- Women’s Confidence Programme: The project is a six-week course which gives women the opportunity to focus on themselves and explore their needs, aspirations, and ways in which they can successfully achieve their goals in life.

Across this year we supported 175 clients with their wellbeing through our workshops.

- 34 people across the year attended our Women’s Confidence Programme.
- 93% of clients who attended one (or more) of our wellbeing sessions had a positive change in their resilience.

“The ClementJames Centre really cares about people in the community and offers valued support and guidance when most needed that helps to inspire hope when too many issues overwhelm you in life, which makes it difficult to cope on your own.”

Advice and Guidance

We provide free independent advice to RBKC residents, on a range of day to day issues. Our service aims to help people to overcome the barriers, challenges and issues affecting their lives. This aims to remove stress and uncertainty so that they can feel in control and pursue their goals. We offer Information, Advice and Guidance in the form of one-to-one support from a trained advisor, as well as group sessions. We always work to support clients to help themselves and it will be expected that, if they are able, they will work outside of Information, Advice and Guidance appointments to resolve the issue themselves and it is likely their advisor will set them tasks to complete after each session.

The challenge our Advice and Guidance Support programme addresses:

- Our staff have seen a large increase in demand for our Information, Advice & Guidance services as a result of the pandemic and the more recent cost of living crisis, with many people seeking help with rising energy bills, housing issues and benefit claims.
- Both housing instability and financial precarity are longstanding issues in our community. Kensington and Chelsea (RBKC) has the UK’s highest housing prices, and residents spend on average 65% of their income on priority expenses such as housing and utilities. Lower-income residents have no means of meeting the rising costs of living, especially those who already experience financial instability. Consequently, in the last 5 years, more people have been pushed into precarity, with residents claiming in-work benefits in RBKC rising by 46%.
- Financial precarity has profound impacts on housing stability; however, for those seeking support, housing stock in RBKC is minimal. Over two-thirds of people on the housing register in our borough are homeless and living in temporary accommodation. Families with children and people with disabilities face prolonged instability, often waiting over a decade for suitable housing. With the rising pressures of the cost of

living, the number of socially housed tenants in arrears is steadily rising, alongside arrears-related evictions and legal proceedings related to debt.

What our Advice and Guidance Support offers:

- Dedicated one-to-one support: This is provided on a wide range of issues such as housing, benefits, finance and debt. Our service is Advice Quality Standard (AQS) accredited.
- Group Workshops: These sessions cover topics/issues that are regularly occurring for our clients. We organise group workshops so we can share information with a wider audience. It also provides an opportunity for clients to share their experiences and learnings in a non-judgemental and supportive space, reducing anxiety and isolation.
- Emergency food support: We assist people with obtaining vouchers to obtain packages, challenging food poverty.

Across this year we saw 252 clients through our Advice and Guidance support.

- 81% of clients agreed that their quality of life had improved after their issue was resolved.
- 85% of clients agreed that their stress levels related to their issue had decreased after receiving support.
- 91% of clients agreed that after their support, they had more knowledge of support available to them.

Due to the fact that the service is in such high demand, it is crucial that we work with trusted referral partners. As identified in the challenges section, housing is a significant issue in RBKC, and we have a strong relationship with Shelter, who come onsite to give targeted advice once a month. Debt is also an area of need, and Nucleus is an advice service with considerable knowledge in this field. A specialist senior advisor from Nucleus is based on our site once a week. This quote from Nucleus highlights the mutual benefit of this partnership:

“The partnership with ClementJames has created a collaborative and inclusive space. Clients value the centre’s accommodations for individuals with disabilities, its calming garden, and the warmth of its staff. Many clients face interconnected issues—severe poverty, mental health struggles, and isolation. By working closely with ClementJames, Nucleus has been able to reach individuals who might otherwise be reluctant to seek help. ClementJames’ deep community trust has played a vital role in overcoming these challenges. Together, we have supported hundreds of residents, providing them with tailored advice to help navigate crises and regain stability. Beyond legal aid, this collaboration restores dignity, builds confidence, and empowers individuals to take control of their circumstances. The Nucleus-ClementJames partnership exemplifies the power of community-driven solutions. By combining resources and expertise, the two organisations deliver holistic support to those who need it most. As we reflect on the past three years, I want to thank the ClementJames team for their collaboration. The hundreds of people we’ve helped together would undoubtedly echo that gratitude. This partnership is proof that working together can create real change, and we look forward to continuing to serve the community.”

Adult Learning

We have historically provided various courses and supported some of the most vulnerable and marginalised adults in the community including domestic workers and refugees. These classes not only serve as a way to improve skills in English, Maths and ICT, but also are a way of bringing people together and helping them develop skills like communication, confidence and resilience.

The Adult Learning provision has been a key part of the ClementJames service for a number of years, and has helped thousands of adults with English, Maths and ICT. In 2025, we made the very difficult decision to stop providing classes at the Centre and to close the Adult Learning strand. This decision was driven by challenges with funding and delivery, including increases in alternative providers. Clients who attended these classes were supported with their next steps, and helped with the self-determined progression routes. We worked closely with other local organisations who run adult learning provision, and signposted our clients to other classes. Some of the clients that we worked with through this programme still continue to access the centre in other ways, for example through our Wellbeing or Employment programmes.

Grenfell Tower fire response

The ClementJames Centre is keenly aware that the Grenfell Tower fire has had a lasting impact on the local community. It is with this in mind that we continue to provide support for those affected through our regular provision and have provided more intensive support wherever possible. ClementJames is committed to support this community for as long as needed and we will remain a place of care and service.

Related activities

The charity works closely in conjunction with other institutions including primary and secondary schools, universities, cultural institutions, other voluntary sector organisations and companies. Other activities that the charity provides for the local community include:

- Community Garden: Providing an outdoor recreational space and classroom.
- Support, Guidance & Training Services for local organisations and individuals.
- Premises: Our location is made available for the use of other community groups.

What distinguishes The ClementJames Centre from the work of many other organisations is that we provide services for the whole family, welcoming every client as an individual and nurturing their potential to achieve and contribute more. We tailor our approach to meet each client's needs – building a package of support that has measurable impact.

Plans for the Future

At the end of 2024 (calendar year), we launched a new strategic plan that sets out our vision to be a leading example of high-quality provision in our local community. This plan gives us a clear direction, regarding how we use our spaces, how we support and train our staff, and how we approach fundraising and growth. It's helping us make confident, informed decisions so that we can continue delivering the best possible experiences for the people we work with.

As we move forward, we've set ourselves five key ambitions for the year ahead:

1. Reaching more people – This year, we aim to support over 3,000 people through our programmes. One area of focus is more wellbeing-based activities that help reduce isolation, boost confidence, and create opportunities for people to connect and build strong networks. Our goal is to make sure everyone who walks through our doors feels seen, supported, and part of a community.
2. Improving our space – We’re taking exciting steps towards improving our facilities through our Capital Project. This will include completing a project brief and starting our fundraising efforts in earnest. In the meantime, we’ll also be making some key short-term upgrades to enhance accessibility and create a more welcoming, trauma-informed environment for both staff and clients.
3. Diversifying our income – To make our work more sustainable, we’re focusing on growing our income from individual giving and corporate sponsorships. By building strong relationships with donors and working closely with businesses that share our values, we can create lasting partnerships that strengthen our impact.
4. Deepening our impact – We’re committed to tackling the root causes of inequality and the barriers that prevent people from thriving. Over the next year, we’ll invest more time and energy in projects that create lasting change, while also taking a closer look at how we measure and understand our impact—so we can keep learning and improving.
5. Supporting our team – Our people are at the heart of everything we do. This year, we’re investing more in staff development and wellbeing, supported by the introduction of a new People and Culture Manager. They will support our Chief Operations Officer in the implementation of a new ‘People Strategy’ to ensure our staff feel valued, supported, and empowered to grow.

Financial Review

Total expenditure for the year amounted to £1,335,799 (2024: £1,402,454). Total income amounted to £1,340,449 (2024: £1,428,244), meaning that we generated a surplus of £4,650. The two largest elements of income came from The Royal Borough of Kensington and Chelsea £156,169 (2024: £244,571) and IntoUniversity £190,000 (2024: £190,000). Further details of the income from IntoUniversity can be found in note 14 of the accounts. All restricted funds were fully expended in the year and at 31 August 2025 the charity had unrestricted net assets of £776,348 (£776,348 unrestricted funds) (2024: £771,698 unrestricted funds).

The trustees are very grateful to the Royal Borough of Kensington and Chelsea and to all the charitable trusts, institutions and individuals that supported the charity throughout the year. For further information about the voluntary income of the charity see note 2 of the accounts.

Reserves Policy

As at 31 August 2025, the charity held free reserves of £776,348 (unrestricted funds and excluding fixed assets). The trustees have reviewed the charity’s need for reserves, particularly in the current financial climate and with the uncertainty presented by the cost of living crisis, and consider that it is appropriate to continue to seek to set aside free reserves to cover up to six months’ running costs. Free reserves as at 31 August 2025 are sufficient to meet our forecast for over six months’ running costs in the 2025-2026 financial year. The charity is continuing in its fundraising efforts to increase the level of reserves commensurate with the

increase in annual expenditure. The purpose of the charity's unrestricted reserves is to provide the charity with the means to:

- counter possible risks to continued operation in the event of a lack of funding in the short term.
- meet unexpected opportunities which cannot be funded out of normal operating income.
- provide the financial security necessary in these uncertain times.

Investment Policy

Reserves are held in cash on deposit. Periodically, funds not required in the near future are invested at a higher rate of interest in the Church Benevolent Fund account managed by CCLA Investment Management Limited.

Fundraising Activity Statement

The ClementJames Centre undertakes a range of fundraising activities and receives donations from a broad spectrum of donors and supporters, including companies, trusts, individuals and public bodies. The great majority of the charity's income is generated from fundraising targeted at trusts and foundations and the local authority.

Income from individual donations is achieved through three to four fundraising events a year, at which attendees can also participate in silent auctions or raffles, as well as signing up to learn more and become supporters of the centre.

As outlined by the Fundraising Regulator, we will take into account the needs of any potential donor who may be considered vulnerable or in need of care and support to make an informed decision. We will not exploit the trust, lack of knowledge or vulnerable circumstance of any donor at any time. We will not take a donation if we know/have good reason to believe that a person lacks capacity or is in a vulnerable position and cannot make an informed decision to donate.

The ClementJames Centre does not outsource any of its fundraising activities to third parties. The charity received no complaints relating to its fundraising activities in 2024-2025.

Responsibilities of the Trustees

The trustees (who are also the directors of St Clement and St James Community Development Project for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and the financial result of the charity for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as the trustees are aware:

- there is no relevant audit information of which the charity's auditor is unaware.
- they have taken all steps they ought to have to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

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

Small company provisions

This report has been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Auditor

A resolution to appoint HaysMac LLP or another suitably qualified firm as auditor for the ensuing year will be proposed at the annual general meeting in accordance with section 489 of the Companies Act 2006.

This report has been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019)

Approved by the trustees on 20/12/2025 and signed on their behalf by:

Simon Glucina

..... (Chair)

Simon Glucina

Auditor's Report

Independent auditor's report to the members of St Clement & St James Community Development Project

Opinion

We have audited the financial statements of St Clement and St James Community Development Project for the year ended 31 August 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2025 and of the charitable company's net movement in funds, including the 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 charitable company'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 Trustees' Report. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report (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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' 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 by the charitable company; or
- the charitable company 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 directors 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 directors' report and from the requirement to prepare a strategic report

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 19, 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 charitable company'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 charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

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

Based on our understanding of the charitable company and the environment in which it operates, we identified the principal risks of non-compliance with laws and regulations related to the use of restricted funds and Charity Law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, Charities Act 2011 and Charities SORP.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to recognition of income. Audit procedures performed by the engagement team included:

- Inspecting minutes of Trustees' meetings;
- Reviewing allocations and disclosures relating to restricted funds;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals including the control environment and purpose; and
- Challenging assumptions and judgements made by management in their critical accounting estimates. There were no areas within the financial statements that required the Trustees to make significant judgements or estimates during the year.

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. This risk increases the more the compliance with a law or

financial regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 charitable company'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 charitable company'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 charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

A handwritten signature in black ink that reads "J Askew".

Jane Askew (Senior Statutory Auditor)

For and on behalf of HaysMac LLP,
10 Queen Street Place
London,
EC4R 1AG

Date: 23/12/2025

Statement of Financial Activities

(Including Income and Expenditure Account) For the year to 31 August 2025

		Unrestricted Funds	Restricted Funds	Total 2025 2025	Total 2024 2024
		£	£	£	£
	Notes				
INCOME FROM:					
Donations and legacies	2	618,232	688,844	1,307,076	1,396,393
Other trading activities	3	6,262	0	6,262	6,277
Investments		27,111	0	27,111	25,574
Total Income		651,605	688,844	1,340,449	1,428,244
EXPENDITURE ON:					
Raising funds	4	86,252	0	86,252	75,607
Charitable activities	4,11	560,703	688,844	1,249,547	1,326,847
Total Expenditure		646,955	688,844	1,335,799	1,402,454
Net income		4,650	0	4,650	25,790
Funds brought forward		771,698	0	771,698	745,908
Funds at 31 August		776,348	0	776,348	771,698

The notes on pages 28-40 form part of these financial statements.

The statement of financial activities includes all gains and losses recognised in the year. All amounts derive from continuing activities.

Full comparatives for 2024 are presented in note 14.

Balance Sheet for the year ended 31 August 2025

Charity Number: 1009253. Company Registration Number: 2677427.

	Notes	2025 £	2024 £
Fixed Assets	7	0	0
Current Assets:			
Debtors	8	22,098	48,837
Cash at bank & in hand		1,116,325	901,910
		1,138,423	950,747
Creditors:			
Amounts falling due within one year	9	362,075	179,049
Net current assets		776,348	771,698
Net assets		776,348	771,698
The funds of the charity:			
Unrestricted funds: General	10,11	776,348	771,698
Unrestricted funds: Designated	10,11	0.00	0
Unrestricted funds		776,348	771,698

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

The financial statements were approved and authorised for issue by the Board of Trustees on 20/12/2025 and signed on their behalf by:

Simon Glucina

.....
Simon Glucina

The notes on pages 28-40 form part of the financial statement.

Charity Number: 1009253. Company Registration Number: 2677427.

Statement of cash flows

Year ended 31 August 2025

Note	2025 £	2024 £
Cash flows from operating activities:		
Net cash provided by operating activities	187,303	24,431
Cash flows from investing activities:		
Interest income	27,111	25,574
Net cash (used in) investing activities	27,111	25,574
Increase in cash and cash equivalents in the year	214,414	50,005
Cash and cash equivalents at the beginning of the year	901,910	851,905
CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	1,116,324	901,910

A. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH PROVIDED BY OPERATING ACTIVITIES

	2025 £	2024 £
Net movement in funds	4,650	25,790
Add back depreciation charge	0	3,389
Deduct interest income	(27,111)	(25,574)
Increase in debtors	26,739	67,905
Increase/(decrease)in creditors	183,025	(47,079)
Net cash provided by operating activities	187,303	24,431

Notes of the Financial Statement

Continued Year ended 31 August 2025

1. Accounting Policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

The ClementJames Centre meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Preparation of accounts on a going concern basis

The trustees consider there are no material uncertainties about the charity's ability to continue as a going concern. The review of the charity's financial position, reserves levels and future plans, gives trustees confidence the charity remains a going concern for the foreseeable future.

Income recognition

All income is recognised once the charity has entitlement to that income, receipt is probable and the amount of income receivable can be measured reliably.

Expenditure recognition

All expenditure is recognised on an accruals basis as a liability is incurred as follows;

- Expenditure is recognised on an accrual basis as a liability is incurred.
- Expenditure includes VAT which cannot be recovered and is reported as part of the expenditure to which it relates.
- Costs of generating funds comprise the costs associated with attracting voluntary income.
- 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.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis as set out in note 4.

VAT

The charity is not registered for VAT.

Financial Instruments

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.

Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

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.

Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees and in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

Employee benefits

- Short-term benefits: Short-term benefits including holiday pay are recognised as an expense in the period in which the service is received.
- Employee termination benefits: Termination benefits are accounted for on an accrual basis and in line with FRS 102.
- Pension scheme: The charity operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of the charity in an independently administered fund. The pension costs charged in the financial statements represent the contributions payable during the year.

Legal status

The ClementJames Centre is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The members are the trustees. There were 9 members on 31 Aug 2025 (2024:10).

Judgements and key sources of estimation uncertainty

Preparation of the financial statements requires management to make significant judgements and estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. There were no areas within the financial statements that required the trustees to make significant judgements or estimates during the year.

2. Grants, Donations & Legacies

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Grants				
Donations & Legacies				
All Aboard Shops	0	3,500	3,500	1,000
AllChild	0	8,187	8,187	18,459
Arts Council England	0	0	0	5,000
Audley Travel	0	0	0	500
Campden Charities	9,000	0	9,000	10,500
City Bridge	0	31,350	31,350	30,000
Childhood Trust	0	15,000	15,000	9,337
Co-op	0	500	500	1,119
Corcoran Foundation	1,000	0	1,000	1,000
Ernst and Young	0	15,000	15,000	15,000
Garfield Weston Foundation	29,167	0	29,167	0
Good Things Foundation	0	6,000	6,000	0
Ground Works UK	0	0	0	1,500
Greenwood Place	23,333	0	23,333	0
Henry Oldfield Trust	0	0	0	4,167
Henry Smith Foundation	0	25,000	25,000	37,200
Hollick Family Foundation	0	10,000	10,000	10,000
IntoUni*	0	190,000	190,000	190,000
Johnson and Johnson	0	0	0	1,600
John Lyon's	0	2,200	2,200	3,000
KCSC	1,295	13,644	14,939	24,718
K&C Foodbank	1,650	0	1,650	0
K&C Foundation	0	40,000	40,000	46,000
MariaMarina	0	13,333	13,333	0
Mercers' Company	0	25,000	25,000	25,000
Michael Page	0	0	0	300
National Lottery Community Fund	0	122,500	122,500	110,000
Newby Trust	0	0	0	10,000
Anonymous	100,000	0	100,000	100,000
Souter Charitable Trust	2,000	0	2,000	3,000
SUEZ	25,000	0	25,000	30,000
TAM Asset Management	0	0	0	12,710
The Alchemy Trust	0	1,000	1,000	0
The Banham Foundation	0	10,000	10,000	0
The Belpech Trust	2,500	0	2,500	5,000
The Dischma Chritable Trust	0	5,000	5,000	0
The Drapers' Charitable Fund	0	0	0	15,000
The Gosling Foundation	0	10,000	10,000	833
The Grace Trust	0	3,000	3,000	2,000
The Grenfell Foundation	0	0	0	7,528

The Grove Trust	0	18,750	18,750	0
The Headley Trust	25,000	0	25,000	25,000
The Helen Hamlyn	0	2,667	2,667	1,333
The Hiscox Foundation	0	0	0	25,000
The John Horseman Trust	5,000	0	5,000	0
The Lord Faringdon Charitable Trust	0	1,000	1,000	0
The Julia & Hans Rausing	60,000	2,500	62,500	27,500
The Leigh Trust	0	2,000	2,000	2,000
The Lightbulb Trust	0	15,000	15,000	30,000
The Linbury Trust	0	10,000	10,000	50,000
The North Kensington Community Energy	0	0	0	500
The Ogden Trust	0	0	0	5,000
The Pat Newman Memorial Trust	750	0	750	0
The Peter Stebbings Memorial Charity		8,333	8,333	0
The Peter Stormonth Darling Charitable Trust	0	4,167	4,167	2,708
The Progress Foundation	0	15,000	15,000	15,000
The Royal Borough of Kensington & Chelsea	125,589	30,580	156,169	244,571
The Trussell Trust	0	0	0	600
The Sobel Foundation	20,000	0	20,000	20,000
The Tudor Trust	37,500	0	37,500	0
Thomas's Schools Foundation	0	0	0	3,000
Toast Brewing	0	0	0	1,000
Westway Development Trust	0	1,000	1,000	0
William Allen Young Trust	0	2,855	2,855	2,379
Worshipful Company of International Bankers	1,000	8,000	9,000	9,000
Worshipful Company of Chartered Secretaries and Administrators	0	0	0	2,000
W O Street Charitable Foundation	0	0	0	2,667
Wyseliot	0	4,000	4,000	4,000
Young K&C	0	12,778	12,778	0
29th May 1961 Charitable Trust	5,000	0	5,000	5,000
Individual donations	143,448	0	143,448	186,664
Total	618,232	688,844	1,307,076	1,396,393

2a. Grants, Donations & Legacies 2024 Comparison

	<i>Unrestricted</i>	<i>Restricted</i>	<i>Total 2024</i>	<i>Total 2023</i>
<i>Grants</i>	£	£	£	£
<i>Donations & Legacies</i>				
<i>ABN Amro Bank</i>	0	0	0	440
<i>All Aboard Shops</i>	0	1,000	1,000	500
<i>Arts Council England</i>	0	5,000	5,000	0
<i>Audley Travel</i>	0	500	500	750
<i>BBC Children in Need</i>	0	0	0	22,744
<i>Campden Charities</i>	10,500	0	10,500	9,000
<i>City Bridge</i>	0	30,000	30,000	0
<i>Charities Aid Foundation</i>	0	0	0	77,778
<i>Chelsea Rotary Fund</i>	0	0	0	100
<i>Childhood Trust</i>	0	9,337	9,337	0
<i>Co-op</i>	0	1,119	1,119	0
<i>Corcoran Foundation</i>	1,000	0	1,000	2,000
<i>DE Group</i>	0	0	0	749
<i>Dunnhumby</i>	0	0	0	224
<i>Enterprise Holdings Foundation</i>	0	0	0	2,000
<i>Esmee Fairbairn Foundation</i>	0	0	0	15,000
<i>Ernst and Young</i>	0	15,000	15,000	15,000
<i>Ground Works UK</i>	0	1,500	1,500	0
<i>Henry Oldfield Trust</i>	0	4,167	4,167	5,833
<i>Henry Smith Foundation</i>	0	37,200	37,200	62,800
<i>Hollick Family Foundation</i>	0	10,000	10,000	10,000
<i>IntoUni*</i>	0	190,000	190,000	190,000
<i>Johnson and Johnson</i>	0	1,600	1,600	0
<i>John Lyon's</i>	0	3,000	3,000	0
<i>KCSC</i>	0	24,718	24,718	32,652
<i>K&C Foundation</i>	0	46,000	46,000	46,500
<i>L&Q Place Makers Fund</i>	0	0	0	5,000
<i>Mercers' Company</i>	0	25,000	25,000	29,000
<i>Michael Page</i>	0	300	300	0
<i>National Lottery Community Fund</i>	0	110,000	110,000	65,274
<i>Newby Trust</i>	10,000	0	10,000	0
<i>Anonymous</i>	100,000	0	100,000	50,000
<i>Souter Charitable Trust</i>	3,000	0	3,000	3,000
<i>SUEZ</i>	0	30,000	30,000	1,980
<i>TAM Asset Management</i>	12,710	0	12,710	0
<i>The Belpech Trust</i>	2,500	2,500	5,000	2,500
<i>The Drapers' Charitable Fund</i>	0	15,000	15,000	0
<i>The Gosling Foundation</i>	0	833	833	4,167

<i>The Grace Trust</i>	2,000	0	2,000	0
<i>The Grenfell Foundation</i>	2,028	5,500	7,528	1,753
<i>The Headley Trust</i>	25,000	0	25,000	0
<i>The Helen Hamlyn</i>	0	1,333	1,333	0
<i>The Hiscox Foundation</i>	0	25,000	25,000	0
<i>The Julia & Hans Rausing</i>	0	27,500	27,500	0
<i>The Leigh Trust</i>	2,000	0	2,000	0
<i>The Lightbulb Trust</i>	0	30,000	30,000	15,000
<i>The Linbury Trust</i>	0	50,000	50,000	55,000
<i>The North Kensington Community Energy</i>	0	500	500	0
<i>The Ogden Trust</i>	0	5,000	5,000	5,000
<i>The Peter Stormonth Darling Charitable Trust</i>	0	2,708	2,708	5,625
<i>The Progress Foundation</i>	0	15,000	15,000	12,500
<i>The Royal Borough of Kensington & Chelsea</i>	130,442	114,129	244,571	315,467
<i>The Trussell Trust</i>	0	600	600	0
<i>The Sobel Foundation</i>	20,000	0	20,000	0
<i>Thomas's Schools Foundation</i>	0	3,000	3,000	3,000
<i>Toast Brewing</i>	0	1,000	1,000	0
<i>West London Zone</i>	0	18,459	18,459	23,750
<i>William Allen Young Trust</i>	0	2,379	2,379	476
<i>Worshipful Company of International Bankers</i>	1,000	8,000	9,000	1,000
<i>Worshipful Company of Chartered Secretaries</i>	0	2,000	2,000	0
<i>W O Street Charitable Foundation</i>	0	2,667	2,667	1,333
<i>Wyseliot</i>	0	4,000	4,000	4,000
<i>29th May 1961 Charitable Trust</i>	5,000	0	5,000	5,000
<i>Individual donations</i>	186,664	0	186,664	226,237
Total	513,844	882,549	1,396,393	1,330,132

3. Other Trading Activities

	Unrestricted	Restricted	Total 2025	Total 2024
	£	£	£	£
Rentals	5,400	0	5,400	5,483
Miscellaneous	862	0	862	794
Total	6,262	0	6,262	6,277

All other trading income in 2025 & 2024 was unrestricted.

4. Total Expenditure

	Staff Costs	Direct Costs	Support Costs	Total 2025	Total 2024
	£	£	£	£	£
Raising funds	86,252	0	0	86,252	75,607
Charitable Activities					
Capital	0	0	21,568	21,568	12,250
Adult Learning	176,637	11,134	23,908	211,679	219,732
Children & Young People	443,555	34,358	59,974	537,887	478,603
Depreciation	0	0	0	0	3,389
Employment Support	135,122	7,252	18,306	160,680	308,081
Wellbeing and Support	254,650	14,718	34,427	303,795	295,971
Governance					
Misc Expenditure	0	0	0	0	(3,789)
External Audit	0	0	12,300	12,300	11,220
Trustees Indemnity Insurance	0	0	1,638	1,638	1,390
	1,009,964	67,462	172,121	1,249,547	1,326,847
Total expenditure	1,096,216	67,462	172,121	1,335,799	1,402,454

4a. Total Expenditure 2024 Comparison

	<i>Staff Costs</i>	<i>Direct Costs</i>	<i>Support Costs</i>	<i>Total 2024</i>	<i>Total 2023</i>
	£	£	£	£	£
<i>Raising funds</i>	75,607	0	0	75,607	73,755
<i>Charitable Activities</i>					
<i>Capital</i>	0	0	12,250	12,250	20,109
<i>Adult Learning</i>	185,140	13,872	20,720	219,732	227,570
<i>Children & Young People</i>	403,636	32,027	42,940	478,603	337,244
<i>Depreciation</i>	0	0	0	3,389	3,650
<i>Employment Support</i>	267,723	10,655	29,703	308,081	357,611
<i>Wellbeing and Support</i>	251,442	14,508	30,021	295,971	281,082
<i>Governance</i>					
<i>Misc Expenditure</i>	0	0	0	(3,789)	337
<i>External Audit</i>	0	0	11,220	11,220	10,200
<i>Trustees Indemnity Insurance</i>	0	0	1,390	1,390	1,347
	1,107,941	71,062	148,244	1,326,847	1,239,150
Total expenditure	1,183,548	71,062	148,244	1,402,454	1,312,905

4b. Analysis of Support Costs

	Total 2025	Total 2024
	£	£
Repairs and Maintenance	45,785	44,412
Gifts and Events	2,257	7,126
Legal Professional Fees	29,528	21,710
Rent	21,000	18,500
Insurance	12,116	12,784
Advertising	5,881	3,540
Other	33,985	40,172
Total Support Costs	150,552	148,244

5. Net Income for the Year

	Total 2025	Total 2024
	£	£
This is stated after charging/crediting		
Auditors remuneration (including VAT)		
Audit	12,300	11,220
Total	12,300	11,220

No Trustee received remuneration in the current or prior year.

6. Staff Costs

	Total 2025	Total 2024
	£	£
Staff Costs were as follows:		
Salaries and wages	948,100	1,034,506
Social security costs	86,183	90,986
Pension contributions	49,077	46,798
Other staff costs	12,856	11,258
Total	1,096,216	1,183,548

One employee received more than £60,000 - £70,000 during the year (2024: £60,000-£70,000 one).
The employee is part of the charity's Aviva pension scheme.

The total cost to the charity of employing its key management personnel of the charity was £419,399 (2024: £392,149). The key management personnel of the charity are considered to be the 4 programme managers, Operations Manager, the Chief Operations Officer, the Chief Programmes Officer and the Chief Executive. It should be noted that a significant percentage of team managers' time is spent delivering their programmes.

Termination payments in the year totalled £24,246 (2024: Nil).

6a. Staff Numbers

	Total 2025	Total 2024
	Number	Number
Project delivery staff	20	22
Management & support staff	12	12
Total	32	34

7. Debtors

	Total 2025	Total 2024
	£	£
Accrued income	22,031	46,762
Other debtors	67	2,075
Total	22,098	48,837

8. Creditors

Amounts falling due within one year

	Total 2025	Total 2024
	£	£
Accruals	55,084	29,465
Deferred income	285,306	126,604
Other taxes and social security	21,685	22,980
	362,075	179,049

Deferred income relates to grants and donations paid in advance of the period to which they relate.

	Total 2025	Total 2024
	£	£
Analysis of deferred income:		
Balance brought forward 1 September 2024	126,604	184,592
Released to SOFA during the year	(126,604)	(184,592)
Amount deferred during the year	285,306	126,604
Balance at 31st August 2025	285,306	126,604

9. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2025
	£	£	£
Fixed assets	0	0	0
Current assets	1,138,423	0	1,138,423
Current liabilities	(362,075)	0	(362,075)
Net current assets at 31 August 2025	776,348	0	776,348

10. Designation and Restriction of funds 2025

		at 31 Aug 2024	Income	Expenditure	at 31 Aug 2025
Programme Designation:		£	£	£	£
Capital					
	Restricted	0	0	0	0
	Unrestricted	0	21,568	(21,568)	0
			21,568	(21,568)	
Adult Learning					
	Restricted	0	26,855	(26,855)	0
	Unrestricted	0	202,357	(202,357)	0
			229,212	(229,212)	
Children and Young People					
	Restricted	0	381,585	(381,585)	0
	Unrestricted	0	200,285	(200,285)	0
			581,870	(581,870)	
Employment Support					
	Restricted	0	119,000	(119,000)	0
	Unrestricted	0	55,106	(55,106)	0
			174,106	(174,106)	
Wellbeing & Support					
	Restricted	0	161,404	(161,404)	0
	Unrestricted	0	167,639	(167,639)	0
			329,043	(329,043)	
General Fund					
	Restricted	0	0	0	0
	Unrestricted	771,698	4,650	0	776,348
			4,650	0	
Total Restricted		0	688,844	(688,844)	0
Total Unrestricted		771,698	651,605	(646,955)	776,348
Total funds			1,340,449	(1,335,799)	

10a. Designation and Restriction of funds 2024 Comparison

		at 31 Aug		at 31 Aug	
		2023	Income	Expenditure	2024
Programme	Designation:	£	£	£	£
<i>Capital</i>					
	<i>Restricted</i>	0			0
	<i>Unrestricted</i>	0	12,250	(12,250)	0
			12,250	(12,250)	
<i>Adult Learning</i>					
	<i>Restricted</i>	0	22,879	(22,879)	0
	<i>Unrestricted</i>	0	210,814	(210,814)	0
			233,693	(233,693)	
<i>Children and Young People</i>					
	<i>Restricted</i>	0	314,251	(314,251)	0
	<i>Unrestricted</i>	0	188,490	(188,490)	0
			502,741	(502,741)	
<i>Employment Support</i>					
	<i>Restricted</i>	0	325,070	(325,070)	0
	<i>Unrestricted</i>	0	10,590	(10,590)	0
			335,660	(335,660)	
<i>Wellbeing & Support</i>					
	<i>Restricted</i>	0	220,349	(220,349)	0
	<i>Unrestricted</i>	0	94,372	(94,372)	0
			314,721	(314,721)	
<i>Designated Fund (Fixed Asset)</i>					
	<i>Restricted</i>	0	0	0	0
	<i>Unrestricted</i>	3,389	0	(3,389)	0
			0	(3,389)	
<i>General Fund</i>					
	<i>Restricted</i>	0	0	0	0
	<i>Unrestricted</i>	742,519	29,179	0	771,698
			29,179	0	
<i>Total Restricted</i>		0	882,549	(882,549)	0
<i>Total Unrestricted</i>		745,908	545,695	(519,905)	771,698
<i>Total funds</i>			1,428,244	(1,402,454)	

11. Accommodation

The charity leases its main building at a peppercorn rent from the Church and additional premises from the Church at a rate that would not be available on the open market. Since this accommodation would not be

available on the open market, it is not possible to quantify this benefit. The charity is responsible for all repairs and maintenance required on its premises.

12. Control

The charity has no individual who can exercise ultimate control.

13. Related party transaction

During the period the charity received grants from IntoUni totalling £190,000.

The aggregate of donations received from the Trustees & related parties in the year was £434 (2024 £6,607).

At year end, a balance of £7,444 was owed to IntoUni by the charity and a balance of £436 was owed to the charity by IntoUni.

14. Statement of Financial Activities Comparisons

AT 31 AUGUST 2024

		<i>Unrestricted</i>	<i>Restricted</i>	<i>Total</i>	<i>Total</i>
		<i>Funds</i>	<i>Funds</i>	<i>2024</i>	<i>2023</i>
		£	£	£	£
	<i>Notes</i>				
INCOME FROM:					
<i>Donations and legacies</i>	2	513,844	882,549	1,396,393	1,330,132
<i>Other trading activities</i>	3	6,277	0	6,277	6,862
<i>Investments</i>		25,574	0	25,574	3,520
Total Income		545,695	882,549	1,428,244	1,340,514
EXPENDITURE ON:					
<i>Raising funds</i>	4	75,607	0	75,607	73,755
<i>Charitable activities</i>	4,11	444,298	882,549	1,326,847	1,239,150
Total Expenditure		519,905	882,549	1,402,454	1,312,905
Net income		25,790	0	25,790	27,609
Funds brought forward		745,908	0	745,908	718,299
Funds at 31 August		771,698	0	771,698	745,908