



FitzRoy Support

Trustees' Report and
Financial Statements
for the year ended
31st March 2025

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Reference and Administrative Information

The Trustees submit their Annual Report and Financial Statements for the year ended 31st March 2025.

Administration and Location

Established in 1962, FitzRoy is a national charity that supports people with learning disabilities, autism and mental health. The Charity operates and is administered centrally from its headquarters in Petersfield, Hampshire. FitzRoy Support Limited (FitzRoy) is a Charity registered with the Charity Commission (No. 1011290) and a Company Limited by Guarantee (No. 2699902).

The Board members during the year were as follows:

- Martin Kyndt ♦ Chair
- David Evans ♦○*□
- Andrew Gore ¥* (resigned August 2024)
- Dawn Jacobs ❖
- Derrick McCourt ◎
- Mark Sanderson ❖
- Neil Blackley ❖□◎
- Julie Whetton □
- Saad Sayeed ❖*
- Sarju Mistry ◎
- Jon Altham ¥◎
- Edwina Johnston ❖¥*
- Matthew Moth ○

- ♦ Remuneration Committee
- Nominations Committee
- ❖ Finance Committee
- ¥ Quality & Safeguarding Committee
- * People Committee
- Property Committee
- ◎ IT & Transformation Committee

Patrons

HRH Princess Alexandra GCVO KG
 Nigel Atkinson
 Countess of Euston
 Andrew Grant
 Georgina Hovey
 Margaret Marshall
 Virginia McKenna OBE
 Edward Thornton-Firkin

Executive Team

Angela Murphy	Chief Executive and Company Secretary (appointed July 2024)
Angela Murphy	Executive Director of Operations & Business Development (promoted July 2024)
Alison Heustice	Executive Director of Finance & Property
Gillian Pleasance	Executive Director of Human Resources
Craig Richards	Executive Director of Transformation and IT (appointed July 2024)
Diane Mee	Executive Director of Business Development and Partnerships (appointed July 2024)
Lao Cooper	Executive Director of Operations & Quality (appointed November 2024)
Anna Galliford	Chief Executive and Company Secretary (retired July 2024)
Marianne Radcliffe	Executive Director of Transformation, IT, Communications & Fundraising (resigned July 2024)

Registered Office

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Solicitors

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Trustees Report including Strategic Report

Objectives and activities

FitzRoy transforms lives every day, supporting people to do the things that make a real difference to their everyday life. FitzRoy started as a pioneering organisation, set up by parents who were determined that people with learning disabilities, autism and mental health should not grow up in institutional care but instead live in loving homes with opportunities to learn, grow and thrive as equal and respected members of their communities.

More than 60 years on we remain passionate that people with learning disabilities, autism and mental health issues have choices and get the support they need to fulfil their potential and gain independence. We push beyond traditional care provision and address the many misconceptions about what life for a disabled person should be like. We are driven by seeing people flourish when they connect with their communities, learn, work, volunteer, and enjoy relationships.

We provide support for people with learning disabilities, autism and mental health issues. Some of the people we support also have physical disabilities.

The people we support are at the heart of everything we do and the decisions we make.

Our vision

A society where people are treated as equals within inclusive communities and empowered to ensure their rights and aspirations are met.

Our purpose

We enable people with learning disabilities, autism and mental health issues to thrive, living more independently at home and at the heart of their communities.

Our values:

We see the person

Every person we support is unique, with their own wishes, needs and aspirations. At FitzRoy, people come first, and we continue to put people we support, their families and our incredible staff at the heart of everything we do.

We are brave

Decades ago, a mother bravely fought for the rights of her disabled son. Today, we continue that fight, searching out and embracing opportunities to reach more people. With tenacity, we advocate and find new ways of supporting people to live gloriously ordinary lives.

We are creative

People we support have often faced a lifetime of barriers and challenges that they and their families have had to overcome to enable them to live their best lives. When we support someone, this work continues. Through creative thinking, we enable people to dream bigger and believe in themselves and what they can achieve.

We support more than **800** people with learning disabilities, autism and mental health issues

439 in Supported Living.

185 in our day services.

199 in our registered care homes.

We run 108 services across England supporting more than 800 people, in 80 supported living services 21 registered care or nursing homes, 5 day services and 2 domiciliary care services. The people who use our services are funded by over 60 local and/or health authorities across England. Alongside this our ability to fundraise plays a significant role in providing those added extras that truly enhance the lives of those we support.

Public benefit

The Trustees confirm that in developing and reviewing the objectives and activities of FitzRoy and the Charity's Strategic Plan, due regard has been given to the public benefit guidance issued by the Charity Commission.

The benefit to the public is incorporated in our mission to provide practical support, helping people with learning disabilities to lead full, stimulating, and independent lives. The benefits of the services provided by FitzRoy are open to all people with a learning disability referred by their Local Authority or Health Authority. Support is provided to people in their own homes and in registered care and nursing homes owned or managed by the Charity. The Charity places great emphasis on the establishment of good community relations and active engagement with local communities to mutual benefit. Upon referral, consultation takes place between the potential person requiring support, the referring authority and FitzRoy to ensure that the placement is appropriate to the aims of the Charity and most importantly meets the needs, wants, desires and aspirations of the person.

The activities of FitzRoy in pursuit of its charitable objectives for the public benefit are set out above. The section of this report entitled 'Achievements and Performance' notes key achievements illustrating the impact that the Charity's work has on the lives of the people with disabilities that we support.

No private benefit is derived from the activities of the Charity by either the Trustees or parties related to them. Details of any reimbursed expenses are set out in the notes to the financial statements.

Strategic Report

This has been a year of transition and success for FitzRoy. Not only have we delivered successfully against year one of our new strategy, but we have also expanded our reach, opening nine new services in Oxfordshire, Portsmouth and Richmond. These new services support 59 people with varying needs from mild to complex, including specialist transition services for young people to help them build skills and confidence to move toward more independent living.

Following the retirement of Chief Executive Anna Galliford, Angela Murphy, our former Director of Operations, Quality and Business Development, was appointed.

With over 25 years' experience in social care and the NHS, and sector-wide insight through her roles as Chair of the VODG Operations Network and more recently a Trustee at VODG, Angela's vision and energy puts us in a strong position as we face the challenges of the year ahead. Her external focus and alliances with sector colleagues have already impacted on our ability to influence and amplify the voice of people we support.

After an in-depth strategic review, consulting multiple stakeholders including staff, people we support and their families, we launched our new three-year strategy in April 2024.

Our key areas of work come under the following strategic pillars:

- Quality
- Community
- Voice
- People
- Sustainability
- Transformation

We continue to value and explore the difference that good technology can make on how we deliver quality services and improve how we audit and measure the quality of our support - this work is strengthening the foundations of the Charity, with an aim to futureproofing ourselves. Our digital support plan transformation started 3 years ago, and we are proud that 100% of all support plans are now fully digital. We're exploring how AI (Artificial Intelligence) can enable us to be more consistent and efficient in the quality of our support plans and we're looking forward to launching a roving assistive technology library later this year to increase the independence skills of those we support.

This year more than ever before, we have focused on amplifying the voice of people we support. Through partnership working with the Gloriously Ordinary Lives Programme focusing on language and what genuine co-production looks like at FitzRoy, to having our most successful Nationwide meetings and branching out with regional meetings, we are continuously looking at the ways in which people we support can be heard.

We have sadly seen the end of some contracts this year, where services were just not financially sustainable, but through strong relationships with commissioners and a reputation for quality and flexible delivery we have successfully grown by 11.0%. This includes the opening of two innovative family co-produced supported living services in Oxfordshire, where 7 young people are now living independent lives for the first time in co-designed services working with parents, RWP (our strategic registered housing partner) and Oxfordshire County Council.

As with many social care providers, recruiting and retaining staff is a key priority. Through changes to our recruitment process and in response to staff feedback, we are performing well compared with the sector, with a staff turnover rate of 18.6% compared with a sector wide rate (according to Skills for Care) of 24.2%.

The funding landscape for the sector is tough. In the coming year, with the employer national insurance increases, which we anticipate will cost us around £1.7m, the sector is under enormous pressure. We have worked hard to be in a financially robust position, but where local authority fee uplifts are too low, we are consistently negotiating to ensure we continue to deliver high quality services. We will need to be creative and innovative in finding the right solutions.

We end the year in a strong financial position, based on robust financial and risk management, scrutiny on income and expenditure, ongoing reviews of support hours and contracts, good relationships with commissioners and improving the efficiency of the filling of vacant beds when they become available. The urgent need for social care reform and a greater political commitment to funding social care adequately has not abated. The government has announced a review about the future of social care, led by Baroness Casey, and we will be making sure that we feed into that, and the voices of people we support, and their families are represented. We worry about the effect of budget cuts on people who need support but are more capable and able to live independently. This highlights the value of organisations like our sister charity Love4Life, who are there to support the people who fall through the gaps in provision, through fully fundraised friendship and dating networks that also offer skills development and support.

Although these challenges exist, we will continue to face these challenges and deliver our ambitious programme of quality support, making sure we stay true to our heritage by challenging the status quo, never being complacent and always striving to be better.

Achievements and Performance

Our strategy 2024-2027

Quality

- Deliver outstanding services
- Expand our clinical leadership and expertise
- Deliver family designed services
- Embed our mental health provision

Community

- Our services are active in our communities
- People we support are heard and belong
- Increase our impact and our social value
- Fundraise to improve lives

Voice

- People with lived experience influence our strategy
- Increase our profile as a leading care provider
- Demonstrate the difference we make
- Amplify the voice of our stakeholders

People

- Our staff are proud to work for us
- Invest in our leaders
- Embrace equality, diversity, inclusion and wellbeing
- Value our staff as experts

Transformation

- Invest in our digital resilience
- Insight and data drives our decisions
- Exploit new technology to enhance people's lives
- Drive a culture of continuous improvement

Sustainability

- Deliver purposeful growth
- ESG is part of our everyday decision making
- Deliver financially sustainable services
- Invest in our property portfolio

Our three-year strategy 2024-2027 has a strong focus on our workforce and quality of our service delivery with an aim to foster innovation, finding ways to improve the support we provide so people can continue to thrive and be in control of their lives. In these challenging times, our strategy also focuses on our financial sustainability and digital resilience. This pragmatic approach ensures that we can meet the ambitions and aspirations of the people we support. We are so proud of everything FitzRoy has

achieved over the last six decades, and the values that Elizabeth FitzRoy displayed all those years ago are still woven through everything we do today.

Strategic Pillar: Quality

Quality is integral to how we think about and deliver our work. At our best, we can ensure that the people we support live better and happier lives by providing quality services and support.

Strategic aims:

1. Deliver outstanding services

To deliver outstanding services we know we need to focus on continuous improvement. We want our services to be recognised for the high-quality care and support they provide every day. Our Quality managers have made 271 visits to our services this year, including monitoring and audits, and work with each service manager on their service improvement plan.

To enable us to maintain our focus on improvement, we have also developed the FitzRoy outstanding framework, an auditing tool which our services can use to support their continuous improvement and service developments. The framework covers key areas that track activity beyond the regulatory requirements, including how they consult with people we support, family members and other professionals involved in their care and how they develop and evidence outcomes for people we support. In 2024/2025 we piloted this new approach with five services and will roll this out more widely in 2025/2026.

With 69% of people we support on regular prescribed medications, ensuring that our staff administer medications simply, efficiently and safely is essential. In 2024/2025 we introduced a digital system that allows us to keep all medication records securely in one place. This makes ordering new medication, reading people's medication histories or auditing medications much more efficient and simpler. Services who are early adopters of the system have demonstrated reduced incidents of medication errors. The new system is currently live in 39 of our services, with further roll out planned for 2025/26.

2. Expand our clinical leadership and expertise

We expanded our professional expertise, recruiting a mental health lead and expanding our Positive Behavioural Support (PBS) team, after successfully fundraising for a new post. Our PBS team and mental health lead have visited 78 of our services, where they have assessed, advised, supported and trained staff.

We have introduced a Community of Practice. This is a group of professionals and practitioners who share a common interest in improving the quality of care, services, and outcomes for individuals in the social care sector.

The Community of Practice will provide the governance and expertise on areas such as operational policies, skills, knowledge and competency frameworks for our staff, training needs, advice to inform future tendering opportunities, practice models, professional standards and best practice. It will promote innovation and the use of evidence-based practice and support our philosophy of continuous improvement. This approach will sit within our overarching Quality Management System.

3. Deliver family designed services

In partnership with families, a registered housing provider RWP and Oxfordshire County Council, in 2024 we opened two family co-produced supported living services in Oxfordshire. These services now provide seven young people with their first experience of independent living in their own home.

We are looking at what we have learned from this model of working with how we engage families across all our services.

4. Embed our mental health provision

265 people we support experience anxiety or depression or other mental health conditions. We also support people who may not have a diagnosed learning disability, but who thrive with the type of support that we offer when they are leaving institutions. Our expertise in this area is invaluable and we are working with local authorities in new ways to provide support to enable people to live in their own home in the community. We now run seven specialist services that are specifically aimed at supporting people with mental health conditions.

As part of our commitment to 'homes not hospitals', we're working with Coventry and Warwickshire ICB and Local Authority to support five people with forensic backgrounds to move from long-term hospital stays into their own homes. Finding the right accommodation has been a key challenge, but FitzRoy's Board supported us to purchase a property for one person - who has spent over 30 years in institutions - to enable them to move out of institutionalised care and into their own home.

Over the past year, a dedicated clinical and local support team has been preparing them for this life-changing transition. With over 2,000 people with learning disabilities and autism still in long-term settings, we're proud to be part of a partnership creating real alternatives to institutional care and we're continuing to build similar opportunities for others.

Year 2 strategic aims

- Achieve growth through our reputation as a quality provider
- Expand and strengthen the community of practice
- Grow and invest in our expertise in clinical leadership

Strategic pillar: Community

Empowering the people we support to be at the heart of their communities where they are able to participate and contribute is a core element of our strategy. We believe that fostering connections and networks will enrich the lives of the people we support as well as our local communities.

Year 1 Achievements

1. Our services are active in our communities

Thanks to successful networking and relationship building, we have been developing local partnerships with organisations including with The Tree Council, local community gardens and Network Rail's Rail Roots programme where people we support have been involved in planting trees with a focus on mitigating against climate change and mental wellbeing.

Led by our team at our Norfolk Day service, FitzRoy held our first ever inclusive music festival, FitzFest, where local bands, restaurants and business came together to put on an incredible day of music and fun. The day was a huge success with 600 people attending and raised £8,000.

Our Coventry day service team are developing a volunteering squad, a team of staff and people we support who go out into the community to litter pick or other jobs that will develop community pride and resilience.

Locally, our service staff get involved with community groups and activities, opening up opportunities for the people we support to play a valued role in their local area. Our Norfolk team supported Philip to join his local Men's Shed. After successfully supporting him, he is now confident enough to go on his own and loves this independence.

2. People we support are heard and belong

We have been exploring how we support people to be seen in their local community. In 2024, we became a partner of the 'My Vote My Voice' programme, campaigning for people with learning disabilities to register and use their vote for the local elections, and we have signed up again for 2025.

We support people to be involved in their community in ways that matter to them, such as Tess attending a council meeting to successfully question the impact of a local planning application for her and her friends in wheelchairs, Turran volunteering at his local hospital and Lorna volunteering at a local recycling charity to build her CV. People we support are involved in recruitment of their staff, writing interview questions and taking part in the interview process. They also provide feedback on staff who are coming to the end of their probationary period.

3. Increase our impact and our social value

Social value is our core purpose as a charity. But over and above our contracted activity we have been developing community activities such as walking groups, as well as planning environmental initiatives with the Tree Council where we have grown 1500 trees from seed that will be planted in the local community and offering interview advice through the local Job Centres. People we support are also involved in these initiatives, alongside staff and benefit enormously when we can be seen to contribute to and be a central part of our local communities.

Our central support staff are offered two days a year to volunteer in their local area, using those days to support their community.

4. Fundraise to improve lives

We raised £434k for key projects at FitzRoy including our Above and Beyond Fund, a role in our PBS team and our community tree growing programme. Thanks to those generous supporters who supported our winter appeal, our Above and Beyond Fund was able to pay for vital equipment that transformed the lives of people we support, from specialist communication tablets to an interactive projector.

Money raised by FitzRoy services was spent directly back into our FitzRoy homes and day centres, enhancing our spaces to meet the needs of people we support, including the additions of summer houses and sensory spaces, plus provide a wider range of activities and experiences for people to live their lives to the full.

Next year we are launching new fundraising initiatives, including a lottery and a major donors club. These will help fund enriching activities and innovative solutions for the people we support, going above and beyond and enabling them to live the lives they choose.

Year 2 strategic aims

- Positively contribute to the communities we work in
- Increase the skills and confidence of people we support to belong and be heard in their community
- Enhance sustainability, innovation and the lives of people we support

Strategic Pillar: Voice

FitzRoy exists because of the powerful voice of a mother more than 60 years ago, determined to change the expectations that people with learning disabilities should be isolated from society and living in institutions. Today this remains a core element of our work, ensuring people are supported in their local communities. We value the lived experience of people we support and their families, their insight and voices shape our services, our ethos as a charity and our purpose for existing. This year we have put in place initiatives that will deliver a step change in how they influence our decision-making and the coproduction of our support and services.

Year 1 achievements

1. People with lived experience influence strategy

We've focused on empowering the people we support—building confidence, amplifying their voices, and always respecting their choices.

In partnership with Tricia Nichol, founder of *Gloriously Ordinary Lives*, we're developing a clear, meaningful approach to co-production at FitzRoy—embedding it in everyday practice, rethinking our language, and creating more ways for people and families to influence, lead, and shape the support they receive.

2. Increase our profile as a leading care provider

As a charity supporting more than 800 people, building strong partnerships and championing the voices of people we support, and their families is key to who we are.

In her first six months as Chief Executive, Angela Murphy wrote to 35 MPs, facilitated visits between MPs and people we support in their homes, and appeared on ITV News, highlighting families' biggest fear—what happens to their loved ones when they're no longer here.

We remain active members of the Care and Support Alliance and VODG, where Angela is now a Trustee and Diane Mee, Executive Director of Business Development and Partnerships, co-chairs the operations network and Alison Heustice, Executive Director of Finance & Property co-chairs the Finance network. These important roles are vital for us to influence policy direction and decisions taken by Central Government,

We've also joined Social Care Futures, Care England and Learning Disability England, growing our networks, sharing learning, and challenging ourselves and our peers to listen more closely and amplify the lived experience of the people we support. These sector collaborations are key to influencing and lobbying central government and bringing awareness to the impact the sector has on society.

With £13.4 million in new contracts secured last year—through our reputation for delivering high-quality complex care—raising our profile has never been more important.

3. Demonstrate the difference we make

We have developed a measurement framework linked to the individual support plans of every person we support. As we roll out that framework in the coming months, we will be able to measure our impact in terms of how it relates to the outcomes of people we support. This is a key part of our drive to share our learnings and demonstrate the difference we make. By measuring our impact, we are better able to drive improvement and innovation in the lives of people we support.

4. Amplify the voice of our stakeholders

Our work with the *Gloriously Ordinary Lives* programme has been central to developing our ambition in this area. In 2024/2025 we held workshops to identify priority areas for development. The areas we will be increasing our focus on in the coming year are:

- Nationwide and regional forums having greater member ownership
- People choosing their own staff
- People agreeing their support plans
- People agreeing what they want to be different in their lives and what personal development they want to make
- A review of the language we use with people and about people and their lives.

A recent co-production pilot across seven Norfolk services saw 27 people we support share their ideas on how they want to be supported. Together, we created or refreshed their personalised, person-led

support plans. Their insights are now shaping how we build support plans across FitzRoy, giving people real ownership of their support.

Nationwide, a forum where people we support get together to have their say and contribute to shaping policy, had a busy year. In the last year they launched four regional forums, contributed to the recruitment of the Chair of Trustees, Executive Director of Operations and Quality and Chief Executive Officer posts, consulted on our strategic plans and presented their priorities to FitzRoy's Board at our strategy away day.

As part of our aim to work more closely with families, we have established five regional family forums. Through these family members are invited to share their experiences and talk to us about how they want to be involved. 165 families completed a satisfaction survey about what they think about FitzRoy.

The results were positive.

- 95% agreed their relative was happy
- 94% agreed their relative was kept well and healthy
- 98% agreed their relative was treated with dignity and respect

567 people we support completed a satisfaction survey, key results include:

- 97% agreed that their staff team know and understand them
- 98% felt supported to do the things that are important to them
- 97% could make choices and decisions about their life

Year 2 strategic aims

- Co-production with people we support
- Increase our profile as a quality provider
- Demonstrate the difference we make
- Amplify the voice and experiences of people we support and their families

Strategic Pillar: People

A culture of wellbeing and inclusion across the organisation enables us to provide excellent, person-centred care to people we support. We are proud of our staff and the incredible work they achieve day to day, and we want them to feel proud to say they work for FitzRoy. Our staff are experts in their field. Their expertise, dedication and passion are key to our ability to provide excellent services and support. By valuing and empowering our expert staff, we enhance the quality of our care and create a better quality of life for the people we support.

Year 1 Achievements

1. Our staff are proud to work for us

We were delighted to achieve a 65% response rate to our staff survey which demonstrated strong employee engagement at FitzRoy, with 82% recommending us as a great place to work and high scores in impact (94%), pride (84%), and retention (82%).

FitzRoy is seen as a values-driven organisation, with 83% of staff saying we have strong values that are put into practice. Learning and development opportunities are well-received, with 91% feeling they get the necessary training.

There were three areas staff felt we could improve on to make FitzRoy an even better place to work which were:

- Feeling confident to report concerns
- Visible leaders that understand our staff,
- IT systems and sharing of information.

We have a clear action plan and a commitment from the Executive and Strategic Leadership Team to implement those actions over the next 12 months and are excited to run the staff survey again in November 2025. Due to our high response rate in comparison to the sector we were awarded the Agenda Employee Engagement Award 2024 winner.

2. Invest in our leaders

Our Strategic Leadership Team recently completed a development programme with Squared Circle, which strengthened their ability to influence, communicate, and think strategically. The training has already made a difference — leaders are now working more collaboratively, with greater confidence and clarity in how they lead their teams and drive our organisational goals forward.

We have developed a structured framework to support our leadership teams in strengthening their values-driven leadership skills, behaviours and competencies. Aligned with the Skills for Care Leadership Qualities framework and the CQC assessment framework for being well led, managers will be required to evidence how they demonstrate competence in communication and connection, planning and problem solving, improvement and change, equality, diversity and inclusion and being focussed on the people we support.

We will be implementing this over the next 12 months.

3. Embrace equality, diversity, inclusion and wellbeing

Our strategic goal of placing 'Inclusion and Wellbeing at the heart of our culture' saw us expanding our network of Mental Health First aiders and Wellbeing Champions across locations and departments. To ensure we're getting timely feedback from everyone on quality and safeguarding, we've introduced additional channels for reporting anonymous concerns and implemented new training modules for our leaders on harassment and resolving conflict in the workplace.

Through audits, surveys, onsite meetings and consultations with staff, we have developed a diversity, equity and inclusion plan that will enable FitzRoy to make meaningful progress in this space over the next 12 months. We will launch our Staff Networks starting with our Menopause network to ensure we have the right mechanisms in place to support our staff in the workplace. The way we work truly enables our staff to do their job. At FitzRoy, our values of seeing the person, being brave, and being creative guide everything we do, and now we're turning the focus inward to explore what that means for us as colleagues. We've partnered with Fairer Consulting to launch a new equity, diversity and Inclusion (EDI) programme, starting with staff listening sessions. These sessions will gather real insights from across the organisation to shape a bespoke training programme that builds a more inclusive workplace where everyone feels they belong, understands EDI in the FitzRoy context, and is empowered to lead with respect and confidence. Everyone's voice matters, and we want all staff to be part of shaping this journey.

4. Value our staff as experts

Following a review of our Learning and Development approach we have introduced several key training initiatives and targets to drive workforce development:

- 40% of our workforce to hold or be working towards a qualification by 2028.
- New and promoted Service Managers, Deputy Managers, and Senior Support Workers must now complete mandatory qualifications.
- To optimise the new Level 2 Certificate in Adult Social Care, we are aiming to enrol 135 staff next year and achieve a 75% completion rate.

- Oliver McGowan Tier 2, Part 2 Training: launch the next phase of this mandatory training and open up opportunities for the people we support and members from Love for Life to deliver this training. We are set to train 300 staff by March 2026.

Our training programme is highly regarded by staff with 12,957 learning events attended in the last year.

- 99% evaluated the trainer’s knowledge and training ability as good or excellent
- 97% felt ‘very’ to ‘exceptionally’ confident that the training prepared them for their role
- In the past year, the number of front-line staff who either have or are enrolled on a qualification has improved from 176 to 421

Year 2 strategic aims

- FitzRoy is recognised as a brilliant place to work
- Invest in values driven, accountable leadership
- Inclusion and wellbeing of our staff is at the heart of our culture
- Value our staff as experts

Strategic Pillar: Transformation

With 1,800 staff across 110 services, how we use technology and data matters. We're focused on working smarter, freeing up staff to deliver quality care, targeting resources effectively, and measuring real impact. Our ambition is to harness tech to drive innovation, empower teams, and embed a culture of continuous improvement always aiming to do better for the people we support. We've set bold targets to keep us focused on changes that truly make a difference.

Year 1 Achievements

1. Invest in our digital resilience

How we manage our cyber security is essential. During the 24/25 financial year, our IT team strengthened our processes as we work towards-Cyber Essentials+ certified in 2025/26 ensuring we are maintaining a strong cyber security baseline.

To improve our cyber resilience, we rolled out Boxphish Security Awareness & Training platform, including our security training modules and regular phishing simulations to staff, to spread awareness and assess our security posture.

We have also introduced the following measures which ensure we remain vigilant to threat.

- AI Powered Email security & filtering
- Monitoring devices for cyber threats
- Automatically updating applications
- Phish reporting & email analysis

2. Insight and data drives our decisions

Since launching our service KPIs in 2022 we’ve focused on helping managers use data to drive improvement. With better access to clear insights, managers are now more empowered to self-assess and act—leading to an increase of 38% of services exceeding the FitzRoy Standard in March of this year.

The FitzRoy Standard tracks key indicators across quality, people, and finance — factors that matter to us, our regulators, and commissioners. It helps us pinpoint where to improve and where to celebrate success.

Over the past year, we’ve hit our goal of 65% of services exceeding the Standard, reaching 72% by March 2025. We’re aiming even higher for 2025/26. New KPIs and enhanced dashboards are already

helping managers access the data they need to make decisions about improvement and what to prioritise.

We also revamped our incident reporting—now capturing low-level occurrences as well as serious incidents. This gives us a clearer picture of trends, helping us prevent issues before they escalate.

3. Exploit new technology to enhance people's lives

This year, we've taken a hands-on, 'show and tell' approach to testing technology such as trialling tools, seeing what works, and sharing insights across services. This ensures any technology we invest in genuinely enhances the lives of the people we support.

Key developments include:

- **Sentai:** After considering various technology options, we're about to trial this voice-activated digital companion with 10 people we support, focusing on how it can promote choice and independence.
- **Vocala:** In partnership with Hampshire County Council, we're testing this interactive software at our Basingstoke service.
- **Tobii Dynavox:** Has been a huge success for one person we support — this customisable communication technology has transformed how they express themselves.

To build on this, we're fundraising for a Technology Library — with tablets, wearables and more —so people can try out devices risk-free, breaking down cost and access barriers and finding what truly works for them.

4. Drive a culture of continuous improvement

We're committed to a digital transformation programme that drives innovation and improvement, starting with building the digital confidence of our staff.

A recent staff survey showed 60% of staff feel confident using digital tools. To boost this, we've introduced regional field engineers who not only fix IT issues swiftly but also support staff to grow their digital skills, knowledge and confidence.

We're also upgrading critical business systems to better meet our needs. This year we reviewed our Care Academy training platform and are working with the provider to unlock new features. Looking ahead, new finance and property systems will streamline processes and give managers clearer, real-time access to data, so empowering better decision-making across all services.

Year 2 strategic aims

- Digital resilience and Cyber essentials plus accreditation
- Embed data driven decision-making
- People we support have the assistive tech they need
- Staff are confident using digital tools

Strategic Pillar: Sustainability

Ensuring FitzRoy's sustainability means we can continue to deliver the outstanding, person-centred care, our staff and the people we support deserve. By investing in our future, we're able to grow, improve, and keep striving to do better together.

Year 1 Achievements

1. Deliver purposeful growth

This year has been another year of strong, strategic growth with nine new contracts awarded: in Oxfordshire and Richmond, plus the successful retention of services in Richmond, and expansion into Portsmouth, a new area for FitzRoy.

After 2 years of planning, we opened two family coproduced supported living services in Oxfordshire for 7 young people. These are truly codesigned services, with the families and young people being involved in all decision making and creating the homes that are right for them to live independently.

These developments align with our strategy to grow in key locations, building on the strong reputation of our local teams and the quality of support we provide. Excellent relationships with commissioners and registered housing providers, paired with smooth mobilisation, have ensured new services have been quickly and effectively established.

We continue to identify opportunities in collaboration with local authorities where there is local demand for high quality services, especially for more complex support needs and specialist services such as young people's transition services, family coproduced supported living and providing homes and support for people who have been in secure units for decades.

2. ESG is part of our everyday decision making

We kicked off our ESG (Environmental, Social, Governance) journey this year – undertaking an internal audit has given us the opportunity to recognise our achievements and compliance especially in social value and governance. We've created a staff project group to implement recommendations from the audit through innovative solutions. This includes working alongside the people we support to develop joint projects that are meaningful and sustainable in day-to-day life and work.

Some of our contracts now include how we add social value, and this has led to us developing many community-based projects including tree planting, litter picks, walking groups and a range of other activities where people we support, and our staff contribute to their local community. FitzRoy is piloting a volunteer programme with the Department for Work and Pensions (DWP) that will include groups of FitzRoy and DWP staff volunteering in services to complete decorating or gardening tasks.

3. Deliver financially sustainable services

The percentage of mature services in deficit has reduced to 27%, putting us in a stronger position ahead of a financially challenging year, with Employer NI increases alone expected to cost £1.7m.

Agency staff use - at less than 3% - is at its lowest in years, improving both financial sustainability and continuity of care which is something that really matters to people we support.

We're working closely with managers at every level to identify financial pressures early and reduce avoidable costs, like agency spend, without compromising quality.

Looking ahead, we'll continue driving efficiencies, as well as progressing with VAT recovery and continuing to negotiate with Local Authorities to secure fee uplifts that reflect the true cost of sustainable, high-quality care.

4. Invest in our property portfolio

Over the past year our property team have completed a range of works totalling over £820,000, to improve our housing stock including bathroom and kitchen upgrades, updating electrics and new flooring and internal decoration. As well as this they have successfully negotiated with landlords and housing providers, sometimes resulting in compensation payouts for people we support.

We take a forward-thinking approach to improving stock efficiency by addressing Tier 1 EPC (Energy Performance Certificate) remedials (the most common and cost-effective measures to improve a property's energy efficiency) as well as projects that may have high initial costs but offer long-term energy savings and sustainability benefits such as heating systems etc.

We have also bought a property as the future home for someone who has been detained in a secure unit for over 30 years, enabling him to live close to family in his own home.

- 86% of our offices and buildings, where we either own them or are the landlord, have an EPC rating C and above
- The property team have delivered 130 unplanned works across 34 services

Year 2 strategic aims

- Deliver financially sustainable services
- Deliver intentional growth strategy
- Develop and launch ESG metrics and roadmap
- Increase our investment in property portfolio

Financial Review

Despite the sector continuing to be under significant pressure from changes in legislation and resultant increasing costs, we have seen an increase in our operational income of 11%. A result of supported living tender wins in Coventry, Hampshire, Nottingham, Oxford and Portsmouth alongside contract uplift negotiations across our contracts with local authority and ICB commissioners. The tender wins mean we now support over 800 people, increasing the people living within one of our 80 supported living settings to 439. The continued increase in our operational income is important for the Charity to remain sustainable into the future.

In addition to delivering the best value for money, maintaining and strengthening our relationships with stakeholders remains vital to our ongoing success. These connections have opened doors to new markets, fostered innovation, and reinforced our commitment to shared values through deeper, more collaborative partnerships.

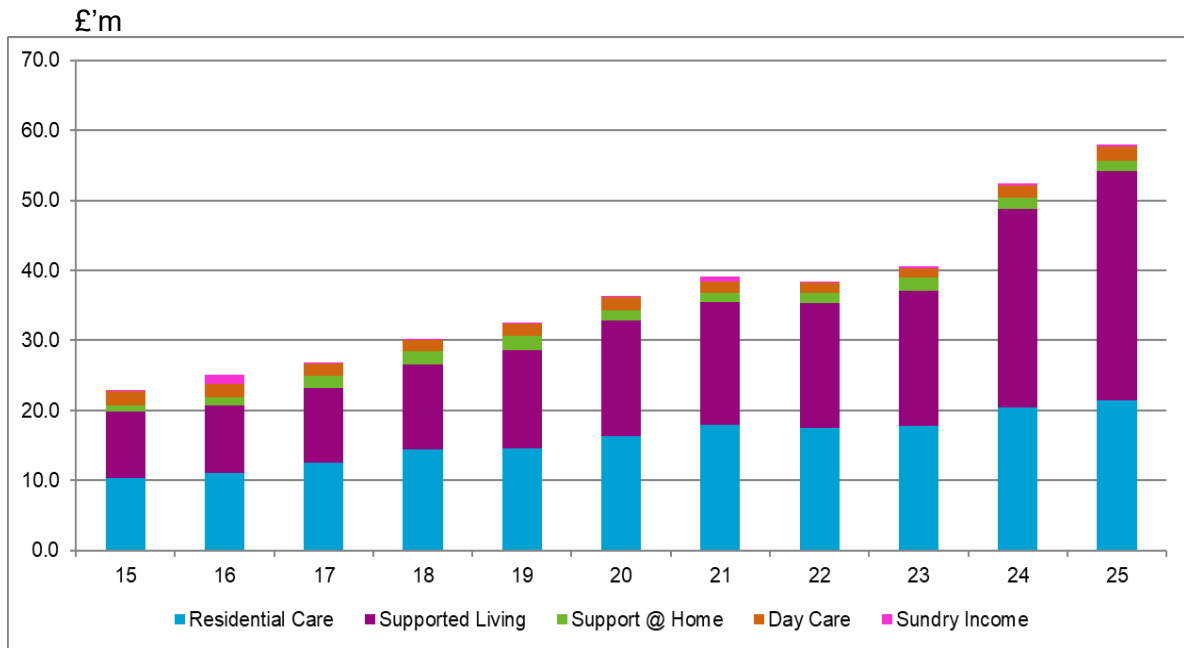
For 2024/25, we are pleased to report a sustainable surplus, supported by robust cash reserves. This financial strength is crucial as we navigate significant external pressures, allowing us to maintain our focus on long-term strategic goals.

The overall bed vacancy rate as a percentage of total beds was 4.6% (2024: 4.9%), a total of 30 (2024: 30) at the end of the year. There are specific locations and specialised services where we continue to work closely with the local authorities to understand how best to ensure vacant beds match the needs of the individual's awaiting placement, and to understand the correct levels of demand in the area.

Our ongoing collaboration with local authorities has been critical in securing the necessary fee uplifts to deliver high-quality services and maintain our long-term sustainability. We remain committed to rigorous financial oversight, with post-year-end forecasts regularly reviewed by the Trustee Board.

Income

Income and Growth from Care Services

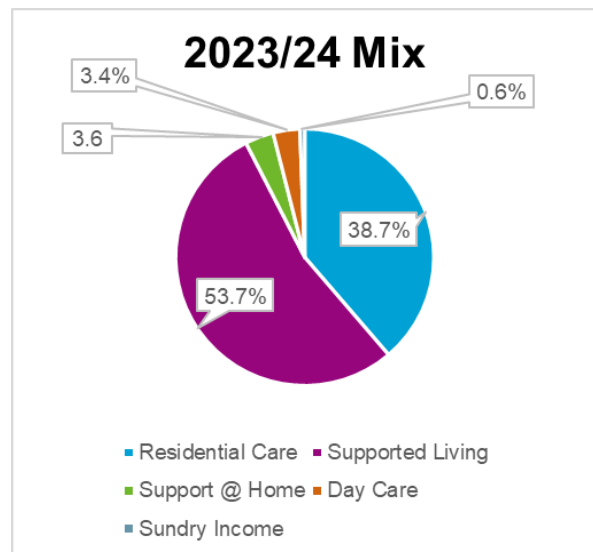
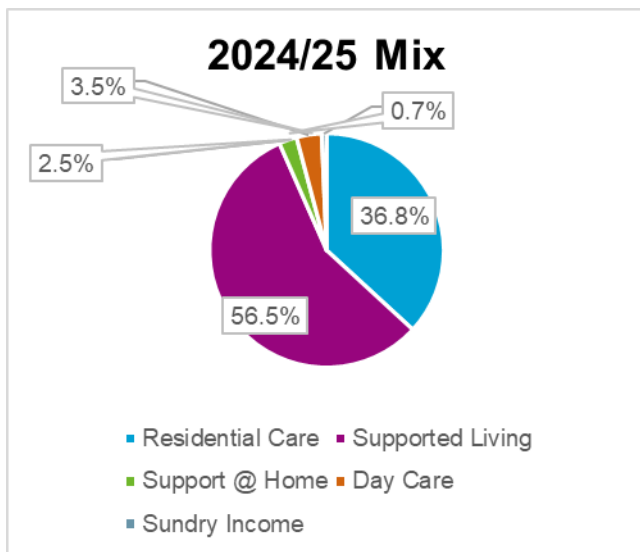


In the year to March 2025, income from Care Services grew by 11% to £58m. This includes £3.8m from new business, with the remaining increase driven by local authority fee uplifts and contract adjustments.

Total income – which includes donations, care service fees and investment income, increased by 9.2% - also incorporates an increase in investment income. Local authority fees continue to be the primary source of income.

Income from Support at Home services declined by 13.0%, while Long-Term Residential grew by 4.6%, Supported Living by 15.8%, and Day Care by 13.7%. These increases reflect recent tender wins in Coventry, Hampshire, Nottingham, and Oxford, expanding our supported living services across a range of specialisms.

Mix of Income



The growth in Supported Living aligns with the changing commissioning landscape, as fewer local authorities seek residential care placements. This shift is driven by factors such as the emphasis on personalisation and choice, the "Right Home, Right Support" approach, budgetary pressures, a focus on promoting independence, and evolving societal attitudes towards community-based care.

Our fundraising activities during the year resulted in donations of £455k, we benefited from generous legacy donations of £260k, along with support from various Charitable Trusts and locally held fundraising events.

We continue to proactively manage our asset base and working capital, ensuring that the organisation's resources are optimised to deliver maximum impact for the people we support.

EXPENDITURE

Total expenditure increased in the year by 10.2%, reflecting the increase in income. We have seen a 59.8% reduction in agency costs which has been significantly helped by the implementation of new systems. The reduction in agency usage has converted into an increase of contracted staff, taking the average number in the year to 1748 from 1615 2023/24, providing a greater consistency of support to those who use our services.

We remain committed to delivering high-quality care, despite the ongoing financial pressures from rising costs. These costs include inflation, National Living Wage uplifts and pay uplifts sufficient to remain an above NLW employer, are offset by fee uplifts that often fail to fully cover these expenses.

Effective working capital management remains a key priority, providing the flexibility needed to support future growth. We continue to maintain strong relationships with local authorities, ensuring efficient invoicing and timely receipt of funds. However, fee debtor balances have risen over the past year, reflecting the significant growth in services. Both FitzRoy and our local authority partners are focused on resolving these issues promptly to maintain financial stability.

FitzRoy Support Services Limited (FSSL), a trading subsidiary of FitzRoy Support delivers regulated care services. FSSL returned a surplus of £1k in 24/25 (£1k 23/24).

Reserves policy

Maintaining financial sustainability is one of the key elements in the charity's on-going risk assessment. The Trustees and Executive team review the main risks to the charity as part of their annual procedures.

Reserves are essential to ensure the Charity's financial resilience and long-term sustainability. They provide a necessary buffer to manage fluctuations in income, particularly when there are protracted negotiations with Local Authorities ensuring the uplifts are adequate to meet the rising cost pressures we face. These include increasing employer National Insurance contributions (ENICs), ongoing recruitment and retention challenges, and the need to offer competitive pay and benefits to our care staff. Maintaining appropriate reserves help safeguard against operational risk, ensures the Charity can continue to deliver high-quality care services in a sustainable and resilient manner, whilst continuing to deliver against our strategic priorities.

The general reserve target was reviewed in 2025 and a range of £8.3m to £11.5m was set considering the continuing growth of the charity and the need to cover short term risks and uncertainties, working capital requirements and contractual obligations to staff. We end the year with free reserves of £8.9m, which sits within the target range despite a small increase in fixed asset funds.

As our digital transformation progresses, we will prioritise the renewal of legacy core systems, a focus on quality and outcomes, and the effective use of insights from new data technologies. Simultaneously, continued investment in our property portfolio is enhancing environments for both the people we support and our staff. These initiatives have contributed to a sustainable surplus for the 2024/25 fiscal year, reinforcing our reliance on the current level of free reserves.

On 31 March 2025 FitzRoy held a total of £23.7m in reserves, with £0.5m Restricted, £14.3m Designated (made up of Fixed Asset fund of £12.9m and Maintenance & Redevelopment fund of £1.1m, along with a Transformation fund of £0.3m) and £8.87m Free Reserve. It is expected that the designated Maintenance & Redevelopment and Transformation funds will be utilised during 2025/26 to facilitate maintenance of our property portfolio and to invest in new digital transformation projects or services.

	£k
Restricted Funds:	
Amenity, Friends & Development	546
Designated Funds:	
Fixed Asset Fund	12,895
Maintenance, redevelopment & transformation	1,377
General Funds:	
Free Reserve	8,875
TOTAL FUNDS	23,693

Investment policy

The Memorandum and Articles of Association of the Charity provide the Trustees with the powers to make investments as they see fit. The investment strategy which has been set by the Trustees, acknowledges that the greater part of the Charity's assets are invested in properties used for the Charity's purpose. It aims to invest those reserves of the Charity not utilised in the Charity's properties and in excess of a prudent cash reserve, to at least maintain the capital value in real terms over the longer term. Investment objective for the coming year is to create a return of 4%.

Short term investments reduced from £3m 2023/24 to £0m 2024/25, this was a result of moving funds back into short term notice accounts from treasury deposits. The £3m now sits within short term cash and cash equivalents on the balance sheet. The small balance of investments held in equities decreased to £22.3k from £28.4k in the previous year to March 2025. The capital value of investments decreased this year with an unrealised loss in the year of £5.7k as a result of the changes in the stock market. The actual amount invested in the stock market at the end of the year, was £64.7k.

Risks and uncertainties

The risk register is reviewed on a regular basis by each sub-committee as well as the trustee board, it is then formally reviewed and updated annually. The principal risks and uncertainties identified are:

- loss of income
- staff recruitment & retention
- failure to complete our digital transformation & business systems programme
- changes in regulation
- fraud
- pandemic

To manage these risks, we have a digital transformation and business systems strategy in place with a senior leadership team driving new ways of working, finance/operational process to address loss of income, processes in place to address the development of staff and their pay and benefits package, as well as tried and tested systems and procedures formulated to manage and mitigate the risks the charity faces.

In addition, we have a robust disaster recovery plan in place and have made a significant investment in our business systems, infrastructure & resource and will continue to prioritise this in the coming year, in order to ensure business continuity.

Given the nature of the sector that FitzRoy operates in, a key risk is delivering quality support to vulnerable adults, whilst actively working to minimise and protect those we support from any safeguarding issues. To do this, FitzRoy have robust policies and procedures in place, as well as carrying out quality audits and regular reviews of occurrences so we can spot any emerging issues early.

During the 2024/25 fiscal year, we experienced a reduction in inflation-linked fee increases from local authorities compared to the previous year. This, combined with ongoing cost-of-living pressures, rising staffing costs, and recruitment challenges, presents significant financial pressures. In the medium term, the sector continues to advocate for greater recognition from the Government and local authorities of the escalating funding challenges, particularly in relation to the National Living Wage

Long-term sustainability and liquidity remain a primary financial objective, and the organisational strategy underpins this objective. Salary pressures, driven by legislation regarding the National Living Wage and the increase in ENICs, compound this issue and mean we need to consistently review our processes for efficiencies, and our structure for opportunities to reduce our overhead cost.

Ensuring readiness for a major incident remains a critical priority, with our disaster recovery plan undergoing regular review and oversight by the Executive team to ensure it remains robust and effective.

Structure, Governance and Management

The charity is incorporated as a company limited by guarantee and is governed in accordance with its Memorandum and Articles of Association.

Statement of Trustees' responsibilities and corporate governance

The Trustees constitute Directors of the Company for the purposes of the Companies Act 2006 and Trustees of the Charity for the purposes of the Charities Act 2011. A full list of all Trustees is given on page one.

In an effort to maintain a broad skills mix, Trustees regularly review the Board's ability to provide support to the officers of the charity and, in the event of particular skills being lost due to retirements, a through transparent recruitment process is followed. Over the years we have employed selective advertising including social media channels, external recruitment consultants as well as more traditional networking opportunities to recruit Trustees. New Trustees are taken through an induction process that includes visits to a number of our services across the country to familiarise themselves with the running of the Charity. A number of our current Trustees have direct experience of learning disability within their own families.

Trustees undergo induction training upon appointment, then are offered ad hoc training throughout their term.

Section 172 of the UK Companies Act 2006 states that all Trustees must act in accordance with a set of general duties. A Trustee of a charitable organisation must act in the way they consider, in good faith, would most likely promote the success of the charity for the benefit of its stakeholders as a whole, and in doing so have regard (amongst other matters) to the:

- likely consequences of any decisions in the long term
- interests of the charitable company's employees

- need to foster the charitable company's business relationships with suppliers, customers and other
- impact of the charitable company's operations on the community and the environment
- charitable company's reputation for standards and business conduct; and
- need to act fairly between members of the charitable company

The following paragraphs summarise how the Trustees fulfil their duties:

The Board of Trustees generally meets six times a year to assess the overall direction and governance of FitzRoy but regularly reviews the frequency of meetings to support the needs of the organisation. The Trustees delegate the exercise of certain functions in connection with the management and administration of the charity to seven Board Committees, the Finance, Remuneration, Nominations, Quality & Safeguarding, Property, People, and IT & Transformation. These groups meet regularly and report back to the Board on a regular basis and seek full ratification of certain decisions.

Each year the Trustees hold an extended all day strategy meeting with the Executive team. This provides an opportunity to reflect on the strategic direction of the charity, visit services, meet service users, review the major risks to the charity and undergo ongoing training.

A review of Board performance and Trustee chair performance is conducted annually by way of survey to each individual Trustee. The consolidated survey feedback is discussed with the full Board with recommendations forming part of the annual governance workplan. All trustees set their own annual objectives which are reviewed in consultation with the Chair every year.

People We Support & families

We have a service user group, called Nationwide, where members of this group regularly report to the Board with their suggestions for the organisation.

An annual satisfaction survey is carried out, which is completed by the people we support, families and all external stakeholders. The survey results are then reported back to this same group as well to our service managers and staff. Each service is required to develop an action plan based on the feedback they receive in these surveys. We also report our results to the board of Trustees. The results are then used in various forms of external marketing communications including FitzRoy News, communications with commissioners, donors, and families alike. The executive team, along with the board, would reflect on suggestions, comments raised in the survey and feedback any actions.

Supporters & donors

We work closely with our supporters and donors to ensure we are engaging with them effectively. They receive our supporter communications based on their personal preferences and are engaged with on a one-to-one level with the fundraising team, senior leadership team, executive and CEO where appropriate.

The income from our supporters and donors links into the Finance Committee which meets four times per year, where budgets, forecasts and results are reviewed. A report from the Executive Director of Business Development and Partnerships is reviewed by the main board on a bi-monthly basis.

We have a group of Ambassadors who are made up of long-term supporters of the charity, trustees are involved in activities with this valued group of supporters.

Employees

The knowledge and expertise of our staff across the organisation is a critical asset and helps the charity to thrive. Our Recruitment and Selection policy ensures consideration is made to the full and fair consideration of disabled persons both in terms of applications, changes that arise during continuing employment and their career development and progression. Every day our staffs' commitment means

that we achieve our charitable objectives, and we place a huge emphasis on recognising the tremendous contribution they make.

Our frontline teams have embraced digital transformation, and we are utilising technology to engage with staff more, ensuring everyone who works for FitzRoy feels valued and achieves their potential.

After successfully relaunching our staff survey in November 2024, we will be able to track impact and areas for improvement. We are also committed to enabling greater communication and connection across the organisation. This will be by improving our commitment to Workplace (an internal social media platform) and its replacement and encouraging people to regularly access Office365 and our staff self-service portal.

Our senior management and trustees regularly visit services to meet with staff, the people we support and their families. The leadership team also meet with regional management teams on a regular basis where valuable feedback from frontline staff is discussed.

Suppliers

We value all our suppliers and have both local and national contracts, where appropriate. Communication transparency in dealing with suppliers is delegated to the Finance Committee and executive team who will discuss any major contracts and or supply issues as and when appropriate. Budgets, forecasts, and actual results are reviewed on a regular basis by the Finance Committee and the Board.

Community & Environment

FitzRoy holds community fundraising events in order to engage the local communities where the people we support live. Our new strategy increased our aspirations for our services and people we support and how they contribute and participate in their local community.

The trustees recognise the importance of leading a charity that not only generates value for its beneficiaries, but also to the wider society. We recognise the environmental and climate risks, and we are committed to reducing, where possible, the impact of our operations and minimise our environmental impact. In order to achieve this, FitzRoy are working to improve the energy ratings of our property portfolio whilst also ensuring that waste is recycled where possible, and the most efficient light sources are used. We will continue to ensure the use of the most energy efficient heating systems and make sure that double glazed sealed units are in place in order to reduce energy usage.

During the last financial year, due to growth in the number of locations, FitzRoy used 3,244,273 kWh (2024: 3,126,431 kWh) of energy from gas and electricity, as well as 142,575 litres (2024: 136,137 litres) of diesel, petrol and heating oil. This resulted in total gross kg CO₂ of 860,459 across 109 locations (2024: 840,951 across 99 locations), a reduction of 600 kg CO₂ per location, and an intensity ratio of tCO₂ of 0.01483 (2024: 0.01609) per £1m of income from care services.

The methodology used to produce these results was to collect the kWh, litres of diesel, petrol, and heating oil usage data from our various suppliers, we also used data collected from reimbursed business travel from our accounting systems. We then used the 'UK Government GHG Conversion Factors for Company Reporting' to convert the source data into kg CO₂e units and from then used our turnover for the year 2024/25 to produce our intensity ratio.

Modern slavery

The organisation is committed to preventing modern slavery in its charitable activities and supply chains. Modern slavery encompasses slavery, forced labour, human trafficking, and domestic servitude. A copy of our modern slavery statement can be found on our website.

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with the UK Companies Act 2006 and for being satisfied that the financial statements give

a true and fair view. The Trustees are also responsible for preparing the financial statements in accordance with United Kingdom Accounting Standards (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 incoming resources and application of resources 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.
- make judgements and estimates that are reasonable and prudent.
- state whether applicable accounting standards 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 business.

The Trustees are responsible for keeping adequate accounting records that show and explain the Charity's transactions, 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.

All of the current Trustees have taken all reasonable steps which, to the best of their knowledge and belief they ought to have taken, to make themselves aware of any information needed by the Charity's auditors for the purposes of their audit and to establish that the auditors are aware of that information. The Trustees are not aware of any information which they understand would be relevant to the audit of which the auditors are unaware.

The Charity is managed on a day-to-day basis by its Officers and Executive team under the leadership of the Chief Executive, who is appointed by and responsible to the Trustees.

The Board of Trustees reviews and approves changes in remuneration to all staff annually, with delegated powers to the Remuneration Committee for senior staff remuneration and performance, which is measured against overall organisational KPIs.

Fundraising practices

FitzRoy is a charity primarily funded by health or local authorities, who pay for the care we provide. However, it is fundraising that enables us, particularly in a challenging financial environment, to stay true to our values of providing transformative support.

Our supporters are very important to us, and we see our relationship with them as a partnership, working together to achieve something special for vulnerable people. We are forever grateful to all the individuals, trusts and foundations, community groups and companies who have supported us this year.

We are proud of our fundraising practice and work hard to make sure we are fully compliant with all relevant regulations. FitzRoy is registered with the Fundraising Regulator and the Chartered Institute of Fundraising. We take our responsibilities to our supporters very seriously; we never buy supporter data from third parties or sell supporter data to any other organisation or charities.

The fundraising team currently consists of 2 full-time equivalent professional fundraisers. In addition, professional consultancy support has been engaged to support our fundraising activities through the course of the year. We encourage all our colleagues based in our services across the country to fundraise. We support staff and the people we support who fundraise for us with advice, materials, and practical help.

Fundraisers within FitzRoy all have current knowledge and understanding of recognising and protecting vulnerable people during fundraising activity. FitzRoy have both a Fundraising and Vulnerable Persons Policy, and a Gambling Policy, which are regularly updated and circulated, in line with latest best practice and relevant legislation. FitzRoy and our Fundraising team are committed to ethical fundraising;

identifying and protecting vulnerable people, never exploiting their circumstances, ensuring informed giving and strictly following regulatory guidelines to prevent harm.

We received no complaints during 2024-2025.

We are immensely grateful to all the people who donated, fundraised or supported us throughout the year.

Organisational changes

Board of Trustees

During the year we saw one trustee resign.

Auditors

A resolution proposing that MHA be reappointed as auditors will be put to the Annual General meeting.

The Trustees' Report and Strategic Report were approved by the Trustees in their capacity as Directors of the company on 10th July 2025 and are signed on their behalf by:



Martin Kyndt
Trustee and Chair of the Board of Trustees

Independent Auditor's Report to the Members of FitzRoy

Opinion

We have audited the financial statements of FitzRoy Support (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including 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 March 2025, 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 charitable company 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. Our evaluation of the Trustees' assessment of the entity's ability to continue to adopt the going concern basis of accounting included critical reviews of budgets and forecasts provided.

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

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' report (incorporating the Directors' Report and the Strategic Report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' report (incorporating the Directors' Report and the Strategic Report) has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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 Directors' Report or Strategic 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 by the charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement included in the Trustees' Annual 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 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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management to identify any instances of known or suspected instances of fraud;
- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management about any instances of non-compliance with laws and regulations;
- Reviewing the design and implementation of control systems in place
- Testing the operational effectiveness of the controls;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness;
- Evaluating the business rationale of significant transactions outside the normal course of business;
- Reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.

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 that compliance with a law or 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: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

Use of this 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.



Stuart McKay BSc FCA DChA (Senior Statutory Auditor)

For and behalf of

MHA

Statutory Auditor

London, United Kingdom

Date: 17/07/2025

MHA is the trading name of MHA Audit Services LLP, a limited liability partnership in England and Wales (registered number OC455542).

Statement of Financial Activities for the year ended 31 March 2025

(Incorporating an income and expenditure account)

	Notes	Unrestricted Funds	Restricted Funds	Total to 31 March 2025	Total to 31 March 2024
		£	£	£	£
Income and endowments from:					
Donations and Legacies		270,897	183,835	454,732	492,559
Charitable Activities - Income from care services		58,016,563	-	58,016,563	52,257,218
Investment income & interest receivable		327,975	-	327,975	210,087
Other:					
Loss on realisation of investment		(335)	-	(335)	-
Gain on sale of fixed asset		-	-	-	909,563
Total Income	2	58,615,100	183,835	58,798,935	53,869,427
Expenditure on:					
Raising Funds		159,151	-	159,151	134,621
Cost of charitable activities		58,111,027	129,137	58,240,164	52,861,442
Total Expenditure	3	58,270,178	129,137	58,399,315	52,996,063
Net gains/(loss) on revaluation of investments	5	(5,689)	-	(5,689)	(2,190)
Net income/(expenditure)		339,233	54,698	393,931	871,174
Transfers	8	101,377	(101,377)	-	-
Net movement of funds		440,610	(46,679)	393,931	871,174
<i>Reconciliation of funds:</i>					
Total funds brought forward	8	22,706,716	592,598	23,299,314	22,428,140
Total funds carried forward	8	23,147,326	545,919	23,693,245	23,299,314

- * There are no recognised gains and losses other than those stated above.
- * All of the above results derive from continuing activities.
- * The notes on pages 34 to 43 form part of these financial statements.

Balance Sheet for the year ended 31 March 2025

Company Registration Number: 2699902

	Notes	£	2025 £	£	2024 £
Fixed assets					
Tangible assets	4				
Property			12,563,899		12,156,352
Equipment			330,961		299,936
			12,894,860		12,456,287
Investments	5		54,719		65,255
			12,949,579		12,521,543
Current assets					
Debtors	6	8,429,881		6,697,832	
Short Term Investments		-		3,000,000	
Short term cash and cash equivalents		6,571,476		4,426,620	
		15,001,357		14,124,452	
Creditors: amounts falling due within one year	7	(4,257,691)		(3,346,680)	
Net Current Assets			10,743,666		10,777,772
Total assets less current liabilities			23,693,245		23,299,314
Total Net Assets			23,693,245		23,299,314
Funds					
Restricted income funds	8,9		545,919		592,598
Designated funds	8,9		14,271,637		14,206,915
Unrestricted income fund	8,9		8,875,689		8,499,801
Total charity funds	8,9		23,693,245		23,299,314

The notes on pages 34 to 43 form part of these financial statements.

The financial statements were approved by the Board, authorised for issue on 10th July 2025, and signed on its behalf by:


Martin Kyndt


Edwina Johnson

Statement of Cash Flows for the year ended 31 March 2025

	Notes	2025	2024
		£	£
Net cash inflow from operating activities (See note below)		(348,428)	(1,389,287)
Cash flows from investing activities:			
Interest received		326,896	208,932
Investment income		1,079	1,155
Purchase of tangible fixed assets	4	(834,691)	(632,487)
Proceeds on investments/sale of fixed assets		-	960,000
(Increase)/decrease in Short-term investments		3,000,000	(2,000,000)
Net cash from investing activities		2,493,284	(1,462,400)
Change in cash and cash equivalents in the reporting period		2,144,856	(2,851,687)
Short term cash & cash equivalents at the start of the year		4,426,620	7,278,307
Short term cash & cash equivalents at the end of the year		6,571,476	4,426,620
(Decrease)/Increase in Cash		2,144,856	(2,851,687)

As the Charity does not have any debt, an analysis of net debt has not been produced.

I. Reconciliation of net income to net cash inflow from operating activities

	2025	2024
	£	£
Net incoming resources	393,931	871,174
Assets under construction – non-cash adjustment	12,000	-
Return from investments	(327,975)	(210,087)
Losses on investments	6,024	2,190
Depreciation charge	388,630	342,028
Gain on sale of fixed asset	-	(909,563)
(Increase) in debtors	(1,732,049)	(1,351,898)
Increase in creditors	911,011	(133,131)
Net cash inflow from operating activities	(348,428)	(1,389,287)

The notes on pages 34 to 43 form part of these financial statements.

Notes to the Financial Statements for the year ended 31 March 2025

1. ACCOUNTING POLICIES

a) Basis of accounting

FitzRoy is a public benefit entity incorporated in England, and the Trustees consider it to be a going concern. The financial statements have been prepared under the historical cost convention as modified by the revaluation of fixed asset investments. They accord with United Kingdom Generally Accepted Accounting Practice, the Statement of Recommended Practice – Accounting and Reporting by Charities issued in 2019 (SORP 2019) and Companies Act 2006. The accounts have been prepared under FRS 102 and SORP 2019.

The financial statements are presented in sterling which is also the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest whole £1, except where otherwise indicated.

The following are the principal accounting policies, which have not changed in the year.

b) Going concern

We continue to produce detailed forecasts which cover the current financial year and 2/3 years hence, these are reviewed by the Finance Committee and board post year end. The 2024/25 projection shows a small surplus operationally, with the following years in greater surplus. Given our strong reserves position which enables us to carry out the work set out in our strategy, and the focused KPIs set for 2024/25 and onwards, the Trustees have concluded that the charity can meet its debts as they fall due and consequently the charity continues to adopt the going concern basis in preparing its financial statements.

c) Group accounts

The charity has two subsidiary undertakings, Love4Life, a charitable incorporated organisation, which commenced activity on 1 April 2022 and FitzRoy Support Services Limited, a private company limited by shares, which commenced activity on 1 April 2023. The financial statements of Love4Life and FitzRoy Support Services Limited have not been consolidated into these financial statements on the grounds of materiality and therefore these financial statements are those of the charity and not the group.

d) Fund accounting

Unrestricted funds comprise Designated Funds and the General Fund/Free Reserve and represent the accumulated net surplus of unrestricted income over expenditure. They are available for use by the Charity in furtherance of its general objectives. Designated funds comprise unrestricted funds which have been set aside at the discretion of the Trustees for specific purposes. Restricted funds are funds subject to specific restrictive conditions imposed by donors. Interest income is allocated to the various funds according to cash balances and investments attributable to them. The purpose and use of the designated and restricted funds are set out in the notes to the financial statements.

d) Income

Income is accounted for on a receivable basis, except donations which are recognised in the year in which they are received. The charity's income largely comprises of contracts for care services, recognised as the service is delivered. Legacies are regarded as receivable when it is probable that the legacy will be received, and its value can be measured reliably.

Income from Government grants is accounted for when the charity has entitlement to the funds, any conditions attached to the grants have been met and it is probable that the income will be received, the amount can be measured reliably and is not deferred.

f) Expenditure

The expenditure is classified under categories which reflect the use of the resource. Central costs are allocated to cost of care services. The charity has incurred expenditure on support costs. Support costs are costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Irrecoverable VAT is included in expenditure. Termination benefits,

Notes to the Financial Statements *continued...*

including redundancy costs, are recognised when the charity has the obligation to pay the benefits and they can be reliably measured.

g) **Tangible fixed assets**

The costs of acquisition of and adaptation to freehold properties, excluding the land value, are depreciated over their useful lives.

Properties are split into their component parts and associated useful lives are:

- Bathrooms - 10 years
- Boilers and heating - 15 years
- Bricks and mortar - 100 years
- Electrical re-wire - 30 years
- Kitchens - 15 years
- Lifts - 40 years
- Roofs (*flat & pitched*) - 25 & 50 years
- Specialised baths - 10 years
- Windows and doors - 25 years
- Specialist flooring - 8 years

Other tangible fixed assets are stated at cost including any incidental expenses of acquisition and depreciated by equal annual instalments over the expected useful lives of the assets, which are as follows:

- Computers - 4 years
- Furniture and equipment - 4-8 years
- Motor vehicles - 4 years
- Office fixtures and fittings - 10 years
- Short leasehold properties - the length of the lease/ contract

Any expenditure below £2,000 is included in the Statement of Financial Activities.

h) **Investments**

Investments are stated at market value. All gains and losses on revaluations are shown in the Statement of Financial Activities. Income from the investments is recognised in the year in which it arises.

i) **Financial Instruments**

The charity has financial assets and financial liabilities of a kind that qualify as basic financial instruments in accordance with FRS102. Basic financial instruments are initially recognised at the transaction value and subsequently measured at their settlement value.

j) **Debtors** - Fee and other debtors are measured at their recoverable amounts, prepayments are valued at the amount prepaid as at 31 March 2025.

k) **Operating leases** - Operating lease rentals are charged to the Statement of Financial Activities as they become due.

l) **Creditors** - 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 recognised at their settlement amount after allowing for any trade discounts due.

m) **Liquid resources** - Cash and cash equivalents are those with a period of maturity of 95 days or less, held in both none & interest-bearing bank accounts, these form the day to day working capital of the Charity. Short term investments are those with a maturity period greater than 95 days, representing funds not required immediately.

Notes to the Financial Statements continued...

n) **Key judgements & estimates** - The Charity makes an estimate on the recoverable value of fee and other debtors. When assessing the impairment of these debtors, management considers factors including the ageing profile and historical experience. £79k bad debt provision is included within the debtor balances in note 6. The charity estimates the useful lives of fixed asset components. The estimates and associated assumptions are based on historical experience within the charity and also by utilising guidance from the NHF (National Housing Federation). Dilapidation accruals are also estimated based on works required over the life of the repairing lease and historical experience.

o) **Pension costs**

The Charity participates in defined contribution schemes which require contributions to be made to separately administered funds. Contributions to the charity's defined contribution pension schemes are charged to the statement of financial activities in the year in which they are incurred. The Charity also participates in the NHS pension scheme and the Local Government Pension Scheme (LGPS).

The NHS pension scheme is a multi-employer scheme. Thus, the Charity is unable to identify its share of the underlying assets and liabilities. Therefore, in accordance with the exemption in FRS 102, the Charity accounts for the NHS pension scheme as if it were a defined contribution scheme. The Charity's contributions are recognised as an expense in the Statement of Financial Activities in the periods during which services are rendered by employees.

The charity participates in the Local Government Pension Scheme (LGPS), a defined benefit pension scheme administered by Nottinghamshire County Council Pension Fund. The scheme is funded .

In accordance with the requirements of the FRS 102, the charity is required to recognise its share of the scheme's assets and liabilities in the financial statements. However, the charity's share of the LGPS is not considered material to the financial statements, either individually or in aggregate.

As such, the charity has not recognised the associated pension asset or liability in the balance sheet. Instead, contributions to the scheme are accounted for on a defined contribution basis, with payments recognised as an expense in the period in which they are made.

2. **INCOME**

Income from Local Authorities relates to care services provided. £83,835 (2024 £143,395) of income from donations & legacies is classified as restricted, all other income was unrestricted.

Notes to the Financial Statements *continued...*

3. EXPENDITURE

	Direct Costs £	Support Costs £	Total 2025 £	Total 2024 £ Restated
Cost of Care Services				
Staffing	48,017,018	2,679,310	50,696,328	45,877,781
Marketing	-	43,846	43,846	49,086
Business Systems	507	446,863	447,370	431,571
Depreciation	373,081	15,549	388,630	378,028
Recruitment/Training/Insurance	630,142	146,247	776,389	830,427
Office & administration	2,356,620	744,544	3,101,164	3,020,432
Building Running Costs	2,119,897	336,262	2,456,159	2,015,925
Governance	201,000	129,278	330,278	258,191
	53,698,265	4,541,899	58,240,164	52,861,441
<i>Expenditure on raising funds:</i>				
Staffing	119,581	-	119,581	98,012
Fundraising and publicity costs	-	39,570	39,570	36,610
Total Outgoing Resources	53,817,846	4,581,469	58,399,315	52,996,063

Expenditure included in the current year of £129,137 (23/24 £109,302) is classified as restricted against the cost of care services.

	2025 £	2024 £
Total resources expended are stated after charging:		
Auditor's remuneration –		
Audit services	50,079	55,407
Other services	-	-
Depreciation of fixed assets	388,630	342,028
Lease Payments –		
Land & buildings	198,362	198,362
Plant, Equipment & Vehicles	336,475	331,198
	£	£

Other costs, analysed above as Governance, cover the following categories:

Staffing costs	201,000	187,920
Auditor's remuneration	50,079	55,407
Trustee meeting costs	7,351	7,018
Governance related professional fees	71,196	6,750
Trustee expenses	652	1,096
	330,278	258,191

Notes to the Financial Statements continued...

Governance costs include audit fee, trustee related expenses, and an allocation of staff costs to support the internal audit, statutory reporting, and strategic planning roles.

	2025	2024
	£	£
Staff costs during the year amounted to:		
Salaries	43,556,761	36,618,064
Contractual redundancy costs	128,803	14,874
Social security costs	3,879,050	3,111,625
Employer's pension contributions	1,086,421	931,177
Apprenticeship levy	202,140	170,067
Other forms of employee benefits	223,782	256,933
	49,076,957	41,102,740
Agency staff costs	2,042,843	5,083,053
	51,119,800	46,185,793

	Number 2025	Number 2024
The average number of full-time equivalent including overtime and non-contracted staff but excluding agency staff was:		
Care provision	1,306	1,190
Fundraising	2	2
Total	1,308	1,192

	Number 2025	Number 2024
The average number of staff, comprising both part and fulltime employees, during the year, analysed by function was:		
Care provision	1,744	1,615
Fundraising	4	4
Total	1,748	1,619

Notes to the Financial Statements continued...

At 31st March 2025, the Charity employed 848 (2024: 767) full time staff and 947 (2024: 970) part time staff. The total emoluments of employees earning more than £60,000 per annum (including benefits in kind but excluding employer's pension contributions) fall within the following bands:

	Number 2025	Number 2024
£60,001 - £70,000	8	2
£70,001 - £80,000	3	-
£80,001 - £90,000	2	1
£90,001 - £100,000	1	2
£100,001 - £110,000	0	1
£130,001 - £140,000	1	0
£140,001 - £150,000	0	1

For the above members of staff, pension contributions amounting to £73,993 (2024: £60,435) were paid into a money purchase plan. Total salaries and benefits paid to key management personnel & directors amounted to £823,167 (2024: £878,192). Key management personnel is made up of the Executive team, Heads of Finance, Operations and Quality.

The Trustees neither received nor waived any remuneration during the current or preceding financial years. Travel expenses for their meetings reimbursed during the year amounted to £652 for 4 Trustees (2024: £1,097 for 5 Trustees), with a mix of meetings being split between online and in person. The Charity operates a strict expenses policy that has been reviewed and approved by the Chairman and the Trustees and is applicable to all staff, Directors and Trustees. There are no transactions with related parties which require disclosure (2024: none).

Notes to the Financial Statements continued...

4. TANGIBLE FIXED ASSETS

	Freehold property	Assets under constructio n	Long leasehold	Short leasehold	Computers	Furniture & Equip't	Motor Vehicles	Total
	£	£	£	£	£	£	£	£
Cost								
At 1 April 2024	15,182,805	550,752	797,718	668,182	316,736	1,593,929	32,486	19,142,608
Additions	610,620	12,000	25,966	98,670	-	87,437	-	834,693
Adjust's	140,299	(147,790)	-	-	-	-	-	(7,491)
At 31 March 2025	15,933,724	414,962	823,684	766,852	316,736	1,681,366	32,486	19,969,810
Depreciation								
At 1 April 2024	3,878,737	-	789,498	374,869	316,736	1,293,994	32,486	6,686,320
Charge	274,673	-	1,552	55,994	-	56,411	-	388,630
Disposals	-	-	-	-	-	-	-	-
At 31 March 2025	4,153,410	-	791,050	430,863	316,736	1,350,405	32,486	7,074,950
Net book value								
At 1 April 2024	11,304,068	550,752	8,220	293,313	-	299,935	-	12,456,288
At 31 March 2025	11,780,314	414,962	32,634	335,989	-	330,961	-	12,894,860

5. INVESTMENTS

	2025 £	2024 £
Market Value at 1 April 2024	65,255	67,444
Additions	-	1
Sale proceeds	(4,847)	-
Net unrealised investment gain/(losses)	(5,689)	(2,190)
Market Value as at 31 March 2025	54,719	65,255

Notes to the Financial Statements continued...

	2025	2024
	£	£
Investments are analysed as follows:		
Government Bonds	14,000	14,000
UK Equities	22,283	28,489
UK Investment Trusts	18,435	17,918
UK Unit Trusts	-	4,847
Love4Life – CIO No. 1187757	-	-
FitzRoy Support Services Limited – Co. No. 14589928	1	1
TOTAL	54,719	65,255

6. DEBTORS AND PREPAYMENTS

	2025	2024
	£	£
Fee debtors	5,073,431	4,034,601
Accrued income	658,998	415,560
Other debtors	2,126,597	1,878,316
Prepayments	570,855	369,355
	8,429,881	6,697,832

7. CREDITORS: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	539,576	370,977
Accruals and deferred income	1,836,128	1,494,753
Other creditors	956,907	661,406
Taxation and social security	925,080	819,544
	4,257,691	3,346,680

Deferred income of £821k (2024 £767k) relates to invoicing for care services in late March 2025, relating to services provided during April 2025.

Notes to the Financial Statements continued...

8. FUNDS

	Balance at 1 April 2024	Incoming resources & unrealised loss	Outgoing resources	Inter fund transfers	Balance at 31 March 2025
	£	£	£	£	£
Amenity, Friends & Development Fund	592,598	183,835	(129,137)	(101,377)	545,919
Restricted funds	592,598	183,835	(129,137)	(101,377)	545,919
Designated funds					
Fixed asset funds	12,456,288	-	(388,630)	827,201	12,894,859
Maintenance and redevelopment projects	1,403,360	-	(510,299)	158,319	1,051,380
Transformation fund	347,267	-	-	(21,869)	325,398
sub-total	14,206,915	-	(898,929)	963,651	14,271,637
General fund	8,499,801	58,609,411	(57,371,249)	(862,274)	8,875,689
Total funds	23,299,314	58,793,246	(58,399,315)	-	23,693,245

Restricted Funds

The Amenity, Friends and Development fund relates to monies raised for specific projects in services or central support functions, as well as unexpended donations resulting from specific appeals to be applied on development projects and smaller projects across the activities of the Charity. Transfers take place from this to the Fixed Asset fund because of expenditure on capital items.

Designated Funds

The Fixed Asset Fund represents the net book value of unrestricted funds already invested in properties and other fixed assets. The Maintenance and Redevelopment Projects Fund represents estimated amounts required to fund the on-going refurbishment and maintenance programmes of properties in the next financial year, with the Transformation fund enabling us to invest in new digital transformation projects or services. Movements during the year represent fixed asset additions, movement between assets under construction and property additions, along with NBV of disposals offset against proceed from sale of fixed asset.

9. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Balance at 31 March 2025 £
Tangible fixed assets	12,894,860	-	12,894,860
Investments	54,719	-	54,719
Net Current Assets	10,197,747	545,919	10,743,666
Creditors: amounts due after more than one year	-	-	-
Total	23,147,326	545,919	23,693,245

Notes to the Financial Statements continued...

10. PENSION SCHEMES

The Charity contributes towards three employee pension schemes. The Creative Personal Pension Scheme is a money purchase plan with the Charity contributing between 4% and 10% of members' salaries, and up to 3% for the Auto Enrolment Scheme. The NHS and Local Government Pension Scheme (LGPS) are both schemes we continue to pay into as a result of staff transferring in under TUPE. Contributions for both NHS and LGPS schemes vary and are advised by either the NHS or LGPS administrating bodies.

The charity participates in the NHS Pension Scheme, a defined benefit scheme that is unfunded and accounted for as a defined contribution scheme under FRS102. It is not possible to identify the charity's share of the underlying assets and liabilities on a consistent and reasonable basis. Employer contributions for the year ended 31st March 2025 were £94,436 (2023/24 £87,799).

The charity's share of the LGPS is not considered material to the financial statements, either individually or in aggregate, and also include the contributions made in the 2024/25 year.

11. OPERATING LEASE COMMITMENTS

	Land & Buildings	Plant, Equipment & Vehicles	Other	Land & Buildings	Plant, Equipment & Vehicles	Other
	2025	2025	2025	2024	2024	2024
	£	£	£	£	£	£
Total future minimum lease payments under operating leases, expiring:						
Within one year	165,255	161,445	40,805	200,601	181,541	44,977
In the second to the fifth year	222,600	214,846	20,403	311,004	222,208	60,496
After five years	76,519	-	-	107,217	-	-
Total	464,374	376,291	61,208	618,822	403,749	105,473

12. CAPITAL COMMITMENTS

No significant capital commitments at the time of signing, however we continue to invest in our business systems and properties.

13. TAXATION

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly, the company is potentially exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. No tax charge arose in the period.

Notes to the Financial Statements continued...

14. RELATED PARTY TRANSACTIONS

As of the 31st of March 2025, FitzRoy Support owed Love4Life £5,517 (2024: £517) with Love4Life owing FitzRoy Support £15,231 (2024: £38,676). During the year, FitzRoy Support charged Love4Life £25,000 (2024: £25,000) in management fees, whilst also making a grant of £30,000 (2024: £30,000) to Love4Life.

As of the 31st of March 2025, FitzRoy Support owed FitzRoy Support Services Limited (FSSL) £408,077 (2024: £203,485), with FSSL owing FitzRoy Support £479,542 (2024: £223,280). During the year, FitzRoy Support charged FSSL £1,025 (2024: £15,010) in management fees and £169,192 (2024: £207,720) in sub-contracting charges.

There were no other related party transactions carried out during the year.

FitzRoy

FitzRoy transforms lives every day, supporting people with learning disabilities to do the simple things that make a real difference to their everyday life.

Our values – See the Person, Be Brave and Be Creative - guide us each step of the way and are as important now as when the charity first began.

Our vision is a society where people are treated as equals, regardless of their disability.

Our mission is to transform lives by supporting people with learning disabilities to lead the lives they choose.

Join the conversation



Central Support, FitzRoy House, 8 Hylton Road, Petersfield, Hampshire, GU32 3JY
Call: 01730 711 111 Web: www.fitzroy.org

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