

Charity Registration No. 1025967
Company Registration No. 02818814 (England and Wales)

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025

EACH Counselling and Support **(A COMPANY LIMITED BY GUARANTEE)**

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Stephen Eckles
Dr Zenobia Nadirshaw (MBE)
Rosie Buckley
Shaheen Dar
Dr Oluwaseun Adebambo
Renoop Purewal
Leckraz Boyjoonauth
Ricardo Scipio

Chair
Vice Chair
Trustee/Treasurer
Trustee
Trustee
Trustee
Trustee
Trustee

Chief Executive and Company Secretary

Lakhvir Randhawa

Charity number:

1025967 (England and Wales)

Company number

02818814 (England and Wales)

Principal address and Registered Office

4th Floor
84 Uxbridge Road
West Ealing
W13 8RA

Auditors

Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton
KT6 7AL

Bankers

National Westminster Bank Plc
275-277 High Street
Hounslow
Middlesex
TW3 1ZA

Solicitors

Russell-Cooke
2 Putney Hill
Putney
London
SW15 6AB

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EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their report, which also contains the Directors' report as required by company law, and accounts for year ended 31 March 2025.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Companies Act 2006 and the requirements of: Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OVERVIEW

EACH recognises that a range of services and approaches are essential to engage individuals and families who are affected by problems arising from substance misuse, domestic violence and mental health issues, particularly those individuals and groups who are vulnerable, marginalised and hard to reach.

EACH's services are offered within a holistic approach that is culturally sensitive and person centred to reflect the individual, multiple and diverse needs of our service users.

The main services that are undertaken to further our charitable purpose for the public benefit, accessible to individuals of all ages and all communities are the following:

Services for women – Domestic Abuse and Violence

EACH's women-only services have continued to be provided within a holistic and trauma-informed approach to address their multiple and interconnected issues relating to domestic violence and abuse, mental health and substance misuse. Services include specialist domestic violence counselling and recovery support services for victim/ survivors and their children, a specialist BAME IDVA (Independent Domestic Violence Advisor) in Hounslow, and for women with multiple needs and women-only support groups. Support is provided to women within safe, short-term accommodation, helping them to deal with the impact of domestic abuse and develop move on strategies. Resettlement support is provided to enable women to move forward to sustain independence and safety.

Mental health services

Support to people in recovery is provided through targeted counselling and support services to the Black, Asian and Minority Ethnic (BAME) communities, including through trauma-based support for first generation migrants and asylum seekers in Hounslow, and the Tamil community in Hillingdon, through a user-led resource centre in Hounslow, a specialist Employment, and an out of hospital floating support service in Ealing. A peer led mental health service in Ealing (STEPS) provides signposting within the community and space for people with lived experience to promote wellbeing, and peer-led support in community hubs in Hounslow helped people to develop understanding about services and be signposted to them.

Substance misuse services in the community

Structured therapeutic interventions, both brief and long term which follow a client-centred and goal-oriented approach to enable individuals to address their substance misuse and mental health issues, are provided through our Life Therapies social enterprise, Project Jasmine for women, and young people's services as part of Brent's Youth Offending Service.

Abstinence based programmes are undertaken for those individuals wishing to maintain and achieve abstinence. Structured psycho-educational groups on relapse prevention, managing emotions, and better health are provided to assist those contemplating change and to help individuals in their recovery.

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Housing-related services

Generic and specialist support, mental health, and substance misuse floating support services provide support to people at risk of losing their homes and to help maintain their tenancies. This work is undertaken through a combination of home-visits by staff who support service users with life skills such as budgeting, cooking, understanding benefits, helping them access treatment and employment, education and training including other community-based provision, and through joint work with stakeholders, such as mental health teams, housing teams.

Services for young people and families

For young people from the age of 11 years a range of interventions are provided. These include motivational support, cognitive behaviour therapy (CBT), counselling, advice and information on harm reduction and the associated risks of substance misuse and gang involvement, as well as group-based activities and workshops on anger management, offending behaviour, and knife and gun crime. Accelerated support is provided as part of a wider team, co-located in Brent Council, to meet the needs of young people experiencing a mental health crisis.

Support is provided to parents to develop more positive relationships with their children as well as their own resilience. Activities are delivered as part of Brent Council's children and family's provision, as well as within the wider community and in collaboration with other young people's services and professionals.

Crisis prevention support and resettlement

Resettlement support is provided to women as part of a wider partnership (Project Casa) and within a domestic abuse aftercare project funded through the DASA (GLA) programme.

Counselling and Peer Volunteering

Placements are provided and supervised to enable volunteer counsellors/trainees to gain on the job experience as part of their training; this provides them with the opportunity to work within a counselling organisation and work with vulnerable people in real life situations.

Volunteering opportunities to enable service users to build their confidence and skills through voluntary work placements in the organisation and through a Peer Volunteer support programme. This helps service users make positive life style changes and sustain their commitment to change and reintegrate back into the community.

Our services are delivered in a number of community languages, including Hindi, Urdu, Gujarati, Punjabi, Arabic, Spanish, Albania, Yoruba, Igbo and Tamil and helps service users work towards their goals.

Structure, governance and management

Board of Trustees (Directors)

The Board of Trustees currently comprises of 8 members, who give their time voluntarily and are responsible for the governance, performance monitoring and strategic direction of the organisation. The Board meets 6 times a year to review and monitor the work. The Trustees are members of EACH. Board members come from diverse professional backgrounds and have expertise at a senior level in relevant areas such as financial management and accountancy, business strategy and organisational development, health and social care, clinical governance, housing and communications. If there have been any changes in trustees since the end of the year, these should also be reflected in the list presented.

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The day to day running of the charity rests with the Chief Executive who is supported by members of the Senior Leadership Team. Responsibility to review the management accounts and annual accounts and resources of the organisation is delegated to the Finance and Resource Subcommittee which reports to the Board. There are three additional sub-committees covering Quality Governance, Policy & HR and a Service User sub-committee.

The Trustees who served during the year and up to the date of signing of the accounts were:

Stephen Eckles	Chair
Dr Zenobia Nadirshaw (MBE)	Vice Chair
Rosie Buckley	Treasurer
Shaheen Dar	Trustee
Dr Oluwaseun Adebambo	Trustee
Renoop Purewal	Trustee
Ricardo Scipio	Trustee
Leckraz Boyjoonauth	Trustee -Appointed 13 July 2024

Recruitment and Appointment of the Board of Trustees

The Trustees are also Directors of the Charity for the purposes of company law and under the company's Articles are known as members of the Management Committee. Under the requirements of the Memorandum and Articles of Association the Trustees are elected to serve for a period of three years after which they must stand down and have the option of being re-elected at the Annual General Meeting. They receive no benefits from the charity.

Due to the nature of work that the organisation is involved in and the communities that it serves, the Board seeks to ensure that the experiences and needs of its service users are appropriately reflected through the diversity, experience and skills of its board members.

The organisation operates an open recruitment process advertising in the Guardian newspaper and on recruitment platforms, such as Indeed, Charity People, as well as through its social media channels. Prospective candidates are asked to provide their CV and a letter expressing interest. An information pack outlining the organisation's Strategic Plan, roles and responsibilities of board members and a copy of the annual report is provided to ensure full understanding of the organisation's work. An interview panel comprising of three board members including the Chairperson selects prospective candidates. They are invited to attend a full board meeting as an observer before they make a commitment.

Changes to the Board of Trustees

Leckraj Boyjoonauth appointed 13 July 2024

Induction and Training of Trustees

Board members are inducted and familiarised with the aims and objectives of the Charity through a comprehensive induction which covers the following areas:

- Role and responsibilities of Trustees.
- Operational framework for the Charity including the Memorandum and Articles.
- Risk Management.
- The current financial position of the Charity as set out in the latest published accounts.
- Future plans and objectives as set out in the 3-year Strategic Plan.

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In addition, members participate in open days, project launches and training events covering a number of topics related to EACH's work and its operational functions. Along with the Senior Leadership Team (SLT), Board members meet once a year for a separate strategic planning and review day.

Evaluation and performance monitoring

Trustees are responsible for ensuring that EACH meets its overall strategic aims and objectives as set out in the three-year Strategic Plan; reviewing annual performance and effectiveness; assessing, reviewing and monitoring risk, ensuring quality standards and meeting requirements of Company Law, Charities Commission regulations and other legal obligations.

There are four sub-committees – Finance and Resources, Quality Governance, Policy & HR and a Service User sub-committee. The Finance and Resources sub-committee sets and reviews the annual budget, reviews monthly management accounts, oversees risk management issues, allocates and oversees resources and meets all financial requirements as per the financial policy and procedures. The Quality Governance sub-committee reviews quality standards to ensure compliance with best practice, clinical governance, health and safety, and oversees regular audits. The Policy and HR sub-committee is responsible for reviewing policies and procedures, work force development, and staffing. The Service User sub-committee was reviewed and closer work with EACH's peer-led projects initiated to attract service user involvement and representation within governance structures. All committees make recommendations to the board and implement work plans as delegated by the Board.

Senior Management Team

The Senior Leadership Team (SLT) comprise the Chief Executive, Deputy Chief Executive and Finance & Resources Director. The SLT are responsible for delivering the three-year Strategic Plan and priorities which underpin and inform the key operational activities of EACH. The Operational Management Team (OMT) consists of the Operations Manager, Services Managers, Senior Counsellor and Project Manager/Co-ordinators, meeting bi-monthly to ensure the effective delivery and provision of all services as per the requirements of funders and commissioners. The Strategic Plan is reviewed annually by the Trustees and the Senior Management Team.

The charity operates from the head office in Ealing and three other branches in Harrow, Brent, and Hounslow and additionally through satellite provision.

Staff

EACH has a diverse workforce employing 50.60 full time equivalent staff members, with a range of experience, knowledge and skills. The organisation is committed to ensuring that staff have the opportunity to develop their skills and competencies through training, peer support and access to other learning opportunities such as through attending conferences, workshops and participating in forums in their areas of work.

The charity is grateful to its staff for their hard work and commitment towards the excellent service that was provided over the year during challenging circumstances posed by the coronavirus pandemic.

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Volunteers

The organisation supported 42 volunteers. Volunteers contributed 2,129 hours to the charity over the last year through counselling and peer support. Volunteers' contribution is equivalent of £29,160 to the charity based on £14.00/hour counselling hours and £13.15/hour for admin, key working and peer supports.

The charity would also like to extend special thanks to all volunteers who have contributed significantly throughout the year.

Key Management Personnel

1. Lakhvir Randhawa – Chief Executive
2. Clarissa Stoneham -Deputy Chief Executive
3. Femi Adebajo - Finance & Resources Director

Objectives and activities

Our charity's purposes as set out in the objects contained in the company's memorandum of association are to:

- Relieve mental or physical stress, or illness from alcohol related or other problems of individuals and their families, in particular those from ethnic minorities, through the provision of education, advice and counselling

Our aim which is carried out for the public benefit is:

- To be the leader in the development and provision of inclusive services that empower and meet the needs of individuals and families from diverse communities affected by drugs and alcohol misuse, mental health and domestic violence concerns.

Public Benefit

The trustees confirm they have referred to the Charity Commission guidance on public benefit.

Our activities deliver public benefits by:

- Providing quality and effective treatment to enhance positive outcomes for service users
- Developing services targeting socially excluded groups, particularly BAME (Black, Asian, Minority and Ethnic) communities, young people and women
- Promoting and highlighting best practice
- Empowering service users to realise their potential and maximise the opportunities available to them to do so
- Developing a skilled and competent workforce

Ensuring a robust organisation able to grow and change to meet the challenges of the future.

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Criteria for measuring success

The following are the criteria used by the charity to measure success of projects or any activity engaged in during the year:

1. The Key performance indicators (KPIs)-
 - KPIs established at the commencement of the project between the funder and EACH (quantity, quality, scope, time frame and safety standards etc).
 - Data monitoring system deployed to gather quantitative and qualitative data that can be used for continuous improvements and future funding applications.
2. Acceptability and satisfaction –
 - Clients' satisfaction measured through service users' consultations and feedback. The feedback gathered can be used to help shape future policy shifts or influence securing future funding for the same or related projects.
 - Staff satisfaction and good team working measured from responses from staff during appraisals and management supervisions.
 - Implication of the project on EACH's reputation.
3. Sustainability – Assessed based on ability to deliver within set budgets.
4. Organisational objectives –
 - Alignment of the project with the charity's business plan and values.
 - How the project can reaffirm EACH's unique selling point (USP).

Risk Identification

Risk Management is conducted at a strategic and operational level. The Board reviews EACH's Risk Management document annually to identify, prevent or reduce the impact and likelihood of identified risks as reported by the Finance and Resource sub-committee. Where risks have been identified, contingency plans are in place to mitigate them. "The Risk Management document", which incorporates the key areas that have to be addressed which includes organisational risks (dealing with vulnerable clients), financial risks (contracts, economic climate, organisational sustainability, commissioning and funding changes), employer's risks (health and safety for staff, service users and the public), meeting legal and other statutory requirements; reputational risks (complaints, organisational effectiveness, service delivery).

The organisation adheres to a number of standards. The ISO9000 provides a quality improvement framework, with processes and procedures assessed externally annually and achieves a certification. The NICE (National Institute for Health and Care Excellence) Clinical guidelines which provide a robust framework to meet clinical standards as the basis of our work. The continuing review of policies and operating procedures, implementation of the Drugs and Alcohol National Occupational Standards (DANOS), adoption of the QuADS (Quality Assurance for Drugs and Alcohol) and the QAF (Quality Assurance Framework), British Association for Counselling and Psychotherapy (BACP) requirements ensure a consistent quality of delivery for all operational aspects of the charity.

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Achievements and Performance in 2024 – 2025

Service Users Engaged in EACH's Counselling and Support Services

During the year EACH overall provided information, guidance and support to a total of 3,279 people through a combination of one-off brief interventions and structured, care planned interventions.

A total of 1,611 service users of the 3,279 were supported through structured interventions, such as one to one counselling, housing related casework, MI, CBT, and keyworking.

1,611 referrals were received in total for the structured , with 1,200 assessments of need undertaken. There were 1,098 new clients, representing 68.5% of the total seen. The remainder, 1,668 of the 3,279, were seen through peer-led outreach in community and public spaces, in hubs and one stop shops, proving a listening ear, information, referrals and signposting to other services.

Of the 1,611 clients: 76.1% of clients in our services were female, with males comprising 23.9% – 1,219 women were seen in both our specialist services (domestic abuse) and generic provision and 383 males seen primarily in our housing related support (floating support) , mental health and young offenders services.

72% compared to 74% the previous year were from BAME (Black, Asian and Minority Ethnic, including Mixed) communities, reflecting the organisation's reach and USP. The proportion of people of mixed heritage represented 10% of our BAME clients, whilst Black Caribbean represented 7%, Indian 14%, Black African 9%, and Middle Eastern 8% highlighting the wide reach of services. 3% of BAME clients were Tamil, reflecting the specialist trauma based counselling for people from the Tamil-speaking community in Hillingdon.

Within the White demographic, the majority were White British (18%), followed by White Eastern Europe (5.5%).

8,740 counselling sessions and 14,217 key working support sessions were delivered to service users, with 175 group-based interventions delivered, the latter accessed by 91 clients, with these primarily focused on supporting people on their mental health and/or domestic abuse. 776 outreach based support sessions were delivered to clients, primarily within our floating support services and our peer-led STEPs initiatives across Ealing and Hounslow the latter delivering 257 of these sessions.

Nearly 57% of clients seen were aged 30 to 49, with 18% aged 18-29, and 14% aged between 50 and 59; young people aged under 18 were mainly supported as part of our young people's services in Brent, addressing substance misuse and mental health, comprising just under 5% of the total. Clients aged over 60 represented 6% of the whole, with this a decrease over the previous year. Clients under 30 represented nearly a quarter of all clients, indicating an ongoing underlying trend of younger age groups being seen this year.

Nearly 48.5% of all clients seen against 32% in the previous year presented with domestic abuse and violence, this with our domestic abuse services for women increasing in this year with the development of aftercare and resettlement. 441 people presented with Housing need, out of which 320 were supported in Floating Support services in Ealing and Harrow. The remainder highlight that such needs co-existed with other presenting issues, such as mental health or domestic abuse. 326 people were seen in our mental health specific services (Mosaic Minds, Talking Minds, Star Centre, Tamil Counselling), with another 233 presenting with mental health alongside a primary issue. 309 people were seen due to substance misuse, 99 of them with a dual diagnosis as their primary concern.

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Services for Women

Ascent Project - pan London VAWG services

EACH has continued to deliver its specialist Violence Against Women and Girls (VAWG) services under Ascent, a project of the London VAWG consortium established in April 2013. The latter is made up of approx. 30 organisations, funded by London Councils to deliver a range of services for survivors of domestic and sexual violence. EACH delivered counselling and group work under the Advice and Counselling strand of Ascent in 8 boroughs – Brent, Hounslow, Harrow, Hillingdon, Kingston, Richmond, Merton and Wandsworth. Over the year, across the 8 boroughs, 182 women and young girls affected by sexual violence and abuse were provided with specialist counselling and support, with 1,870 counselling sessions; 71.5% of all women supported were from BAME backgrounds.

Awaaz – domestic abuse counselling for BAME women

Due to extensive demand for domestic abuse counselling, Awaaz provided additional capacity to support the cultural needs of BAME women across NW London (Brent, Harrow, Ealing, Hillingdon and Hounslow). This service supported 104 providing support in various mother-tongue languages. Within this service, support for young people (aged 11+) was developed to provide specific support to meet their needs.

DVA and Moving Forward – domestic abuse counselling, recovery and resettlement support

Both services received funding from MOPAC to support the GLA deliver its Tier 2 Duty, providing an aftercare counselling and recovery service for women living in safe accommodation, primarily refuges, as part of Sanctuary schemes, or where the women were in accommodation awaiting to enter safe accommodation. The Domestic Abuse Aftercare Service provided counselling and recovery based support through psycho-education and employment workshops, and the Moving Forward provided resettlement support, helping women to gain and develop confidence and self-autonomy. 140 women were supported in the Aftercare Service and 75 within the Moving Forward service year, with 79% and 76% drawn from BAME backgrounds respectively. In this year, support was extended with new funding to young male victims, aged 11-18, with 11 seen to address their particular needs.

Thea – support for women within primary care

With funding from the standing Together partnership, women were supported to address the impact of domestic abuse on their mental health as part of primary care pathways in Harrow, Hillingdon and Hounslow. A total of 110 women, 57% of whom were BAME, were supported through 1414 counselling sessions.

IDVAs – providing advocacy and crisis support

In Hounslow, the BAME IDVA supported 99 women providing one to one advocacy and emotional support to help them safeguard themselves and their children, with nearly 74% BAME; whilst in Brent, within specialist short term housing units; 27 women and their children, 67% BAME, were supported through 480 keyworking/support sessions to ensure they had the means to move forward within 3 months into safe housing, addressing finance, immigration as well as emotional support.

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CASA – resettlement support

Working as part of Pan-London Project CASA, 14 women, all BAME, were supported to resettle in various boroughs across London, helping the women to manage their tenancies, access financial support, develop local links and the confidence to move forward with their lives independently.

Drugs & Alcohol services

Project Jasmine – complex/multiple needs service in Ealing

Funding from the Henry Smith trust supported provision of counselling and keyworking to women with multiple, inter-connected needs related to domestic abuse, mental health and substance misuse. With a consistent delivery, 71 women were supported through counselling, all of whom presented with both substance misuse and mental health; 62% were BAME women and 42% were aged 20-29.

Support to rough sleepers was delivered in the first quarter, through spot purchasing from our Life Therapies social enterprise, with one male benefitting from this.

Young people's Support

EACH's work with young people focused on supporting them and their relatives as part of our Youth Offending Service in Brent, providing advice, guidance, psychoeducation and MI/CBT based interventions on substance misuse, mental health and social exclusion; 120 referrals were received, with 45 young people aged 17 and under supported. In addition, 61 family members were supported within the YOS work.

Support was co-located within Brent Council, local schools and provided through outreach and online, with activities comprising one to one individual support, including key-working and structured counselling, group work, and peer-based activities. The majority of young people supported in the YOS were male (96%) and from BAME communities (79%); the adults were predominantly female comprising 87% and BAME 82%.

Also in partnership with Brent Council, support was provided to young people experiencing mental health or at risk of entering CAMHS, with 8 young people benefitting through CBT and keyworking to stabilise and prevent the need for more intensive interventions.

As part of our domestic abuse counselling services therapeutic support was extended to young people aged 11-18, including young males, supporting 31 this year.

Floating support services – Substance Misuse, Mental Health, Women and Families, Ex-Offenders and Generic

The Floating Support Services (FSS) in Harrow and Ealing supported a total of 320 clients across mental health, generic, women and families, and substance misuse/ex-offender clients; this included an out of hospital service to enable people discharged from mental health in-patient treatment to resettle within the community, which saw 61 people. In Harrow the Housing First service supported 13 and the generic/substance misuse services supported 89 people.

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Mental Health services

Mosaic Minds – Hounslow

One to one counselling to help people address their mental health concerns and trauma was provided to 147 people; although accessible to anyone in the borough, it provided specialist support to first generation migrants, and refugees and asylum seekers; the latter included delivery within contingency hotels as well as in the wider community, addressing PTSD, safeguarding, and other issues, such as sexual violence, impacting their welfare and wellbeing. 86% of clients seen were BAME, with nearly 32% of the latter having a Middle East background.

Tamil mental health project – Hillingdon

EACH provided a specialist mental health counselling service to the Tamil Community in Hillingdon. Support was provided in mother tongue to help 19 people recover from the emotional and physical impact of the conflict in Sri Lanka (PTSD), domestic violence and alcohol. The service was impacted by lack of satellite provision (primarily within GP surgeries) with access to primary care settings an ongoing issue.

Mental Health – Project 10 @ Star Centre, Hounslow

The mental health service (Project no 10 @ the Star Centre) has continued to operate during this period, recognising need for social interaction and support ; it assisted 101 service users through drop in sessions, 57% being male and 56% of the total clients from BAME backgrounds. The service provides a 'safe space' for service users who are in contact with statutory services to help reablement through social activities, e.g. gardening, as well as enable people to come together and access support and have a hot meal, including over Christmas and New Year. This year saw the additional activities introduced in the first year, including for women sustained successfully.

STEPS- Peer led Mental Health Awareness and Signposting

Funded by L.B Ealing, STEPS+ delivered 41 outreach sessions to various locations across the borough interacting with 582 people, through involvement of 12 peers , helping people to address social isolation, develop self-care and identify appropriate services for themselves.

The model was extended into Hounslow, with the work embedded primarily in local authority managed Hounslow Hubs; at the latter, it interacted with 1086 residents, providing information, signposting and a supportive listening space.

Social Enterprise – Life Therapies

A fee paying service, Life Therapies supported 5 clients on their mental health, through 58 sessions.

New Developments

Domestic Abuse Services

In this year, further funding was obtained through a bid to MOAPC to extend our DASA service to young male victims of domestic abuse (aged 11-18) and to deliver resettlement support in additional borough (Kingston and Richmond).

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Mental Health Services

Talking Minds - EACH built upon its mental health counselling for BAME communities and refugees in Hounslow, with a successful grant to Hounslow Council to Talking Minds to provide counselling to people with multiple needs related to mental health, substance misuse and domestic abuse. The service supported 59 people, out of whom all had a minimum of 2 presenting issues; 51% presented as having a housing need, highlighting the complexity of the work.

Men's Room

In Harrow, a small amount of funding enabled the development of support to men experiencing isolation, lack of meaningful employment, mental health concerns through space specific to them, with the objective to support the development of peer support, volunteering and take up of local services.

Community Wellbeing

EACH was successful in a bid to establish our Harrow centre as a 'Warm Centre', whereby local residents can access a free, heated and welcoming space, with access to resources such as hot drinks, Wi-Fi, health information, workshops, and cost-of-living advice.

Ask Annie was introduced also at our Harrow Centre, providing a point of refuge for anyone feeling vulnerable in relation to domestic abuse and violence.

Volunteers and Peers

In this year, a total of 55 volunteer counsellors supported the vital work of the organisation, delivering 1449 hours of support, and 22 peers provided 680 hours through outreach, co-facilitation of sessions, and admin support.

2024-25 AT A GLANCE

This year, EACH Counselling and Support consolidated its position as a specialist, community-based provider for people with complex and multiple needs across West London, while strengthening its financial resilience and strategic reach. EACH's work remains strongly focused on women and racially minoritised (BAME) communities: 72% of people supported were women and 28% men, with the majority from Asian backgrounds, followed by African, mixed heritage and Middle Eastern communities. Thus, it grew its services for women and children experiencing domestic abuse and violence and for those experiencing mental health issues, providing support that is trauma-informed and has cultural authenticity.

Services are delivered through a mix of one-to-one counselling, casework, structured groups, aftercare and peer-led activities, with strong emphasis on language, culture and lived experience as key to engagement and outcomes

This year continued to be one in which EACH demonstrated its resilience and adaptability to adjust and respond to emerging needs and a changing environment in the context of financial challenges and different commissioning approaches. EACH focussed on building upon its expertise of working with marginalised groups on mental health, substance misuse, and domestic violence, which coupled with its long-standing presence in NW London, provided a platform to seek and obtain funding for initiatives to support people experiencing cost of living crisis coupled with more acute presentations due to lack of preventative services and higher thresholds.

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The challenge has been service delivery through multiple projects which are funded through grants, with this requiring greater co-ordination, onboarding of staff, reporting and management, and short-term funding to respond to immediate needs posed by the pandemic. In addition, service delivery has had to be managed to deliver in a blended way, providing a mix of online/phone support and face to face sessions, ensuring choice and flexibility. However, in this year, consolidation of our borough based services and centres continued, with the aim to bring services together as an integrated and holistic offer that benefit the local community given that most of the people seen face overlapping and interconnected issues such as trauma, housing insecurity and multiple disadvantage.

Partnerships

EACH continued its successful partnership with Ascent Project (pan London Violence against Women and Girls (VAWG) service) to provide counselling in 8 London boroughs, as well as with Standing Together to develop and deliver a pilot project (Thea) to women recovering from domestic abuse, supporting them on their mental health within primary care pathways. EACH was involved in policy and practice-based groups, including the Home Office ACMD as well as Alcohol Change, focusing on the particular needs of BAME communities.

Quality Governance

- Internal audits have informed the work of the Quality Sub-committee to ensure that service improvements are undertaken and to provide oversight of clinical governance
- A number of key clinical and organisational policies were reviewed and adapted.
- Staff benefited from a range of internal and external trainings
- Service users have been represented on the Board, played a key role in promoting the organisation and have participated in our employee recruitment process.
- EACH retained its ISO 9001 quality management certification during the year and will endeavour to sustain the quality mark.

FINANCIAL REVIEW

The year-end account shows an increase in the net assets of the Charity by £318,166 to £1,715,680 as at 31 March 2025 from £1,397,514 as at 31 March 2024 representing an increase of 22.76%. The revenue of the charity also increased by 17.82% (£331,853) to £2,194,031 from £1,862,178. This shows strong financial growth for the charity, both in the value of its net assets and its revenue. The increase in revenue is partially explained by new contracts commencing in the most recent year.

Reserves policy

The trustees of EACH have established a policy to maintain a minimum of £650,000 in unrestricted general reserves, sufficient to cover at least four months' recurrent expenditure and liabilities, which currently amounts to approximately £160,000 per month. As at 31 March 2025, the charity's unrestricted reserves totalled £1,715,680, comprising £815,680 in general reserves and £900,000 in designated reserves. The designated funds are allocated for staffing (£125,000), office improvements, and potential acquisition of new premises (£775,000). The level of general reserves exceeds the trustees' minimum requirement, reflecting a sound and prudent approach to financial management and risk mitigation.

EACH Counselling and Support **(A COMPANY LIMITED BY GUARANTEE)**

TRUSTEES' ANNUAL REPORT
FOR THE YEAR ENDED 31 MARCH 2025

Plans for the future

In 2025-26 EACH will:

- Continue to build both statutory and non-statutory income streams to provide key services that support service user's recovery and health and well-being
- Continue to build financial reserves to enable sustained growth and deliver on strategic, long-term ambitions to ensure sustainability
- Recruit additional, new members to the Board of Trustees and provide relevant induction and training
- Enhance our social enterprise model by incorporating it into our funding and business development plan, including through spot purchasing by statutory and non-statutory services, and through external supply
- Prioritise funding and development to sustain our current community engagement and counselling and support services to BAME communities, women and girls and young people affected by substance misuse, mental health and domestic violence, including through premise/centre developments
- Develop our offer to young people and families
- Continue to build and sustain strategic alliances and partnerships
- Implement a competency-based framework and related training
- Draw out learning and impact of our work, in particular through pilot projects to test out new models and to respond to emerging needs and gaps
- Continue to roll out and develop borough based and place based working, utilising community assets to leverage further service developments
- Focus on further service user and volunteer involvement within the organisation
- Identify new locations to deliver our work through satellites and gauge potential for new premises in Brent
- Review and develop our strategic plan to take us forward into next stage of the organisation's growth and ensure internal resources are aligned to these

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2023

The Charity's trustees (who are also the directors of EACH Counselling and Support for the purposes of company law) are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the Charity trustees to prepare accounts for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP (Statement of Recommended Practice) 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Disclosure of information to auditors

Each of the Trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

On behalf of the Board of Trustees



Stephen Eckles

Chair

Date: 16th October 2025

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR THE YEAR ENDED 31 MARCH 2023

Opinion

We have audited the financial statements of EACH Counselling and Support (the 'charity') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of cash flows and the notes to the accounts, 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 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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.

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

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

Other information

The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our auditors' report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

EACH Counselling and Support (A COMPANY LIMITED BY GUARANTEE)

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR THE YEAR ENDED 31 MARCH 2023

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report, which includes the Directors' Report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report included within the Trustees' Annual Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report included within the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a Strategic Report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the 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 auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

EACH Counselling and Support **(A COMPANY LIMITED BY GUARANTEE)**

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF EACH COUNSELLING AND SUPPORT FOR THE YEAR ENDED 31 MARCH 2023

- Enquiry of management and those charged with governance about actual and potential litigation or claims and the identification of non-compliance with laws and regulations.
- 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.
- Auditing the risk of management override of controls, including testing journal entries and other adjustments for appropriateness; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- Professional scepticism in course of the audit and with audit sampling in material audit areas.

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 is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditors' report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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.



Kevin Fisher BA FCA CTA
for and on behalf of Kingston Burrowes Audit Ltd
Statutory Auditors
308 Ewell Road
Surbiton
Surrey
KT6 7AL

Date: 3rd December 2025

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2025

Income	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds 2025 £	Total funds 2024 £
Income						
Donations and legacies	3	1,365,251	-	265,582	1,630,833	1,161,339
Charitable Activities	4	3,304	-	525,966	529,270	680,828
Investment Income		37,281	-	-	37,281	20,011
Total income		1,405,836	-	791,548	2,197,384	1,862,178
Expenditure on: Charitable Activities:						
General advocacy and support	5	1,087,670	-	791,548	1,879,218	1,693,429
Total expenditure		1,085,820	-	791,548	1,879,218	1,693,429
Net Income/ (expenditure) before transfers		318,166	-	-	318,166	168,749
Transfers between funds		(200,000)	200,000	-	-	-
Net Income/ (expenditure) for the year		118,166	200,000	-	318,166	168,749
Reconciliation of Funds:						
Total funds brought forward	16/17	697,514	700,000		1,397,514	1,228,765
Total funds carried forward	16/17	£815,680	£900,000	£0	£1,715,680	£1,397,514

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

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025		2024	
		£	£	£	£
Fixed assets:					
Tangible assets	13		6,566		6,111
Current assets					
Debtors	14	265,403		244,106	
Cash at bank and in hand		<u>1,587,364</u>		<u>1,340,313</u>	
Total Current assets		1,852,767		1,584,419	
Liabilities:					
Creditors: Amounts falling due within one year	15	<u>(143,653)</u>		<u>(193,016)</u>	
<i>Net current assets</i>			<u>1,709,114</u>		<u>1,391,403</u>
Total net assets	18		<u><u>£1,715,680</u></u>		<u><u>£1,397,514</u></u>
The funds of the Charity:					
Restricted funds	16		-		-
Unrestricted funds					
Designated funds	17		900,000		700,000
Other unrestricted funds	17		<u>815,680</u>		<u>697,514</u>
<i>Total unrestricted funds</i>			<u>1,715,680</u>		<u>1,397,514</u>
Total funds	18		<u><u>£1,715,680</u></u>		<u><u>£1,397,514</u></u>

These accounts were approved by the Board of Trustees on 16th October 2025 and signed on its behalf by:

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



Stephen Eckles
Chair



Rosie Buckley
Treasurer

The notes at pages 21 to 36 form part of these financial statements.

EACH Counselling and Support
(A COMPANY LIMITED BY GUARANTEE)

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	Note	Total Funds 2025 £	Total Funds 2024 £
Cash flows from operating activities:			
Net cash used in operating activities	19	217,199	240,697
Cash flows from investing activities:			
Purchase of tangible fixed assets	13	(7,429)	(4,842)
Interest received		37,281	20,011
		<u> </u>	<u> </u>
Change in cash and cash equivalents in the reporting period		247,051	255,866
Cash and cash equivalents at the beginning of the reporting period		1,340,313	1,084,447
		<u> </u>	<u> </u>
Cash and cash equivalents at the end of the reporting period		<u>£1,587,364</u>	<u>£1,340,313</u>

The notes at pages 21 to 36 form part of these financial statements.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

I. Accounting Policies

- a) EACH Counselling and Support is a private company limited by guarantee incorporated in England and Wales. The registered office is 4th Floor, 84 Uxbridge Road, West Ealing, London, W13 8RA. In the event of the charity being wound up, the liability in respect of this guarantee is limited to £1 per member of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated:

b) Basis of preparation

The financial statements have been prepared in accordance with the Charities Act 2006, Companies Act 2006 and the requirements of: Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) and United Kingdom Generally Accepted Accounting Practice.

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

The accounts are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these accounts are rounded to the nearest £.

c) Preparation of the accounts on a going concern basis

The COVID-19 pandemic has caused little disruption to the charity's operations to date, as the counselling and key working services have been provided using online platforms. We had to close our offices, but we continued our services with online and by telephone. Income has continued to be received from the existing multi-year contracts and new ones during the period while our staff and volunteers have worked from home and attended online meetings. Our keyworkers provide check ups on the highly vulnerable clients. The trustees consider it unlikely that the continuing effect of the pandemic will cause significant disruption. All our funders were particularly supportive during the lockdown periods. Accordingly, at the time of approving the accounts, the trustees have a reasonable expectation that the company has adequate resources to continue in operation for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the accounts

d) Income

All incoming resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary resources are included in the statement of financial activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

The value of services provided by volunteers has not been included in these accounts.

Investment income is included when receivable.

Unrestricted income is deferred when this is received and relates to a period following the year end. Restricted income is deferred only when this relates wholly to a future period, as specified by the funder.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

Accounting Policies (Continued)

e) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the Charity.

Designated funds have been allocated by the trustees to specific projects being undertaken by the Charity.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the Charity's work or for specific projects being undertaken by the Charity.

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of attracting voluntary income and the costs of fundraising.
- Expenditure on charitable activities includes the costs of the delivery of its activities and services for its beneficiaries.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Rental costs under operating leases are charged against income on a straight line basis over the term of the lease.

g) Allocation of support costs

All support costs are allocated activities based on the time spent on those by staff.

h) Tangible fixed assets

All assets costing more than £500 are capitalised.

Tangible fixed assets are stated at cost less depreciation. A full year depreciation is charged in the year of acquisition of fixed assets. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which in all cases is estimated at 3 years.

All fixed assets acquired specifically for projects under restricted funds, are written off in the year of purchase.

The policy with respect to impairment reviews of fixed assets is that these assets are inspected regularly for any impairment and any defect remedied so as to maintain the current value. In some cases a provision for impairment would be required.

i) Pensions

The charity operates a defined contributions pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

Accounting Policies (Continued)

j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered and provision for bad and doubtful debts.

Prepayments are valued at the amount prepaid net of any trade discounts due.

k) Cash at bank and in hand

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

l) Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m) Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues of FRS 102 to all its financial instruments.

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of financing items which are subsequently measured at amortised cost using the effective interest method.

n) Leases

Operating lease rentals are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

2. Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees do not consider there to be any estimates or judgements that are critical to the accounts.

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

3. Voluntary Income

	Unrestricted Funds £	2025 Restricted Funds £	Total Funds £	Unrestricted Funds £	2024 Restricted Funds £	Total Funds £
Grants	1,362,723	265,582	1,628,305	884,438	274,470	1,158,908
Gifts in Kind	2,528	-	2,528	2,431	-	2,431
	<u>£1,365,251</u>	<u>£265,582</u>	<u>£1,630,833</u>	<u>£886,869</u>	<u>£274,470</u>	<u>£1,161,339</u>

Grants (unrestricted):

	2025 £	2024 £
Ministry of Justice – Awaaz Project	222,732	222,731
LB Ealing Test & Trace	-	-
DASA -Moving Forward	226,208	49,041
CNWL – Stepdown Project	-	-
Groundworks – Together Hounslow	-	-
Ealing Rough Sleepers	-	8,550
Standing Together	90,000	30,000
Housing First	137,556	124,549
Ealing Rough Sleepers	-	8,550
CASA Project	59,184	59,708
Hounslow Hubs	13,467	11,000
Hounslow Residents Engagement	-	-
Ealing WWZ	10,000	-
Manchester Met University	2,000	-
Cardent – Harrow Warming Centre	6,667	-
Hounslow Talking Minds	50,000	-
Harrow Men’s Room	4,500	-
GLA -DASA	396,667	285,630
GLA- Refuge Counselling	-	-
Hounslow -MOSAIC	89,713	44,643
LB Ealing SMI	-	41,939
NHS NWL Winter Warming	13,900	3,000
Hounslow STEPS	40,129	3,648
	<u>£1,362,723</u>	<u>£884,438</u>

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

3. Voluntary Income (continued)

Grants (restricted):	2025	2024
	£	£
Others		
London Councils (Ascent)	93,749	93,748
Henry Smith Foundation	50,833	60,000
London Borough of Brent		
Supported Accommodation	40,000	40,000
London Borough of Hounslow		
Hounslow IDVA	50,000	50,000
London Borough of Ealing		
Steps MH	31,000	30,489
	<u>£265,582</u>	<u>£274,237</u>

Gifts in kind include £2,528 (2024: £2,452) for general advocacy.

4. Income from charitable activities

	2025			2024		
	Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
Advice, Information & Counselling	-	525,966	525,966	-	606,046	606,046
Other Income	3,304	-	3,304	74,782	-	74,782
	<u>£3,304</u>	<u>£525,966</u>	<u>£529,270</u>	<u>£74,782</u>	<u>£606,046</u>	<u>£680,828</u>

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

4. Income from charitable activities (continued)

Contracts (restricted income):	2025	2024
	£	£
Brent Youth Offending Service (MOPAC)	95,710	91,152
Brent Mental Health	14,094	55,000
LB Brent – Generic Floating Support	-	48,553
LB Ealing Supporting People	185,441	186,217
LB Harrow Housing Services	173,674	172,358
LB Hounslow Mental Health User-Led	48,510	44,101
NHS Hillingdon	8,537	8,665
	<u>£525,966</u>	<u>£606,046</u>

5. Analysis of expenditure relating to general advocacy and support

		2025	2024
		£	£
Direct costs			
Staff costs		1,475,041	1,438,091
Recruitment		5,849	5,375
Travel		2,829	3,214
Volunteer expenses		863	882
Training & development		58,707	33,991
Direct Consultancy Fees		14,225	
Support costs			
Share of support	6	314,705	315,526
Share of governance cost	6	6,999	4,957
		<u>£1,879,218</u>	<u>£1,693,429</u>

Total expenditure was £1,879,218 (2024: £1,693,429) of which £1,087,670 was unrestricted (2024 : £803,984) and £791,548 was restricted (2024: £889,445).

EACH Counselling and Support

(A COMPANY LIMITED BY GUARANTEE)

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

6 Analysis of support costs and governance costs

	Support Costs 2025 £	Governance 2025 £	Total 2025 £	Support Costs 2024 £	Governance 2024 £	Total 2024 £
Premises	183,940	-	183,940	191,370	-	191,370
Communications	41,000	-	41,000	48,278	-	48,278
General Office & Finance Staff	65,878	-	65,878	63,905	-	63,905
Legal & Professional	15,507	-	15,507	5,676	-	5,676
Depreciation	6,974	-	6,974	4,972	-	4,972
Bank Charges	1,406	-	1,406	1,325	-	1,325
Audit Fees	-	4,200	4,200	-	4,200	4,200
Board Meetings Annual report/ AGM		2,799	2,799		757	757
	<u>£314,705</u>	<u>£6,999</u>	<u>£321,704</u>	<u>£315,526</u>	<u>£4,957</u>	<u>£320,483</u>

7 Net Income/(expenditure) for the year

This is stated after charging:	2025	2024
Depreciation	£6,974	£4,972
Auditor's remuneration	£4,200	£4,200
Operating lease rentals	£Nil	£Nil

8 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

	2025	2024
Wages and Salaries	1,284,254	1,163,013
Social Security Costs	118,028	108,268
Seasonal Fees	21,753	12,304
Pension	51,006	45,899
	<u>£1,475,041</u>	<u>£1,329,484</u>

The key management personnel of the Charity comprise the Chief Executive, Deputy Chief Executive and Finance & Resources Director. Three employees earned in excess of £60,000 (2024 : Three). Remuneration of key management personnel was £238,734 (2022 : £228,835). Under FRS 102, employee

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benefits include gross salary, employer's national insurance, employer's pension contributions and benefits in kind.

9 Staff Numbers

The average monthly head count was 49 staff (2024: 58) and the average monthly number of full time equivalent employees (including casual and part time staff) during the year was as follows:

	2025 Number	2024 Number
Charitable activities	38.19	36.42
Support	8.36	8.2
	<u>46.55</u>	<u>50.6</u>

10 Pension and other post-retirement benefit commitments

The Charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the Charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund.

	2025	2024
Contributions payable by the company for the year	<u>£51,006</u>	<u>£45,899</u>

The expense has been allocated to unrestricted expenditure on the same basis as wages and salaries.

11 Related party transactions

None of the trustees (or any persons connected with them) received any remuneration during the year, (2024: nil). No Trustees were reimbursed expenses in the year, (2024: nil). There were no other related party transactions in the year.

12 Corporation tax

As a charity, EACH Counselling and Support is exempt from UK tax on income and gains to the extent that these are applied to its charitable objects. No UK tax charges have arisen in the Charity, during the year or the previous year.

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13 Tangible fixed assets

	Office Equipment £
Cost:	
As at 1 April 2024	39,289
Additions	7,429
Disposals	(14,200)
As at 31 March 2025	<u>32,518</u>
Depreciation:	
As at 1 April 2024	33,178
Charge for year	6,974
Disposal	(14,200)
As at 31 March 2025	<u>25,952</u>
Net book value	
As at 31 March 2025	<u>£6,,566</u>
As at 31 March 2024	<u>£6,111</u>

All assets are used for charitable purposes.

14 Debtors

	2025 £	2024 £
Trade debtors	193,273	171,652
Prepayments and accrued income	72,130	72,454
	<u>£265,403</u>	<u>£244,106</u>

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FOR THE YEAR ENDED 31 MARCH 2025

15 Creditors: amounts falling due within one year

	2025 £	2024 £
Trade creditors	22,281	11,780
Taxation and Social Security	27,419	22,365
Accruals and deferred income	93,953	158,871
	<u>£143,653</u>	<u>£193,016</u>
	2025 £	2024 £
Deferred income brought forward	116,334	148,865
Released in the year	(116,334)	(148,865)
Deferred in the year:		
- LB Hounslow – IDVA	-	45,833
- LB Brent – Mental Health	-	-
- LB Hounslow – Mosaic	-	-
- LB Hounslow -STEPS	-	18,241
Henry Smith Foundation	29,167	10,000
GLA -DASA -Moving Forward	-	12,260
Standing Together -Thea	-	30,000
Ealing Council-Punjabi Counsellor	8,000	-
Cadent Gas -Harrow Warm Centre	3,533	-
	<u>£40,700</u>	<u>£116,334</u>

Deferred income represents grant income received in advance.

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FOR THE YEAR ENDED 31 MARCH 2025

16 Analysis of movements in restricted funds

	Balance as at 31 March 2024 £	Incoming resources £	Resources expended £	Balance as at 31 March 2025 £
LB Brent YOS (MOPAC) (a)	-	95,710	95,710	-
London Councils (Ascent) (b)	-	93,748	93,748	-
LB Hounslow MH User-Led (c)	-	48,511	48,511	-
LB Hounslow IDVA (d)	-	50,000	50,000	-
LB Harrow Housing Related Serv. (e)	-	173,674	173,674	-
NHS Hillingdon Tamil (f)	-	8,537	8,537	-
LB Ealing Generic FSS (g)	-	185,441	185,441	-
Henry Smith Foundation (h)	-	50,833	50,833	-
LB Brent Floating Support (i)	-	-	-	-
LB Ealing Voluntary Section MH (k)	-	31,000	31,000	-
LB Brent Mental Health (l)	-	14,094	14,094	-
Supported Accommodation (m)	-	40,000	40,000	-
	<u>-</u>	<u>£791,548</u>	<u>£791,548</u>	<u>-</u>

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

16 Analysis of movements in restricted funds

Comparative information for the previous financial year is as follows:

	Balance as at 31 March 2023 £	Incoming resources £	Resources expended £	Balance as at 31 March 2024 £
LB Brent YOS (MOPAC) (a)	-	91,152	91,152	-
London Councils (Ascent) (b)	-	93,981	93,981	-
LB Hounslow MH User-Led (c)	-	44,100	44,100	-
LB Hounslow IDVA (d)	8,929	50,000	58,929	-
LB Harrow Housing Related Serv. (e)	-	172,358	172,358	-
NHS Hillingdon Tamil (f)	-	8,665	8,665	-
LB Ealing Generic FSS (g)	-	186,217	186,217	-
Henry Smith Foundation (h)	-	60,000	60,000	-
LB Brent Floating Support (i)	-	48,554	48,554	-
LB Ealing Voluntary Section MH (k)	-	30,489	30,489	-
LB Brent Mental Health (l)	-	55,000	55,000	-
Supported Accommodation (m)	-	40,000	40,000	-
	<u>£8,929</u>	<u>£800,516</u>	<u>£889,445</u>	<u>£-</u>

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NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 MARCH 2025

16. Analysis of movements in restricted funds (Continued)

All the above restricted funds were utilised for the purposes for which they were intended as follows:

- a) To provide counselling and support to young offenders within the criminal justice system.
- b) To deliver the Ascent Project as one of the partners of VAWG Consortium providing counselling and support groups for women and girls, experiencing domestic and sexual violence and abuse in eight outer London Boroughs of Hounslow, Harrow, Hillingdon, Brent, Merton, Wandsworth, Kingston and Richmond Upon Thames funded by the London Council
- c) To provide User-led Mental Health Services for mental health service users in the London Borough of Hounslow
- d) To provide BAME Domestic Abuse Specialist Advocacy to residents of London Borough of Hounslow
- e) To provide Housing Related Support and Preventative Support Services generic (lot 2) and Supported Housing for offenders, ex-offenders and individuals with drug and alcohol misuse and dependency issues (lot 3) in LB Harrow
- f) To provide counselling and support to the Tamil community affected by mental health issues in Hillingdon
- g) Provision of generic, mental health and substance misuse/offender floating support services in the London Borough of Ealing
- h) To provide group support and counselling for women with complex needs who reside in the London borough of Ealing
- i) Provision of generic floating support services in the London Borough of Brent in partnership with Thames Reach Charity
- j) Providing support to people in 9 North West London boroughs with common mental health issues within the BME communities to build their motivation and capabilities to enter employment in partnership with Twining Enterprise
- k) To provide a peer-led mental health signposting and awareness service, STEPS to residents of London Borough of Ealing.
- l) To offer psycho-education and CBT to young people to de-escalate a crisis as part of the Accelerated Support Team based within Brent Council
- m) To provide support to women with complex needs in the London Borough of Brent fleeing domestic abuse and living in short-term accommodation, to enable them to move on successfully through intensive case work

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FOR THE YEAR ENDED 31 MARCH 2025

17 Analysis of movement in Unrestricted Funds

	Balance as at 31 March 2024 £	Incoming Resources £	Resources expended £	Transfers £	Funds as at 31 March 2025 £
Other Unrestricted Funds	<u>697,514</u>	<u>1,405,836</u>	<u>1,087,670</u>	<u>(200,000)</u>	<u>815,680</u>
Designated Funds					
Staffing contingency	100,000	-	-	25,000	125,000
Office improvements and relocation costs	<u>600,000</u>	<u>-</u>	<u>-</u>	<u>175,000</u>	<u>775,000</u>
Total Designated Funds	<u>£700,000</u>	<u>£Nil</u>	<u>£Nil</u>	<u>£200,000</u>	<u>£900,000</u>

The designated funds, which are to be utilised within 3 years, have been set aside as follows:

Staffing Contingency

The staffing contingency fund represents the potential cost of providing locum cover in the case of maternity or long-term sick leave.

Office Improvements

This fund represents the potential cost of relocation and/or refurbishment of our existing offices and associated capital expenditure.

Comparative information for the previous financial year is as follows:

	Balance as at 31 March 2023 £	Incoming Resources £	Resources expended £	Transfers £	Funds as at 31 March 2024 £
Other Unrestricted Funds	<u>619,836</u>	<u>981,662</u>	<u>803,984</u>	<u>(100,000)</u>	<u>697,514</u>
Designated Funds					
Staffing contingency	100,000	-	-	-	100,000
Office improvements and relocation costs	<u>500,000</u>	<u>-</u>	<u>-</u>	<u>100,000</u>	<u>600,000</u>
Total Designated Funds	<u>£600,000</u>	<u>£Nil</u>	<u>£Nil</u>	<u>£100,000</u>	<u>£700,000</u>

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FOR THE YEAR ENDED 31 MARCH 2025

18 Analysis of net assets between funds

Funds as at 31 March. 2025 were represented by :	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Tangible fixed assets	6,566	-	-	6,566
Current assets	952,767	900,000	-	1,852,767
Current liabilities	(143,653)	-	-	(143,653)
	<u>£815,680</u>	<u>£900,000</u>	<u>£-</u>	<u>£1,715,680</u>

Comparative information for the previous financial year is as follows:

Funds as at 31 March 2024 were represented by :	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
Tangible fixed assets	6,111	-	-	6,111
Current assets	884,419	700,000	-	1,584,419
Current liabilities	(193,016)	-	-	(193,016)
	<u>£697,514</u>	<u>£700,000</u>	<u>£-</u>	<u>£1,397,514</u>

19 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	2024 £
Net movement in funds	318,166	168,749
Add back depreciation charge	6,974	4,972
Decrease/(increase) in debtors	(21,297)	142,644
(Decrease)/increase in creditors	(49,363)	(55,657)
Interest received	(37,281)	(20,011)
Net cash used in operating activities	<u>£217,199</u>	<u>£240,697</u>

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FOR THE YEAR ENDED 31 MARCH 2025

20 Commitments under operating leases

	2025 £	2024 £
Within one year - property	2,000	2,000
Between two and five years - property	258,471	322,229
	<u>£260,471</u>	<u>£324,229</u>

21. SECTION 37 STATEMENT: LONDON COUNCILS GRANT

Under the terms of our grant from London Councils and Section 37 of The Local Government and Housing Act 1989 we are required to present the following information:

Grant-aid of £93,981 received in 2024-2025 (£95,294 received in 2023-2024) from the London Councils Grants to deliver the Ascent Project as one of the partners of VAWG Consortium providing counselling and group work for women and girls, experiencing domestic violence and abuse in eight outer London boroughs of Hounslow, Harrow, Hillingdon, Brent, Merton, Wandsworth, Kingston and Richmond upon Thames.

	2025		2024	
	Grants (£)	Spent (£)	Grants (£)	Spent (£)
Salary Costs	82,419	82,419	84,178	84,178
Training/Group (including Volunteers)	2,914	2,914	2,914	2,914
Running Costs	8,648	8,648	8,648	8,648
Total	<u>£93,419</u>	<u>£93,981</u>	<u>£95,740</u>	<u>£95,740</u>

22. Analysis of changes in net (debt)/funds

The charity had no debt during the year.

23. Contingent Assets

The charity has been awarded multi-year grants with specified or implied timeframes which preclude recognition of the full amount. The total amount awarded for future years but not recognised is £128,667.

